

2. Offer letter of students placed in latest year and thirty offer letter from each year

2020-2021



Confirmation for Karolina - reg >



Inbox



HR Geometrics 17 Mar

to me v



Dear Edwin Sir,

This is with ref. to our earlier discussion, herewith we are confirming that Ms.Karolina is Provisionally selected for our engineering department based at coimbatore. She can join the service on 1st April 2021 . Based on the learning and performance of the candidate the position will be changed to permanent.

Kindly share the information to the candidate for further joining process.

Any other clarifications required, please feel free to contact below undersigned mobile No.

M.Sankarraaj

Human Resource

Geometrics Space Structures Pvt Ltd

#39, Head Post Office Road

Coimbatore - 641001

Phone:0422-4392395

Mob:9843644465

www.geostructures.co.in



GEOMETRICS™
SPACE STRUCTURES PRIVATE LIMITED



I confirm the
same.

Thanks for the
mail.

Thank you for
your mail.

Coimbatore,
13.03.2021.

From,

The Managing Director,
Visual Architecture Studio,
396, Thadagam road,
Subbu Complex,
Coimbatore - 641002.

To,

Mr.K.Shankar,
No.73 / 1 PKS Colony,
Pollachi.

Sub: Appointment for the post of Design Engineer

With reference to the application and the interview process, we "Visual Architecture Studio" are pleased to inform you that, we are appointing you as a Design Engineer in our company from 15.03.2021 for the remuneration of Rs.12000 per month.

Your current workplace will be at "Visual Architecture Studio" Thadagam road, you will be liable for future transfers by the establishment and development of the company. Absence of the employee for a continuous period of ten days without prior information may result in automatic termination without intimation.

During the period of tenure and service you are entitled solely to work with the company and not any other firms outside the company without the permission of the management. You have to maintain the company's secrecy and any problem from your person will be put to immediate action. Please sign and return the duplicate copy of this letter as acceptance to your joining.

We welcome you to our esteemed concern "Visual Architecture Studio"


With Regards,



Joint Director



Employee



Managing Director

396, Thadagam Road, 201 Subbu Complex, R.S. Puram, Coimbatore-641 002,
Voice : 0422 4370997, 94429 15059, www.vsoftsolution.in



RULES AND REGULATIONS

- Employees must be at the place of work by the fixed / notified time.
- All the employees have to wear Identity cards while on duty.
- Registers have to be updated properly (Voice, Mail, Schedules, Welcome).
- Schedules have to be presented both in written as well as in system before leaving.
- Every employees should keep his / her work area neat and clean.
- Permission or leave have to be informed before (Unnecessary leaves and permissions have to be avoided).
- In case of any damage or lose of company property the employee will be responsible for the full cost of repair , or the full cost of replacement if the item can't be repaired.
- In case, if you decide to relieve from our company, you have to serve a notice period of 3 months before leaving the company, if not have to pay 2 months salary.
- Employees are requested to leave from the office as soon as their works gets completed. They are not suppose to stand anywhere in the complex unnecessarily.

V. Kempagann
Joint Director


Employee


Managing Director



Coimbatore,
19.01.2021.

From,

The Managing Director,
Visual Architecture Studio,
396, Thadagam road,
Subbu Complex,
Coimbatore - 641002.

To,

Miss . Mebiya Manoj,
Parolil house palathayi.
(Po) Kadavathur,
Thalassery,
Kannur,
Kerala 670676.

Dear Miss. Mebiya Manoj,

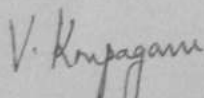
Sub: Appointment for the post of Trainee Engineer

With reference to the application and the interview process, we "Visual Architecture Studio" are pleased to inform you that you have been appointed as a **Trainee Engineer** in our company. Your training is scheduled to start effective 19.01.2021 for a period of two months. After successful completion of 2 months training, we are appointing you in this company as a **Design Engineer** for the remuneration of Rs.8000 per month.

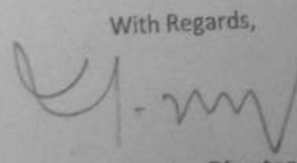
Your current workplace will be at "Visual Architecture Studio" Thadagam road, you will be liable for future transfers by the establishment and development of the company. Absence of the employee for a continuous period of ten days without prior information may result in automatic termination without intimation.

During the period of tenure and service you are entitled solely to work with the company and not any other firms outside the company without the permission of the management. You have to maintain the company's secrecy and any problem from your person will be put to immediate action. Please sign and return the duplicate copy of this letter as acceptance to your joining.

We welcome you to our esteemed concern "Visual Architecture Studio"


Joint Director


Employee

With Regards,

Managing Director

Coimbatore,
12.01.2021.

From,

The Managing Director,
Visual Architecture Studio,
396, Thadagam road,
Subbu Complex,
Coimbatore - 641002.

To,

Miss . Vithya Murugan,
2/146, Indira M.G.R nagar,
Orakkaliyur, Zamin uthukuli(po),
Pollachi,
Coimbatore 642004.

Dear Miss. Vithya Murugan,

Sub: Appointment for the post of Trainee Engineer

With reference to the application and the interview process, we "Visual Architecture Studio" are pleased to inform you that you have been appointed as a **Trainee Engineer** in our company. Your training is scheduled to start effective 18.01.2021 for a period of two months. After successful completion of 2 months training, we are appointing you in this company as a **Design Engineer** for the remuneration of Rs.8000 per month.

Your current workplace will be at "Visual Architecture Studio" Thadagam road, you will be liable for future transfers by the establishment and development of the company. Absence of the employee for a continuous period of ten days without prior information may result in automatic termination without intimation.

During the period of tenure and service you are entitled solely to work with the company and not any other firms outside the company without the permission of the management. You have to maintain the company's secrecy and any problem from your person will be put to immediate action. Please sign and return the duplicate copy of this letter as acceptance to your joining.

We welcome you to our esteemed concern "Visual Architecture Studio"

With Regards,



Joint Director

Employee



Managing Director



SDS LAND SURVEYORS

30 Ganesh Layout Main Road, Ganapathy Pudur, Coimbatore – 641006
Tamil Nadu, India
sdslandsurveyors19@gmail.com
9789232157
www.sdslandsurveyors.com

Er.Sathish Balakrishnan
Head - Administration

08.03.2021

OFFER OF INTERNSHIP

To
Mr. A. Santhosh Kumar
Akshaya College of Engineering and Technology
Coimbatore

We are pleased to offer you internship in our concern for a period of 6 months from 10 March 2021 to 10 September 2021 under the following conditions

1. You will be provided a monthly stipend of Rs.7500 corresponding to 31 working days (4 casual holidays inclusive)
2. You will be eligible for housing rent allowance and partial travel allowance
3. You shall abide to work by the terms and conditions stipulated by the company
4. You understand that the offer of appointment may be subject to conditions on the completion of internship period on 10 September 2021.

On acceptance of the conditions, you are requested to report to duty to our office on 10 March 2021

For SDS Land Surveyors

Er Sathish Balakrishnan

Boundary Survey
As Built Survey

Topographical Survey
Approval Works

Setting Out Survey
Surveying Training

Udyog Aadhar : TN03D099307

GST No. : 33CCXP08773Q1ZH

Dear Karthikeyan P

We take this opportunity to welcome you to the incubation program that offers you on the job training and experience in the latest technologies. We are impressed with your credentials and are happy to make an offer as Incubation Trainee based on agreement of the following terms. We believe this will be a valuable addition to your career and wish you all success in this assignment.

Duties : You are required to attend training either through online courses or In Person training based on the need and restrictions. You will be trained in basic soft skills, and chosen technologies in the coming months. At the end of the training period you will be offered an opportunity to interview with companies from anywhere within India.

The offer of training is based on the following conditions:

1. An initial fee of Rs. 2000 (Two Thousand Only) as a commitment fee will be paid before the training is started
2. Upon completion of course, and a successful offer letter from companies, the remaining fee of Rs. 13,000 will have to be paid.
3. In case of you leaving the course in the middle, or not choose to attend the interviews, the remaining fee of Rs. 13,000 will have to be paid.
4. As part of the training, you may be required to work on live projects with some of the companies. Any information that you come across during this period is confidential.

We also would like you understand that this letter or working on a live project is not an offer for employment. This is an invitation to the Incubation Program that is conducted along with your institution. Thank you and we look forward to your active participation.

Policies & Procedures: You agree to abide by all the Company rules, regulations, instructions, policies, practices and procedures, including, but not limited to the Company's Standards of Conduct.

Regards,

S. Lathamani.

Latha Sivasamy

Place : Coimbatore

Date : 03-11-2020

Accepted
P. Karthikeyan



selvaraj g <selvarajg@acetcbe.edu.in>

Offer Letter Confirmation 3 - Tessolve Semiconductor Pvt LTD

1 message

placement a <placement@acetcbe.edu.in>

Mon, Aug 2, 2021 at 3:21 PM

To: selvaraj g <selvarajg@acetcbe.edu.in>

----- Forwarded message -----

From: **Venkat Raman R(Tessolve)** <venkatraman.r@tessolve.com>

Date: Tue, Feb 23, 2021 at 2:14 PM

Subject: Greetings From Tessolve _ Internship starts from 1st Mar'21

To: SIVA KUMAR <placementinfo2009@gmail.com>

Hi Placement Team,

As informed, below mentioned students have been shortlisted at our recruitment drive and will be offered to attend our intern starts from 1st Mar'21(Monday), 10am.

Student name	Joining Location	College	Department	Year of Passing	Intern Starts Date
Elakkiya A	Coimbatore	Akshaya	ECE	2021	1-Mar-21
Kavya R	Coimbatore	Akshaya	ECE	2021	1-Mar-21

Thanks...

--

Regards,

VENKATRAMAN RENGANATHAN,
Tessolve Semiconductor Pvt.Ltd.,
"Excellence" 5th Floor, No. 104, Race Course Road,
Coimbatore - 641 018,TamilNadu, India.
E-mail id: venkatraman.r@tessolve.com
Skype: venkat_tessolve



selvaraj g <selvarajg@acetcbe.edu.in>

Offer Letter Confirmation 1 - Wipro HR Services

1 message

placement a <placement@acetcbe.edu.in>

Mon, Aug 2, 2021 at 3:14 PM

To: selvaraj g <selvarajg@acetcbe.edu.in>

----- Forwarded message -----

From: **Naresh Kumar** <naresh.kumar@cocubes.com>

Date: Tue, Jul 13, 2021 at 1:21 PM

Subject: Congratulations || Wipro HR Services - NIIT Drive || 2021 Batch || Chennai || Offered Candidates

To: placement@acetcbe.edu.in <placement@acetcbe.edu.in>Cc: Aravindan S <aravindan.s@cocubes.com>, B.Giridhar Mohan <giridhar.mohan@cocubes.com>, KondapallyAdharsh Kumar <adharsh.kumar@cocubes.com>

Dear Shivakumar Sir,

Greetings from **Aon CoCubes!**

Many Congratulations!! We are delighted to inform you that below candidates have been offered in '**Wipro HR Services – NIIT**' for a role of '**Setup Configuration Specialist**' with a package of '**INR 3.3 LPA**'.

Name	Institute Name	Branch
Arunachalam Cv	Akshaya College Of Engineering And Technology	B.E Computer Science and Engineering
Priyanga R	Akshaya College Of Engineering And Technology	B.E Electronics and Communication Engineering

NIIT Training Details:

Training Start Date : 25th July,2021**Onboarding Date** : After 6 weeks of training**Mode of Training** : Virtual (Zoom/MS Teams/Skype)

Next Steps:

- A Confirmation mail from NIIT is already shared with the offered candidate with Four Documents Attached.
 - Terms and Conditions Document
 - Personal Information Document
 - Background verification Document
 - List of Academic documents required.
- Offered candidates need to fill the shared documents and are required to share it on **STHdocs@niit.com** (Mail Id already shared with the candidates) ASAP.

- **Candidate is also requested to share their Acceptance over the mail by reverting “*I Accept the offer*”.**

Thank you for your support during the entire process, Looking forward to adding value to your esteemed institute.

Regards,

Naresh Kumar | Associate - Institutions

Aon's Assessment Solutions

m +91 9514053884

naresh.kumar@cocubes.com

assessment.aon.com | [LinkedIn](#) | [Twitter](#)





selvaraj g <selvarajg@acetcbe.edu.in>

OFFER CONFIRMATION 6 - First Light

1 message

placement a <placement@acetcbe.edu.in>
To: selvaraj g <selvarajg@acetcbe.edu.in>

Mon, Aug 2, 2021 at 3:50 PM

----- Forwarded message -----

From: **Vinitha S** <vinitha.s@3edge.in>

Date: Thu, Apr 15, 2021 at 3:55 PM

Subject: Shilpa_Akshaya Engineering College_Joining 3Edge on 19th April 2021

To: placement a <placement@acetcbe.edu.in>

Cc: Ramanathan N 3Edge <ramanathan.n@3edge.in>, Prasad Kolisetty <prasad.kolisetty@3edge.in>, Renuka Devi D <renukadevi.d@3edge.in>

Dear Siva Kumar sir,

Greetings from 3Edge!

We are happy to inform you that **Ms.Shilpa** from ECE department,joining us on **19th April 2021(Monday)**

Shilpa	6238884035	shilpaprakash004@gmail.com	Akshaya Engineering
--------	------------	--	---------------------

Informed the candidate and Candidate will reach our Chennai Client office(<https://firstlight.ai/> - Block 3 First Floor, 1/124, DLF IT Park Rd, Ramapuram, Chennai, Tamil Nadu 600089) on **19th April,Monday** to join us.

Kindly coordinate with her on the same.

Kindly inform us a week prior to the Exam and Project reviews dates, so that we can plan accordingly.

Hope you have received the copy of the offer letter too.

Thank you so much for your support.

Thanking You

With Regards,

S. Vinitha**3Edge Solutions****A unit of Tra-Augment People. Solutions Pvt. Ltd.,****No. 60/2, LB Road, Inside Thyagaraja Complex,****Thiruvanniyur, Chennai-600041.****Mob:+91- 9176641515/+91-44-42082608 | www.3edge.in**

15th April, 2021

Confidential

Ms. Shilpa,
Sreyas (vellate),Cherpulacherry (post),
Palakkad(dist), Kerala,
Pincode-679503.

Sub: Offer of Employment

Dear Shilpa,

Further to the interviews that you attended with us, we are delighted to extend to you an offer of employment as
Trainee – Software Engineer.

Your Annual compensation (CTC) will be **Rs. 3,00,000/- (Rupees Three Lakhs Only)**. This includes all allowances
entitled for your position. The CTC will be subject to applicable taxes.

Your date of joining will be no later than **19th April 2021**.

You will be on probation for 3 months during which you will be trained on various technologies. On successful
completion of your graduation and satisfactory performance during training, your employment with the Company
will be confirmed. Your salary will be revised to **Rs. 5,00,000/- (Rupees Five Lakhs Only)** per annum from the
date of confirmation.

We will be incurring a significant amount of effort and cost on your training. Hence, you will be expected to sign a
service agreement to work with the company for a minimum duration of 2 years.

A detailed appointment letter mentioning all the terms pertaining to your employment with the company will be
issued to you on your joining date.

Please confirm your acceptance of our offer by signing and returning the duplicate copy of this letter. The terms
mentioned in this letter are applicable subject to your acceptance of this offer by 16th April 2021, failing which the
offer stands cancelled.

Again, it is a pleasure to extend this offer to you and we look forward to having you join our team.

Sincerely,

For Tra-augment people solutions Pvt. Ltd



Ramani A P
Human Resources Department



Offer: Computer Consultancy

Ref: TCSL/DT20207228963/Chennai

Date: 09/03/2021

Ms. Sowndarya B
115-7,Chettiyar ColonyNew Street,
New Bharath School Opposite,
Thiruvarur-610001,
Tamilnadu.
Tel# -8883171424

Dear Sowndarya B,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

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

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

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TCS Confidential

TCSL/DT20207228963

1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

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

TCS Careers Service Center Email: careers@tcs.com



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

COMPENSATION AND BENEFITS

BASIC SALARY

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

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

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

2. Leave Travel Allowance

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

3. Food Card

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



PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:



1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.
- ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

- i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.
- ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

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

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

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

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

Professional Memberships

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



RETIRALS

Provident Fund

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

Gratuity

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

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

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

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

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

TCS Confidential

TCSL/DT20207228963

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

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

TCS Careers Service India Pvt. Ltd. Email: careers@tcs.com



3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

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

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

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

4. Working Hours

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

5. Mobility

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

6. Compensation Structure / Salary components

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

7. Increments and Promotions

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

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a



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

9. Confidentiality Agreement

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

10. Service Agreement

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

11. Overseas International Assignment Agreement

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

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

12. Terms and Conditions

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



13. TATA Code of Conduct

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

14. Notice Period

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

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

16. Pre-employment Medical Certificate

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

17. Employment of Non Indian Citizens

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

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action.



including termination of traineeship/service without notice.

19. Submission of Documents

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

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

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

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



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

20. TCS Xperience Program

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

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

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

21. Letter of Appointment

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

22. Rules and Regulations of the Company

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

23. Compliance to all clauses

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



24. Data Privacy Clause:

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

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

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

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

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

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

**Withdrawal of Offer**

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



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

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



GROSS SALARY SHEET

Annexure 1

Name	Sowndarya B
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

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

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

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

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752



Annexure 2

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



Annexure 3

Confidentiality and IP Terms and Conditions

Confidentiality and IP Terms and Conditions - Annexure 3:

1. Confidential Information

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

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

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

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

(d) Customer and prospective customer lists, and

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



2. Associate's Obligations

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

3. Intellectual Property Rights

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



4. Prior knowledge

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

5. Use of third party material

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

6. Security policies and Guidelines.

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

7. Restriction on Associate's Rights

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

8. No License

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



9. Equitable Rights

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

10. General

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

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

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

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



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

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

Dear Swetha Sree R

We take this opportunity to welcome you to the incubation program that offers you on the job training and experience in the latest technologies. We are impressed with your credentials and are happy to make an offer as Incubation Trainee based on agreement of the following terms. We believe this will be a valuable addition to your career and wish you all success in this assignment.

Duties : You are required to attend training either through online courses or In Person training based on the need and restrictions. You will be trained in basic soft skills, and chosen technologies in the coming months. At the end of the training period you will be offered an opportunity to interview with companies from anywhere within India.

The offer of training is based on the following conditions:

1. An initial fee of Rs. 2000 (Two Thousand Only) as a commitment fee will be paid before the training is started
2. Upon completion of course, and a successful offer letter from companies, the remaining fee of Rs. 13,000 will have to be paid.
3. In case of you leaving the course in the middle, or not choose to attend the interviews, the remaining fee of Rs. 13,000 will have to be paid.
4. As part of the training, you may be required to work on live projects with some of the companies. Any information that you come across during this period is confidential.

We also would like you understand that this letter or working on a live project is not an offer for employment. This is an invitation to the Incubation Program that is conducted along with your institution. Thank you and we look forward to your active participation.

Policies & Procedures: You agree to abide by all the Company rules, regulations, instructions, policies, practices and procedures, including, but not limited to the Company's Standards of Conduct.

Regards,

S. Lathasamy

Latha Sivasamy

Place : Coimbatore

Date : 03-11-2020

** R. S. A. F.*



selvaraj g <selvarajg@acetcbe.edu.in>

Offer Letter Confirmation 3 - Tessolve Semiconductor Pvt LTD

1 message

placement a <placement@acetcbe.edu.in>

Mon, Aug 2, 2021 at 3:21 PM

To: selvaraj g <selvarajg@acetcbe.edu.in>

----- Forwarded message -----

From: **Venkat Raman R(Tessolve)** <venkatraman.r@tessolve.com>

Date: Tue, Feb 23, 2021 at 2:14 PM

Subject: Greetings From Tessolve _ Internship starts from 1st Mar'21

To: SIVA KUMAR <placementinfo2009@gmail.com>

Hi Placement Team,

As informed, below mentioned students have been shortlisted at our recruitment drive and will be offered to attend our intern starts from 1st Mar'21(Monday), 10am.

Student name	Joining Location	College	Department	Year of Passing	Intern Starts Date
Elakkiya A	Coimbatore	Akshaya	ECE	2021	1-Mar-21
Kavya R	Coimbatore	Akshaya	ECE	2021	1-Mar-21

Thanks...

--

Regards,

VENKATRAMAN RENGANATHAN,
Tessolve Semiconductor Pvt.Ltd.,
"Excellence" 5th Floor, No. 104, Race Course Road,
Coimbatore - 641 018,TamilNadu, India.
E-mail id: venkatraman.r@tessolve.com
Skype: venkat_tessolve



selvaraj g <selvarajg@acetcbe.edu.in>

OFFER CONFIRMATION 8 - SHLOKLABS

1 message

placement a <placement@acetcbe.edu.in>
To: selvaraj g <selvarajg@acetcbe.edu.in>

Mon, Aug 2, 2021 at 3:54 PM

----- Forwarded message -----

From: **HR [SHLOKLABS]** <hr@shloklabs.com>

Date: Tue, Dec 15, 2020 at 1:43 PM

Subject: Re: Akshaya College of Engineering and Technology - Opening for Freshers - Shloklabs

To: placement a <placement@acetcbe.edu.in>

Dear Sir,
Good day!!

Happy to get back to you.

We're done with the fresher's interview at Shlok and Shortlisted Nandhini from your college.

I've spoken to Nandhini as well. She is good to go.

Kindly confirm the same.

Thanks and Regards

Mohana Muthugopi

HR Executive

SHLOK Information Systems India Private Limited

Tidel Park Coimbatore Ltd., | DC 41 - 43, Fourth Floor, | Vilankurichi Road, Civil Aerodrome Post, | Coimbatore - 641 014 |

Ph : +91 422 2970021 | Mob : +91 9894706928

e-Mail :hr@shloklabs.com



On Fri, Dec 11, 2020 at 11:01 AM HR [SHLOKLABS] <hr@shloklabs.com> wrote:

Dear Sir,
Good day!!

We've reached the final Interview process for Fresher's recruitment at Shlok - Akshaya College.

1. Sajith
2. Nandhini

these two candidates are shortlisted for the interview today at 2.30 PM.

Will give you the results once done.

Thanks and Regards

Mohana Muthugopi

HR Executive

SHLOK Information Systems India Private Limited

Tidel Park Coimbatore Ltd., | DC 41 – 43, Fourth Floor,| Vilankurichi Road, Civil Aerodrome Post, | Coimbatore – 641 014 |

Ph : +91 422 2970021 | Mob : +91 9894706928

e-Mail :hr@shlokabs.com



On Tue, Dec 8, 2020 at 1:41 PM HR [SHLOKLABS] <hr@shlokabs.com> wrote:

Dear Sir,

Good day!!

We're happy to reach you with the first round of interview results.

Have informed the students on the same.

Kindly help us with the updated resume of the below list of candidates.

We're planning to have the technical Interview starting by today and tomorrow through telephonic and google meet.

Thanks and Regards

Mohana Muthugopi

HR Executive

SHLOK Information Systems India Private Limited

Tidel Park Coimbatore Ltd., | DC 41 – 43, Fourth Floor,| Vilankurichi Road, Civil Aerodrome Post, | Coimbatore – 641 014 |

Ph : +91 422 2970021 | Mob : +91 9894706928

e-Mail :hr@shlokabs.com



On Mon, Dec 7, 2020 at 2:13 PM placement a <placement@acetcbe.edu.in> wrote:

Hello Mam

As per the Job details, Herewith i have attached the interested students list. Kindly conduct the online test tomorrow. please send the details.

Thank you.

Best Regards

Siva kumar MCA, ADA
Head-Training and Placement
Akshaya College of Engineering and Technology
Kinathukadavu, Coimbatore - 642 109
Mobile : +91 9597601860
Land line : 04259-242570 - 74
Email: placement@acetcbe.edu.in
placementinfo2009@gmail.com
Website: www.acetcbe.edu.in

On Sat, Dec 5, 2020 at 9:22 PM HR [SHLOKLABS] <hr@shlokabs.com> wrote:

Hello Sir,
Good day!!
Kindly find the JD attached herewith.

Thanks and Regards

Mohana Muthugopi

HR Executive

SHLOK Information Systems India Private Limited

Tidel Park Coimbatore Ltd., | DC 41 – 43, Fourth Floor, | Vilankurichi Road, Civil Aerodrome Post, |
Coimbatore – 641 014 |
Ph : +91 422 2970021 | Mob : +91 9894706928

e-Mail :hr@shlokabs.com



On Thu, Dec 3, 2020 at 3:08 PM placement a <placement@acetcbe.edu.in> wrote:

Hello Mam

As discussed, Kindly find the attached eligible students database for your reference. Kindly inform the online test date and further interview details.

Looking forward to your favorable response.

Thank you.

Best Regards

Siva kumar MCA, ADA
Head-Training and Placement
Akshaya College of Engineering and Technology
Kinathukadavu, Coimbatore - 642 109
Mobile : +91 9597601860
Land line : 04259-242570 - 74
Email: placement@acetcbe.edu.in
placementinfo2009@gmail.com
Website: www.acetcbe.edu.in



Ref: TCSL/DT20207180626/1445046/Chennai

Date: 08 June 2021

MR. SAMAL A
9/468b,"Sopanam" East Palloor,
Near Gms Avaroth, Mahe,
Pondicherry-670672.
Tel# 919745352024

Sub: Joining Letter

Dear Mr. Samal A,

We would like to take this opportunity to extend a very warm welcome to TATA Consultancy Services Limited (TCSL) family.

We are pleased to inform you that your joining date at TCSL will be **01st July 2021** , your joining location is **Bangalore** , work location is **Bangalore** and your stream is **CBO** . This has been provided considering your preference and business requirements.

Your wellbeing is our utmost priority in the current COVID-19 pandemic scenario across India. Keeping this in mind, and the regulations enforced by various states at this point, we have internally enabled a virtual onboarding process for our future TCSers. For the Virtual Onboarding Process, **you will not be required to physically report at the TCS offices on the date of your joining** .

TCS XP HR Team will reach out to you over email in the next few days to guide you further on the virtual onboarding process and steps to be taken to prepare yourself for onboarding.

Congratulations on completing the first phase of your learning through TCS Xplore Program. We appreciate your passion towards learning which has helped you to perform well. You are now set to experience learning through our coveted TCS Xperience Program.



TCS Xperience Program

Learning is a way of life at TCSL. The TCS Xperience Program will open a world of opportunities and help you to scale greater heights in your professional life.

The program is carefully designed to develop software engineering skills, nurture professionalism and inculcate a process mindset. This program provides the perfect platform to polish the skills you have gained through the TCS Xplore program, making you 'project ready'.

The duration of your TCS Xperience Program is based on your performance in TCS Xplore program and business requirements.

The program has regular assessments based on pre-defined learning objectives. You are expected to meet the required standards during the TCS Xperience Program. In case, the performance does not meet the expectations, the management reserves the right to either extend your program or take appropriate action.

As communicated through various forums during the recruitment process, your appointment is subject to completion of your final academic (UG/PG) course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines. You also have to fulfill all the TCS eligibility criteria as stated in the Offer letter.

Kindly confirm your acceptance of this program by clicking on the 'I Accept' button in Nextstep portal. We encourage you to join us on the specified date to enjoy the benefit of timely processing and avail better opportunities.



We look forward to you joining us on an enriching career with TCSL. Together, let us take this organization to greater heights!

Gear up to experience the future!!

Warm regards,

Janardhan S
Global Head - Talent Development



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



selvaraj g <selvarajg@acetcbe.edu.in>

Offer Letter Confirmation 4 - Rapid Technologies Pvt Ltd

1 message

placement a <placement@acetcbe.edu.in>
To: selvaraj g <selvarajg@acetcbe.edu.in>

Mon, Aug 2, 2021 at 3:37 PM

----- Forwarded message -----

From: **placement a** <placement@acetcbe.edu.in>
Date: Sun, Dec 6, 2020 at 1:18 PM
Subject: RAPIDDATA TECHNOLOGIES INTERNSHIP - 2021 CANDIDATES
To: <17cs041@acetcbe.edu.in>

----- Forwarded message -----

From: **RapidData HR** <hr@rapiddatatech.com>
Date: Fri, 30 Oct, 2020, 2:36 PM
Subject: Re: RAPIDDATA TECHNOLOGIES INTERNSHIP - 2021 CANDIDATES
To: placement a <placement@acetcbe.edu.in>
Cc: Aysha Begum <aysha@rapiddatatech.com>, Jeb Million <jeb.million@rapiddatatech.com>

Dear Sivakumar,

These are the 2 candidates whom we have selected from the final round of interview

1. Sarumathi
2. Srividya

Their joining date will be on Monday (2.11.2020). Kindly block these 2 candidates from attending any other interviews

Warm Regards

HR

RapidData Technologies



Email: hr@rapiddatatech.com
<http://www.rapiddatatech.com/>



selvaraj g <selvarajg@acetcbe.edu.in>

Offer Letter Confirmation 1 - Wipro HR Services

1 message

placement a <placement@acetcbe.edu.in>

Mon, Aug 2, 2021 at 3:14 PM

To: selvaraj g <selvarajg@acetcbe.edu.in>

----- Forwarded message -----

From: **Naresh Kumar** <naresh.kumar@cocubes.com>

Date: Tue, Jul 13, 2021 at 1:21 PM

Subject: Congratulations || Wipro HR Services - NIIT Drive || 2021 Batch || Chennai || Offered Candidates

To: placement@acetcbe.edu.in <placement@acetcbe.edu.in>Cc: Aravindan S <aravindan.s@cocubes.com>, B.Giridhar Mohan <giridhar.mohan@cocubes.com>, KondapallyAdharsh Kumar <adharsh.kumar@cocubes.com>

Dear Shivakumar Sir,

Greetings from **Aon CoCubes!**

Many Congratulations!! We are delighted to inform you that below candidates have been offered in '**Wipro HR Services – NIIT**' for a role of '**Setup Configuration Specialist**' with a package of '**INR 3.3 LPA**'.

Name	Institute Name	Branch
Arunachalam Cv	Akshaya College Of Engineering And Technology	B.E Computer Science and Engineering
Priyanga R	Akshaya College Of Engineering And Technology	B.E Electronics and Communication Engineering

NIIT Training Details:**Training Start Date :** 25th July,2021**Onboarding Date :** After 6 weeks of training**Mode of Training :** Virtual (Zoom/MS Teams/Skype)**Next Steps:**

- A Confirmation mail from NIIT is already shared with the offered candidate with Four Documents Attached.
 - Terms and Conditions Document
 - Personal Information Document
 - Background verification Document
 - List of Academic documents required.
- Offered candidates need to fill the shared documents and are required to share it on **STHdocs@niit.com** (Mail Id already shared with the candidates) ASAP.

- **Candidate is also requested to share their Acceptance over the mail by reverting “I Accept the offer”.**

Thank you for your support during the entire process, Looking forward to adding value to your esteemed institute.

Regards,

Naresh Kumar | Associate - Institutions

Aon's Assessment Solutions

m +91 9514053884

naresh.kumar@cocubes.com

assessment.aon.com | [LinkedIn](#) | [Twitter](#)



Dear Abudhawooth A

We take this opportunity to welcome you to the incubation program that offers you on the job training and experience in the latest technologies. We are impressed with your credentials and are happy to make an offer as Incubation Trainee based on agreement of the following terms. We believe this will be a valuable addition to your career and wish you all success in this assignment.

Duties : You are required to attend training either through online courses or In Person training based on the need and restrictions. You will be trained in basic soft skills, and chosen technologies in the coming months. At the end of the training period you will be offered an opportunity to interview with companies from anywhere within India.

The offer of training is based on the following conditions:

1. An initial fee of Rs. 2000 (Two Thousand Only) as a commitment fee will be paid before the training is started
2. Upon completion of course, and a successful offer letter from companies, the remaining fee of Rs. 13,000 will have to be paid.
3. In case of you leaving the course in the middle, or not choose to attend the interviews, the remaining fee of Rs. 13,000 will have to be paid.
4. As part of the training, you may be required to work on live projects with some of the companies. Any information that you come across during this period is confidential.

We also would like you understand that this letter or working on a live project is not an offer for employment. This is an invitation to the Incubation Program that is conducted along with your institution. Thank you and we look forward to your active participation.

Policies & Procedures: You agree to abide by all the Company rules, regulations, instructions, policies, practices and procedures, including, but not limited to the Company's Standards of Conduct.

Regards,

Place : Coimbatore

Date : 03-11-2020

S. Lathamani.

Latha Sivasamy

Accepted
A. Dharmath



selvaraj g <selvarajg@acetcbe.edu.in>

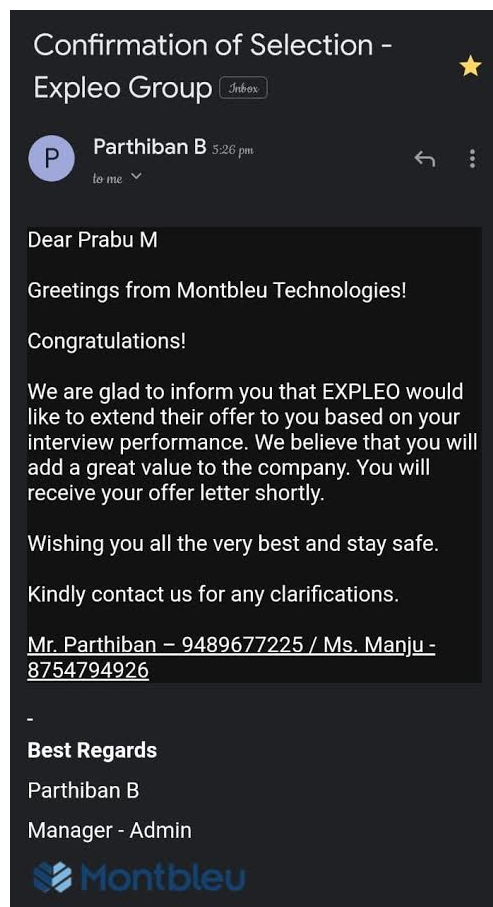
OFFER CONFIRMATION 9 - MONTBLEU [EXPLEO GROUP]

1 message

placement a <placement@acetcbe.edu.in>

Mon, Aug 2, 2021 at 3:58 PM

To: selvaraj g <selvarajg@acetcbe.edu.in>





selvaraj g <selvarajg@acetcbe.edu.in>

OFFER CONFIRMATION 11 - Avalon Cosmetics

1 message

placement a <placement@acetcbe.edu.in>
To: selvaraj g <selvarajg@acetcbe.edu.in>

Mon, Aug 2, 2021 at 4:02 PM

----- Forwarded message -----

From: <hr.cbe@thevanitycase.com>
Date: Sun, Feb 16, 2020 at 12:50 PM
Subject: Job confirmation -Reg
To: placement a <placement@acetcbe.edu.in>
Cc: <hrmgr.acpl.cbe@thevanitycase.com>

Dear Sir,

Had Nice Conversation with you.

Further to our discussion today, we are Selected (14.02.2020)2020 batch this year Student from your campus, its based on requirement will help you to go for right candidates through in your college.

Total Requirements in Production -**20 Nos** for Diploma & B.E (Mech ,EEE,ECE) With packages based on **11K(Diploma) & 12K(B.E).** So Kindly thanks for your opportunity and pl find following candidates(Appointed Name list)

1. R. Kirubakaran
2. M. Sabareeswaran
3. S. Perumalkumar
4. P. Rajesh Kumar
5. S. Pragadeesh
6. P. Mohan Kumar

Company Name :**Avalon Cosmetics Pvt Ltd..**Address Of the Communication : **195/1A,Appanaickenpatti,Sulur -641402.**Category :**Technician (Management Trainee)****Contact No : 8531925763 , 8754667464(Karthick D)****Thanks & Regards,****Karthick D**



selvaraj g <selvarajg@acetcbe.edu.in>

Fwd: Result Updation | ACET | Focus Edumatics | 2021

1 message

placement a <placement@acetcbe.edu.in>
To: selvaraj g <selvarajg@acetcbe.edu.in>

Mon, Aug 2, 2021 at 3:52 PM


----- Forwarded message -----

From: **Vishnu Priya. D** <vishnupriya.d@focusedumatics.com>
Date: Mon, Feb 15, 2021 at 11:18 AM
Subject: Result Updation | ACET | Focus Edumatics | 2021
To: <placement@acetcbe.edu.in>
Cc: Ajith kumar.S <ajithkumar.s@focusedumatics.com>

Dear Mr.SivaKumar,

Herewith, I have shared the updated list of selected candidates name list along with this mail. And Kindly permit the students to join us immediately by February 2021.

With regards,
VishnuPriya D
Executive - Human Resource
Focus Edumatics Pvt. Ltd.
Coimbatore

 Akshaya Engineering college.xlsx
13K

N. Kathiravan
29/10/21

Dr. N. KATHIRAVAN M.E., Ph.D.
PRINCIPAL

Akshaya College of Engineering and Technology
Kinathukadavu, Coimbatore - 642 109.

FOCUS EDUMATICS

Name of the Candidate	Email Address	Department	College Name	Interviewer	Comments	Final Status
H shajahan	hakkimshajahaam2001@gmail.com	ECE	Akshaya College of Engineering and Technology, Cbe	Saishyam	Good in communication and able to solve the given question. Recommended for Math.	Selected
Sushmitha S	17ec038@acetcbe.edu.in	ECE	Akshaya College of Engineering and Technology, Cbe	Srivignesh	Good in communication and able to solve the given question. Recommended for Math.	Selected
Hanharan S	17cs011@acetcbe.edu.in	CSE	Akshaya College of Engineering and Technology, Cbe	Srivignesh	Good in communication and able to solve the given question. Recommended for Math.	Selected
PREMKUMAR	premkumarkhp23@gmail.com	Mechatronics	Akshaya College of Engineering and Technology, Cbe	Srivignesh	Good in communication and able to solve the given question. Recommended for Math.	Selected
SuryaPrakash M	suryaprakashmti@gmail.com	Mechanical	Akshaya College of Engineering and Technology, Cbe	Srivignesh	Good in communication and able to solve the given question. Recommended for Math.	Selected
Nivetha J	1999nivethaj@gmail.com	CSE	Akshaya College of Engineering and Technology, Cbe	Srivignesh	Good in communication and able to solve the given question. Recommended for Math.	Selected
Prathiksha M	prathiksha.sumi@gmail.com	CSE	Akshaya College of Engineering and Technology, Cbe	Srivignesh	Good in communication and able to solve the given question. Recommended for Math.	Selected
Yuvan shankar	shankaryuvan4520@gmail.com	Mechatronics	Akshaya College of Engineering and Technology, Cbe	Srivignesh	Good in communication and able to solve the given question. Recommended for Math.	Selected
K Praveen kumar	17mc023@acetcbe.edu.in	Mechatronics	Akshaya College of Engineering and Technology, Cbe	Srivignesh	Good in communication and able to solve the given question. Recommended for Math.	Selected
Nachiyappan	igtamilbgms@gmail.com	Mechatronics	Akshaya College of Engineering and Technology, Cbe	Srivignesh	Good in communication and able to solve the given question. Recommended for Math.	Selected
Haripriya. K	harisanju834@gmail.com	CSE	Akshaya College of Engineering and Technology, Cbe	Srivignesh	Good in communication and able to solve the given question. Recommended for Math.	Selected
Aranganathan S	aranganathansakthivel@gmail.com	Mechatronics	Akshaya College of Engineering and Technology, Cbe	Srivignesh	Good in communication and able to solve the given question. Recommended for Math.	Selected
Jawahar B	jackjawahar3@protonmail.com	ECE	Akshaya College of Engineering and Technology, Cbe	Nivetha	Good in communication and able to solve the given question. Recommended for Math.	Selected
Lokesh K	kmlokes1999@gmail.com	Mechatronics	Akshaya College of Engineering and Technology, Cbe	Nivetha	Good in communication and able to solve the given question. Recommended for Math.	Selected
Mathushn R	mathushrirajendran12@gmail.com	CSE	Akshaya College of Engineering and Technology, Cbe	Saishyam	Good in communication and able to solve the given question. Recommended for Math.	Selected
Priyanga R	priyaborn2achieve@gmail.com	ECE	Akshaya College of Engineering and Technology, Cbe	Nivetha		Scheduled Final Round
Gokulakrishnan A	17cs009@acetcbe.edu.in	CSE	Akshaya College of Engineering and Technology, Cbe	Nivetha		Scheduled Final Round
Pavithra D	pavithradhinakaran19@gmail.com	CSE	Akshaya College of Engineering and Technology, Cbe	Nivetha		Not interested

Not interested 29/10/19

Dr. N. KATHIRAVAN M.E., Ph.D.
PRINCIPAL

Akshaya College of Engineering and Technology
Kinathukadavu, Coimbatore - 642 109.

Deiveegan R	deiveeganaddictzz@gmail.com	Ece	Akshaya College of Engineering and Technology, Cbe	Saishyam		Not interested
Santhos D	dsanthos026@gmail.com	CSE	Akshaya College of Engineering and Technology, Cbe	Dhanasekaran		Not interested
Karuppusamy S	karuppusamyselvaraj036@gmail.com	Mechanical	Akshaya College of Engineering and Technology, Cbe	Srivignesh		Not answered
Manivasakam M	Manivasakamm36@gmail.com	EEE	Akshaya College of Engineering and Technology, Cbe			Didn't attended the first round
Pragadeesh S	pragadeeshssp24@gmail.com	Mechanical	Akshaya College of Engineering and Technology, Cbe			Didn't attended the first round
Gowtham G	representativemech@yahoo.com	Mechanical	Akshaya College of Engineering and Technology, Cbe			Didn't attended the first round
S Vithush Mon	vithushvichu444@gmail.com	Mechanical	Akshaya College of Engineering and Technology, Cbe			Didn't attended the first round
Vinod Kumar M	vinodvishnu2701@gmail.com	EEE	Akshaya College of Engineering and Technology, Cbe			Didn't attended the first round
Elakkiya A	elakkiyaarivalaganpadma@gmail.com	ECE	Akshaya College of Engineering and Technology, Cbe			Didn't attended the first round
K. Manimegalai	17cs018@acetcbe.edu.in	CSE	Akshaya College of Engineering and Technology, Cbe			Didn't attended the first round
Balamuthumanikandan B	manikandanbalaguru899@gmail.com	Mechanical	Akshaya College of Engineering and Technology, Cbe			Didn't attended the first round


Dr. N. KATHIRAVAN M.E., Ph.D.
 PRINCIPAL
 Akshaya College of Engineering and Technology
 Kinathukadavu, Coimbatore - 642 109.



selvaraj g <selvarajg@acetcbe.edu.in>

Offer confirmation 12 - Hexaware

1 message

placement a <placement@acetcbe.edu.in>
To: selvaraj g <selvarajg@acetcbe.edu.in>

Mon, Aug 2, 2021 at 4:04 PM

----- Forwarded message -----

From: **Ankit Umaraniya** <ankitumaraniya@gmail.com>
Date: Fri, Mar 5, 2021 at 7:34 PM
Subject: Fwd: Selection Confirmation
To: <placement@acetcbe.edu.in>

----- Forwarded message -----

From: **Srihari Manickam** <SrihariM@hexaware.com>
Date: Fri, Mar 5, 2021, 6:36 PM
Subject: Selection Confirmation
To: ankitumaraniya@gmail.com <ankitumaraniya@gmail.com>

Dear **Ankit K Umaraniya**,

Congratulations!!!

We are pleased to inform you that we have selected you for the position of **Executive** in **BAND I** in **Coimbatore**.

The detailed offer letter will be handed over post completion of your Documentation.

As discussed, please find the related compensation structure for your perusal. You are requested to keep the same confidential.

I do assure you that the package is as per your expectations and sincerely hope that you will accept. This at present is the best we have to offer.

Also please do acknowledge the mail.

Best Regards,

Srihari Manickam

Sr. Lead - Human Resource

Mob: +91-9843094630 | Extn: 6302

Email: sriharim@hexaware.com

cid:image012.png@01D692A0.7589DC00



cid:image015.png@01D692A0.7589DC00

This e-mail communication and any attachments to it are confidential and privileged to Hexaware and are strictly intended only for the personal and confidential use of the designated recipient(s) named above. If you are not the intended recipient of this message, you are hereby notified that any review, dissemination, distribution or copying of this message is strictly prohibited and may be unlawful.

Please notify the sender immediately and destroy all copies of this message along with all attachments thereto.



2019-2020

rajkumar N <rajkumarn@acetcbe.edu.in>

Fwd: Infosys Update On Your Date of Joining

1 message

placement a <placement@acetcbe.edu.in>
To: rajkumar N <rajkumarn@acetcbe.edu.in>

Fri, Dec 4, 2020 at 4:31 PM

----- Forwarded message -----

From: **shatdhruka** <shatdhrukaece@gmail.com>
Date: Wed, Jun 17, 2020 at 10:10 AM
Subject: Fwd: Infosys Update On Your Date of Joining
To: <placement@acetcbe.edu.in>

----- Forwarded message -----

From: **Infosys Limited** <offers@infosys.com>
Date: Tue, Apr 14, 2020, 8:50 AM
Subject: Infosys Update On Your Date of Joining
To: shatdhrukaece@gmail.com <shatdhrukaece@gmail.com>



Dear Shatdhruka Karunagaran,

We hope you and your family are doing well and staying safe during these challenging times.

COVID-19 has impacted our lives along with businesses and economies, globally. In India and world over, amidst the uncertainty of the evolving situation, we continue to tune in to briefings from public health officials, listen for guidance from local governments, and seek to do all that we can to cope with our changing lives and work. In times that test us, it is natural to focus on what holds utmost importance and for us that has, and will always be, our employees, our clients and our communities. Infosys is doing all we can to ensure employee well-being and business continuity as we continue to deal with COVID-19 pandemic.

We want to assure you that we are working on the joining dates for all candidates who have been made an offer and will get in touch with you as soon as we have finalized them. We are committed to honoring the offer we have made to you on the basis of the information you have shared with us at the time of the selection process.

While you wait to join us, we would like you to leverage [InfyTQ](#), our exclusive platform for you to learn latest digital technologies, and continue your learning journey. Students who have not joined InfyTQ yet can download the app from either the [Google Play Store](#) or the [Apple App Store](#) or visit the [website](#) to experience the platform.

If you have any concerns or queries regarding your offer letter or date of joining, please do not hesitate to reach out to your placement office. Alternatively, you may write to us at offer_update@infosys.com.

We request your patience and faith.

Stay strong. Stay safe.

Warm regards,

Talent Acquisition
Infosys

Copyright © 2020 Infosys Limited

2 attachments



image001.jpg
3K



image001.jpg
3K



rajkumar N <rajkumarn@acetcbe.edu.in>

Fwd: Infosys Update On Your Date of Joining

1 message

placement a <placement@acetcbe.edu.in>
To: rajkumar N <rajkumarn@acetcbe.edu.in>

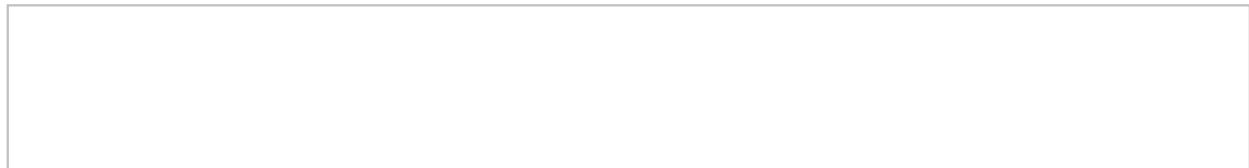
Fri, Dec 4, 2020 at 4:30 PM

----- Forwarded message -----

From: **Santhiya .** <vusanthiya@gmail.com>
Date: Wed, Jun 17, 2020 at 10:20 AM
Subject: Fwd: Infosys Update On Your Date of Joining
To: <placement@acetcbe.edu.in>

----- Forwarded message -----

From: **Infosys Limited** <offers@infosys.com>
Date: Tue 14 Apr, 2020, 8:41 AM
Subject: Infosys Update On Your Date of Joining
To: vusanthiya@gmail.com <vusanthiya@gmail.com>



Dear Santhiya V U,

We hope you and your family are doing well and staying safe during these challenging times.

COVID-19 has impacted our lives along with businesses and economies, globally. In India and world over, amidst the uncertainty of the evolving situation, we continue to tune in to briefings from public health officials, listen for guidance from local governments, and seek to do all that we can to cope with our changing lives and work. In times that test us, it is natural to focus on what holds utmost importance and for us that has, and will always be, our employees, our clients and our communities. Infosys is doing all we can to ensure employee well-being and business continuity as we continue to deal with COVID-19 pandemic.

We want to assure you that we are working on the joining dates for all candidates who have been made an offer and will get in touch with you as soon as we have finalized them. We are committed to honoring the offer we have made to you on the basis of the information you have shared with us at the time of the selection process.

While you wait to join us, we would like you to leverage [InfyTQ](#), our exclusive platform for you to learn latest digital technologies, and continue your learning journey. Students who have not joined InfyTQ yet can download the app from either the [Google Play Store](#) or the [Apple App Store](#) or visit the [website](#) to experience the platform.

If you have any concerns or queries regarding your offer letter or date of joining, please do not hesitate to reach out to your placement office. Alternatively, you may write to us at offer_update@infosys.com.

We request your patience and faith.

Stay strong. Stay safe.

Warm regards,

Talent Acquisition

Infosys

Copyright © 2020 Infosys Limited



image001.jpg
3K

HCL TECHNOLOGIES LTD.

Corporate Identity Number: L74140DL1991PLC046369

Technology Hub, Special Economic Zone

Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.

T +91 120 6125000 F +91 120 4683030

Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.

www.hcltech.com

www.hcl.com

OFFER & APPOINTMENT LETTER**Offer Release Date: August 13, 2020**

Dear Aneesparvin M,
33/1, Jothi nagar, C.colony, , Pollachi.,
Tamil Nadu, India, 642001

Dear **Aneesparvin M**, service

Congratulations! With reference to the interviews conducted by HCL Technologies Ltd (**herein referred as “HCL” or “Company”**), we are pleased to inform you that you have been selected for employment in our organization as Software Engineer in band E1.

In the coming year, keep aspiring for change and be known for your thoughts and your work; be the catalyst that this fast changing world needs; keep sharpening your skills and investing in yourself; and last but not the least – keep your work and life in perfect balance, because that is the prerequisite for success.

You are requested to join us on **August 24, 2020** at 9:00 A.M at the following address **CHENNAI-SEZ, SDB6, Lab 1-3, ODC 202 A&D**. Your joining would be subject to successful completion and compliance with the pre joining requirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure , BPO division etc. In line with the same approach, we look forward to your being flexible towards your placement in the Company. Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s)

Your Total Compensation will be **INR 3,50,000** per annum, outlined in [Annexure I](#).

You will be required to sign a service agreement of **24 months** with a surety amount of **INR 1.25 Lakhs**. This amount shall be payable to the Company only on the event of your separation from the company before **24 months** from the date of Joining.

You will be on probation for a period of 12 months from the date of your joining. The general terms and conditions governing your employment are outlined in [Annexure II](#).

On the date of joining, you would be required to submit the documents listed in [Annexure III](#). Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

[Annexure IV](#) provides details on the various compensation components and selected benefits that we offer you as a part of the HCL family.

HCL TECHNOLOGIES LTD.

Corporate Identification Number: L74140DL1991PLC046369

B-39, Sector 1, NOIDA 201 301, UP, India.

T: +91 120 4024700, 3337000 F: +91 120 2425833

Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.

www.hcltech.com

www.hcl.com

At the time of joining, you are required to have completed your degree without any standing arrear/backlogs.

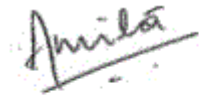
Please share your acceptance to offer as a confirmation within 3 days of receiving this letter and sign the duplicate copy of this Offer & Appointment Letter and Annexure(s) and submit the same on the day of joining failing which this offer & appointment letter extended to you by HCL Technologies Ltd shall stand withdrawn without any liability.

Please note that in case you are unable to report for joining on the respective date, this offer & appointment letter extended to you by HCL Technologies Ltd. will stand withdrawn without any liability.

Looking ahead, we see exciting times – we look up to you to provide impetus in accomplishing our mutual endeavor of being the best in the business of IT Services. Welcome to our Organization! We look forward to a mutually fruitful association.

Yours truly,

For HCL Technologies Ltd.



Amrita Das

Vice President, Head-Global Rewards

Intent to offer Employment

Dear Emmanuval EJ,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC):** INR 3.54 LPA
- **Bonus :** INR 25000 (On completion of a year)
- **Location:** All QuEST Global offices (as per business requirement)
- **Working Hours :** 47.5 hours/week (9.5 hours/day)
- **Bond:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global


9/Jan/20

Accepted Emmanuval

***Disclaimer: The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.**

Annexure - I
Compensation & Benefit Details

Items	Monthly Salary (Amount in Rs.)	Annual Salary (Amount in Rs.)
Monthly Salary Components		
(A) Basic Salary	15,000	180,000
(B) House Rent Allowance	2,250	27,000
(C) Conveyance Allowance	1,600	0
(D) Leave Travel Allowance (LTA)	-	0
(E) Food Coupon	-	0
(F) Telephone/Internet Allowance	-	0
(G) Medical Reimbursement	-	0
(H) Other Allowance*	3,155	37,860
(I) MONTHLY GROSS SALARY : (I = A+B+C+D+E+F+G+H)	20,405	244,860
Retirement Benefits		
(J) PF	1,800	21,600
(K) Gratuity	722	8,664
(L) RETIREMENT BENEFITS : (L = J+K)	2,522	30,264
Benefits		
(M) Medical Insurance Premium	673	8076
(N) BONUS/Ex.GRATIA	1400	16800
(O) Fixed Compensation : (O = I+L+M+N)	25,000	300000
Other Benefits		
(P) Shift Allowance ***		54000
(Q) TOTAL COST TO COMPANY (TCC) : (Q = O+P)		354,000

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one year service with QuEST.

*Other Allowance includes optional contributions towards NPS and Car Lease.

The tax exemption aspects of sodexo vouchers or food coupons fall under the ambit of Income Tax Act. These coupons are usable only for meal or snacks or non-alcoholic beverages during working hours at office or business premises or only at the eating joints. Sodexo coupons are not transferrable.

[Signature]

Accepted *[Signature]*

****Total Variable Pay** includes components aligned to QuEST performance, Unit or Department performance and Individual Performance. This is governed by the variable pay policy for the year.

*****Shift Allowance** will be paid as per the applicable policy. The amount mentioned above is the allowance paid for working in shifts and not during the training period. In case of any changes, it will be governed by the policy.

Your monthly deduction from salary towards Medical Insurance premium would be **INR 625**. This is as per your current Band, the amount will change accordingly in case of Band change.
-Onsite & Shift Allowance will be paid as per the applicable policy.

You are eligible for benefits coverage as per QuEST Band. For your current Band the coverages shall be:

- Group Medical Insurance cover of **INR 300000**
- Group Personal Accident Insurance cover of **INR 1000000**
- Group Term Life Insurance cover of **INR 1500000**
- Employee Deposit Linked Insurance cover as per statutory requirement

Note: Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

Declaration: All aspects of QuEST policies provided in this document are intended to provide indicative details. For Policy details, please refer to QuEST QMS on intranet. The ownership and right for implementation of these policies rests with QuEST alone. QuEST reserves the right to make changes to the policies, including but not limited to withdrawal of the same, from time to time with or without prior notice

Aisha

Accepted

Emmanuel

Intent to offer Employment

Dear M MANDJ

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- Total Cost to Company (TCTC): INR 3.54 LPA
- Bonus : INR 25000 (On completion of a year)
- Location: All QuEST Global offices (as per business requirement)
- Working Hours : 47.5 hours/week (9.5 hours/day)
- Bond: 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global

APtisha
9/Jan/20.

accepted

Meng

***Disclaimer: The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of Intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.**

QuEST Global Engineering Services Private Limited PRIMROSE 7B, Embassy Tech Village, Sarjapura-Marthahalli Outer Ring Road
Devarabeesana Halli, Varthur Hobli, Bangalore, Karnataka - 560103 | Ph: +91-80-6709 0000 | Fax: +91-80-6709 1001

Registered Office: QuEST Global Engineering Services Private Limited, AEQUS Special Economic Zone, No. 437/A, Plot No. 2, Hattaragi Village,
Hukkeri Taluk, Belgaum, Karnataka - 591245, India | Ph: +91-831-398 2700 | Fax: +91-80-6709 1001 | CIN: U74900KA2014PTC076219

Intent to offer Employment

Dear CHELLAMUTHU S,

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC):** INR 3.54 LPA
- **Bonus :** INR 25000 (On completion of a year)
- **Location:** All QuEST Global offices (as per business requirement)
- **Working Hours :** 47.5 hours/week (9.5 hours/day)
- **Bond:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global

Atish
9/ Jan/20.

Accepted

S. che muti

***Disclaimer: The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.**

QuEST Global Engineering Services Private Limited PRIMROSE 7B, Embassy Tech Village, Sarjapura-Marthahalli Outer Ring Road
Devarabeesana Halli, Varthur Hobli, Bangalore, Karnataka - 560103 | Ph: +91-80-6709 0000 | Fax: +91-80-6709 1001

Registered Office: QuEST Global Engineering Services Private Limited, AEQUS Special Economic Zone, No. 437/A, Plot No. 2, Hattaragi Village,
Hukkeri Taluk, Belgaum, Karnataka - 591245, India | Ph: +91-831-398 2700 | Fax: +91-80-6709 1001 | CIN: U74900KA2014PTC076219

Annexure - I
Compensation & Benefit Details

Items	Monthly Salary (Amount in Rs.)	Annual Salary (Amount in Rs.)
Monthly Salary Components		
(A) Basic Salary	15,000	180,000
(B) House Rent Allowance	2,250	27,000
(C) Conveyance Allowance	1,600	0
(D) Leave Travel Allowance (LTA)	-	0
(E) Food Coupon	-	0
(F) Telephone/Internet Allowance	-	0
(G) Medical Reimbursement	-	0
(H) Other Allowance*	3,155	37,860
(I) MONTHLY GROSS SALARY : (I = A+B+C+D+E+F+G+H)	20,405	244,860
Retirement Benefits		
(J) PF	1,800	21,600
(K) Gratuity	722	8,664
(L) RETIREMENT BENEFITS : (L = J+K)	2,522	30,264
Benefits		
(M) Medical Insurance Premium	673	8076
(N) BONUS/Ex.GRATIA	1400	16800
(O) Fixed Compensation : (O = I+L+M+N)	25,000	300000
Other Benefits		
(P) Shift Allowance ***		54000
(Q) TOTAL COST TO COMPANY (TCC) : (Q = O+P)		354,000

A one-time joining bonus of **INR 25,000** shall be paid upon successful completion of one year service with QuEST.

*Other Allowance includes optional contributions towards NPS and Car Lease.

The tax exemption aspects of sodexo vouchers or food coupons fall under the ambit of Income Tax Act. These coupons are usable only for meal or snacks or non-alcoholic beverages during working hours at office or business premises or only at the eating joints. Sodexo coupons are not transferrable.

AP

Accepted

S. Chennutt

QuEST Global Engineering Services Private Limited PRIMROSE 7B, Embassy Tech Village, Sarjapura-Marthahalli Outer Ring Road
Devarabeesana Halli, Varthur Hobli, Bangalore, Karnataka - 560103 | Ph: +91-80-6709 0000 | Fax: +91-80-6709 1001

Registered Office: QuEST Global Engineering Services Private Limited, AEQUS Special Economic Zone, No. 437/A, Plot No. 2, Hattaragi Village,
Hukkeri Taluk, Belgaum, Karnataka - 591245, India | Ph: +91-831-398 2700 | Fax: +91-80-6709 1001 | CIN: U74900KA2014PTC076219

****Total Variable Pay** includes components aligned to QuEST performance, Unit or Department performance and Individual Performance. This is governed by the variable pay policy for the year.

*****Shift Allowance** will be paid as per the applicable policy. The amount mentioned above is the allowance paid for working in shifts and not during the training period. In case of any changes, it will be governed by the policy.

Your monthly deduction from salary towards Medical Insurance premium would be **INR 625**. This is as per your current Band, the amount will change accordingly in case of Band change.
-Onsite & Shift Allowance will be paid as per the applicable policy.

You are eligible for benefits coverage as per QuEST Band. For your current Band the coverages shall be:

- Group Medical Insurance cover of **INR 300000**
- Group Personal Accident Insurance cover of **INR 1000000**
- Group Term Life Insurance cover of **INR 1500000**
- Employee Deposit Linked Insurance cover as per statutory requirement

Note: Income tax liability of allowances / reimbursements will be considered in light of the existing tax laws. In case any tax has to be recovered for any allowances / reimbursements, either because of changes made to the law by the Govt. of India or pursuant to an order by an Income Tax Officer or any responsible officer of the Income Tax Department, then the same will be recovered from employee's salary, either with retrospective or prospective effect, as the case may be.

Declaration: All aspects of QuEST policies provided in this document are intended to provide indicative details. For Policy details, please refer to QuEST QMS on intranet. The ownership and right for implementation of these policies rests with QuEST alone. QuEST reserves the right to make changes to the policies, including but not limited to withdrawal of the same, from time to time with or without prior notice



Accepted

S. che mutt



Offer: Computer Consultancy

Ref: TCSL/DT20195366496/Chennai

Date: 18/09/2019

Mr. Adam Rajo Benson S
132/247Sithi Vinayagar Kovil Street,
Sukrawarpet,
Coimbatore-641001,
Tamilnadu.
Tel# 91-9025653175

Dear Adam Rajo Benson S,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TCS Confidential

TCSL/DT20195366496

1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

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

TCS Careers Service Center Email: careers@tcs.com



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

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹10,200/- per month.

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

Your HRA will be ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

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

3. Personal Allowance

You will be eligible for a monthly personal allowance of ₹7,570/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

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



amount between the components as per your tax plan, once you join TCSL.

PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

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



HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.
- ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

- i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.
- ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

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

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

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

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

Professional Memberships

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

TCS Confidential

TCSL/DT20195366496

4

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

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

TCS Careers Service Center Email: careers@tcs.com



RETIRALS

Provident Fund

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

Gratuity

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

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

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

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

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

TCS Confidential

TCSL/DT20195366496

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

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

TCS Careers Service Center Email: careers@tcs.com



3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

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

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

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

4. Working Hours

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

5. Mobility

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

6. Compensation Structure / Salary components

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

7. Increments and Promotions

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



8. Alternative Occupation / Employment

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

9. Confidentiality Agreement

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

10. Service Agreement

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

11. Overseas International Assignment Agreement

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

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

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the



said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

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

14. Notice Period

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

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

16. Pre-employment Medical Certificate

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

17. Employment of Non Indian Citizens

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

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external



background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

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

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

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

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



documents

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

20. TCS Xperience Program

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

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

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

21. Letter of Appointment

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

22. Rules and Regulations of the Company

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

23. Compliance to all clauses

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

TCS Confidential

TCSL/DT20195366496

10

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

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

TCS Careers Service Center Email: careers@tcs.com

**Withdrawal of Offer**

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



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

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



GROSS SALARY SHEET

Annexure 1

Name	Adam Rajo Benson S
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875
Xplore/ Learning Incentive****		Upto 60,000

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

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Programme.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Programme.

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

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000

TCS Confidential

TCSL/DT20195366496

12

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

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

TCS Careers Service Email: careers@tcs.com



Annexure 2

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



Annexure 3

Confidentiality and IP Terms and Conditions

Confidentiality and IP Terms and Conditions - Annexure 3:

1. Confidential Information

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

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

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

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

(d) Customer and prospective customer lists, and

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



2. Associate's Obligations

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

3. Intellectual Property Rights

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



4. Prior knowledge

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

5. Use of third party material

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

6. Security policies and Guidelines.

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

7. Restriction on Associate's Rights

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

8. No License

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



9. Equitable Rights

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

10. General

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

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

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

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



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

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



Offer: Computer Consultancy

Ref: TCSL/DT20195365975/Chennai

Date: 18/09/2019

Mr. Balamurugan V
5/293Nallurpalayam,
Sulthanpet,
Coimbatore-641669,
Tamilnadu.
Tel# 91-9487953740

Dear Balamurugan V,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TCS Confidential

TCSL/DT20195365975

1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

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

TCS Careers Service Center Email: careers@tcs.com



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

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹10,200/- per month.

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

Your HRA will be ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

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

3. Personal Allowance

You will be eligible for a monthly personal allowance of ₹7,570/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

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



amount between the components as per your tax plan, once you join TCSL.

PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

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



HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.
- ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

- i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.
- ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

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

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

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

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

Professional Memberships

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

TCS Confidential

TCSL/DT20195365975

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

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

TCS Careers Service Center Email: careers@tcs.com



RETIRALS

Provident Fund

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

Gratuity

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

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

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

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

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

TCS Confidential

TCSL/DT20195365975

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

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

TCS Careers Service Center Email: careers@tcs.com



3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

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

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

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

4. Working Hours

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

5. Mobility

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

6. Compensation Structure / Salary components

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

7. Increments and Promotions

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



8. Alternative Occupation / Employment

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

9. Confidentiality Agreement

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

10. Service Agreement

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

11. Overseas International Assignment Agreement

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

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

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the



said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

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

14. Notice Period

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

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

16. Pre-employment Medical Certificate

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

17. Employment of Non Indian Citizens

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

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external



background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

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

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

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

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



documents

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

20. TCS Xperience Program

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

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

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

21. Letter of Appointment

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

22. Rules and Regulations of the Company

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

23. Compliance to all clauses

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

TCS Confidential

TCSL/DT20195365975

10

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

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

TCS Careers Service Email: careers@tcs.com

**Withdrawal of Offer**

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



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

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



GROSS SALARY SHEET

Annexure 1

Name	Balamurugan V
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875
Xplore/ Learning Incentive****		Upto 60,000

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

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Programme.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Programme.

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

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000

TCS Confidential

TCSL/DT20195365975

12

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

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

TCS Careers Service Email: careers@tcs.com



Annexure 2

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



Annexure 3

Confidentiality and IP Terms and Conditions

Confidentiality and IP Terms and Conditions - Annexure 3:

1. Confidential Information

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

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

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

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

(d) Customer and prospective customer lists, and

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



2. Associate's Obligations

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

3. Intellectual Property Rights

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



4. Prior knowledge

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

5. Use of third party material

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

6. Security policies and Guidelines.

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

7. Restriction on Associate's Rights

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

8. No License

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



9. Equitable Rights

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

10. General

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

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

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

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



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

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



Offer: Computer Consultancy
Ref: TCSL/DT20184826025/Chennai
Date: 18/09/2019

Ms. Priyadharshini
4/19Thippampatti Poonga,
Thippampatti,
Pollachi-642107,
Tamilnadu.
Tel# 91-8778673951

Dear Priyadharshini,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TCS Confidential
TCSL/DT20184826025

1

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

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

TCS Careers Service Centre Tel: 91 20 2619 4100 Email: careers@tcs.com



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

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹10,200/- per month.

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

Your HRA will be ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

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

3. Personal Allowance

You will be eligible for a monthly personal allowance of ₹7,570/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

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



amount between the components as per your tax plan, once you join TCSL.

PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

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



HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.
- ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

- i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.
- ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

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

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

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

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

Professional Memberships

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

TCS Confidential

TCSL/DT20184826025

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

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

TCS Careers Service careers@tcs.com



RETIRALS

Provident Fund

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

Gratuity

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

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

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

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

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

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

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

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

4. Working Hours

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

5. Mobility

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

6. Compensation Structure / Salary components

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

7. Increments and Promotions

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



8. Alternative Occupation / Employment

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

9. Confidentiality Agreement

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

10. Service Agreement

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

11. Overseas International Assignment Agreement

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

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

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the



said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

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

14. Notice Period

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

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

16. Pre-employment Medical Certificate

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

17. Employment of Non Indian Citizens

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

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external



background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

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

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

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

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



documents

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

20. TCS Xperience Program

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

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

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

21. Letter of Appointment

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

22. Rules and Regulations of the Company

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

23. Compliance to all clauses

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

**Withdrawal of Offer**

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



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

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



GROSS SALARY SHEET

Annexure 1

Name	Priyadharshini
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875
Xplore/ Learning Incentive****		Upto 60,000

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

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Programme.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Programme.

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

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000

TCS Confidential

TCSL/DT20184826025

12

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

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

TCS Careers Service Email: careers@tcs.com



Annexure 2

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



Annexure 3

Confidentiality and IP Terms and Conditions

Confidentiality and IP Terms and Conditions - Annexure 3:

1. Confidential Information

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

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

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

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

(d) Customer and prospective customer lists, and

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



2. Associate's Obligations

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

3. Intellectual Property Rights

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



4. Prior knowledge

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

5. Use of third party material

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

6. Security policies and Guidelines.

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

7. Restriction on Associate's Rights

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

8. No License

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



9. Equitable Rights

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

10. General

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

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

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

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



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

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



Offer: Computer Consultancy

Ref: TCSL/DT20195365594/Chennai

Date: 18/09/2019

Mr. Shilato Emerson V A
B-16, Park Avenue,
Vadavalli,
Coimbatore-641041,
Tamil Nadu.
Tel# 91-9790644349

Dear Shilato Emerson V A,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TCS Confidential

TCSL/DT20195365594

1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

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

TCS Careers Service Centre Tel: 91 22 6779 1000 Email: careers@tcs.com



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

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹10,200/- per month.

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

Your HRA will be ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

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

3. Personal Allowance

You will be eligible for a monthly personal allowance of ₹7,570/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

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



amount between the components as per your tax plan, once you join TCSL.

PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

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



HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.
- ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

- i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.
- ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

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

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

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

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

Professional Memberships

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

TCS Confidential

TCSL/DT20195365594

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

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

TCS Careers Service careers@tcs.com



RETIRALS

Provident Fund

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

Gratuity

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

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

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

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

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

TCS Confidential

TCSL/DT20195365594

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

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

TCS Careers Service Email: careers@tcs.com



3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

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

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

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

4. Working Hours

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

5. Mobility

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

6. Compensation Structure / Salary components

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

7. Increments and Promotions

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



8. Alternative Occupation / Employment

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

9. Confidentiality Agreement

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

10. Service Agreement

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

11. Overseas International Assignment Agreement

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

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

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the



said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

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

14. Notice Period

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

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

16. Pre-employment Medical Certificate

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

17. Employment of Non Indian Citizens

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

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external



background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

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

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

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

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



documents

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

20. TCS Xperience Program

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

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

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

21. Letter of Appointment

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

22. Rules and Regulations of the Company

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

23. Compliance to all clauses

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

**Withdrawal of Offer**

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



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

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



GROSS SALARY SHEET

Annexure 1

Name	Shilato Emerson V A
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875
Xplore/ Learning Incentive****		Upto 60,000

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

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Programme.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Programme.

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

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000

TCS Confidential

TCSL/DT20195365594

12

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

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

TCS Careers Service Email: careers@tcs.com



Annexure 2

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



Annexure 3

Confidentiality and IP Terms and Conditions

Confidentiality and IP Terms and Conditions - Annexure 3:

1. Confidential Information

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

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

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

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

(d) Customer and prospective customer lists, and

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



2. Associate's Obligations

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

3. Intellectual Property Rights

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



4. Prior knowledge

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

5. Use of third party material

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

6. Security policies and Guidelines.

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

7. Restriction on Associate's Rights

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

8. No License

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



9. Equitable Rights

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

10. General

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

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

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

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



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

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



Offer: Computer Consultancy

Ref: TCSL/DT20195495031/Chennai

Date: 18/09/2019

Mr. Saravana Kumar Balasubramaniam
17/3Kalliyappa Gounder Street,
Kottur Malayandi Pattinam,
Coimbatore-642114,
Tamilnadu.
Tel# -

Dear Saravana Kumar Balasubramaniam,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TCS Confidential

TCSL/DT20195495031

1

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

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

TCS Careers Service Centre Tel: 91 20 2619 4100 Email: careers@tcs.com



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

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹10,200/- per month.

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

Your HRA will be ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

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

3. Personal Allowance

You will be eligible for a monthly personal allowance of ₹7,570/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

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



amount between the components as per your tax plan, once you join TCSL.

PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

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



HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.
- ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

- i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.
- ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

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

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

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

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

Professional Memberships

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

TCS Confidential

TCSL/DT20195495031

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

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

TCS Careers Service careers@tcs.com



RETIRALS

Provident Fund

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

Gratuity

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

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

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

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

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

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

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

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

4. Working Hours

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

5. Mobility

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

6. Compensation Structure / Salary components

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

7. Increments and Promotions

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



8. Alternative Occupation / Employment

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

9. Confidentiality Agreement

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

10. Service Agreement

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

11. Overseas International Assignment Agreement

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

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

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the



said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

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

14. Notice Period

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

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

16. Pre-employment Medical Certificate

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

17. Employment of Non Indian Citizens

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

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external



background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

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

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

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

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



documents

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

20. TCS Xperience Program

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

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

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

21. Letter of Appointment

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

22. Rules and Regulations of the Company

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

23. Compliance to all clauses

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

**Withdrawal of Offer**

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



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

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



GROSS SALARY SHEET

Annexure 1

Name	Saravana Kumar Balasubramaniam
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875
Xplore/ Learning Incentive****		Upto 60,000

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

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Programme.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Programme.

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

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000

TCS Confidential

TCSL/DT20195495031

12

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

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

TCS Careers Service Email: careers@tcs.com



Annexure 2

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



Annexure 3

Confidentiality and IP Terms and Conditions

Confidentiality and IP Terms and Conditions - Annexure 3:

1. Confidential Information

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

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

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

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

(d) Customer and prospective customer lists, and

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



2. Associate's Obligations

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

3. Intellectual Property Rights

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



4. Prior knowledge

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

5. Use of third party material

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

6. Security policies and Guidelines.

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

7. Restriction on Associate's Rights

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

8. No License

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



9. Equitable Rights

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

10. General

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

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

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

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



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

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



Offer: Computer Consultancy

Ref: TCSL/DT20184388914/Trivandrum

Date: 13/09/2019

Mr. Sanath K S
Kailasam (H)Aziyannur,
Ashiyannur(Po),
Palakkad-678633,
Kerala.
Tel# -

Dear Sanath K S,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore (detailed under Terms &

TCS Confidential

TCSL/DT20184388914

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusunni P.O., Kochi 682 030 India

Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com

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

TCS Career Services Line: 1800 209 3111 Email: careers@tcs.com



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

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹10,200/- per month.

BOUQUET OF BENEFITS (BoB)

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

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

1. House Rent Allowance (HRA)

Your HRA will be ₹4,080/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

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

3. Personal Allowance

You will be eligible for a monthly personal allowance of ₹7,570/- per month. This component is subject to review and may change as per TCSL's compensation policy.

4. Food Card

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



amount between the components as per your tax plan, once you join TCSL.

PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto Rs.60,000 over and above your CTC during the first year.

OTHER BENEFITS

Health Insurance Scheme

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



HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.
- ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

- i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.
- ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

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

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

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

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

Professional Memberships

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

TCS Confidential

TCSL/DT20184388914

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusunjeri PO., Kochi 682 030 India

Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com

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

TCS Career Services Line: 1800 209 3111 Email: careers@tcs.com



RETIRALS

Provident Fund

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

Gratuity

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

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

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

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

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

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

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

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

4. Working Hours

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

5. Mobility

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

6. Compensation Structure / Salary components

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

7. Increments and Promotions

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



8. Alternative Occupation / Employment

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

9. Confidentiality Agreement

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

10. Service Agreement

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

11. Overseas International Assignment Agreement

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

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

12. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the



said terms and conditions in case of deputation on international assignments.

13. TATA Code of Conduct

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

14. Notice Period

During your tenure with TCSL, either you or TCSL may terminate your traineeship / employment under this Agreement by providing 90 days written notice. The company reserves the right, to ask you to complete the notice period or adjust the earned vacation in lieu of entire or partial notice period. If your services, behaviour and/ or performance are not found satisfactory, TCSL may terminate your services by giving notice as mentioned herein above. No notice or payment in lieu thereof shall be applicable if your services are discontinued/terminated on account of any misconduct either during your traineeship period or upon completion of the traineeship period.

You will be liable to pay TCSL ₹50,000/- in case you fail to serve TCSL for a minimum period of 1 year after joining in accordance with the Service Agreement clause.

If you are covered under International Assignment Agreement, either you or TCSL can terminate the traineeship/appointment by giving 90 calendar days written notice as set out in the Separation Policy of TCSL. TCSL reserves the right if it is in the interest of the business and current assignment, to ask you to complete your notice period.

15. Retirement

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

16. Pre-employment Medical Certificate

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

17. Employment of Non Indian Citizens

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

18. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external



background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

19. Submission of Documents

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

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

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

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



documents

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

20. TCS Xperience Program

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

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

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

21. Letter of Appointment

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

22. Rules and Regulations of the Company

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

23. Compliance to all clauses

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

**Withdrawal of Offer**

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

K Ganesan
Global Head Talent Acquisition & AIP



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

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



GROSS SALARY SHEET

Annexure 1

Name	Sanath K S
Designation	Assistant System Engineer-Trainee
Institute Name	Other University

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	10,200	1,22,400
Bouquet Of Benefits #	13,000	1,56,000
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,224	14,688
Gratuity	490	5,887
Total of Annual Components & Retirals	1,715	28,475
Retention Incentive	NA	0
TOTAL GROSS	27,415	3,36,875
Xplore/ Learning Incentive****		Upto 60,000

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

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Programme.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Programme.

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

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	4,080	48,960
Leave Travel Assistance	850	10,200
Food Card	500	6,000
Personal Allowance	7,570	90,840
GROSS BOUQUET OF BENEFITS	13,000	1,56,000

TCS Confidential

TCSL/DT20184388914

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Vismaya Building 6th Floor, Infopark, Kusunjeri PO., Kochi 682 030 India

Tel: 0484 664 5000 Fax: 0484 664 5255 Website: www.tcs.com

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

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



Annexure 2

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



Annexure 3

Confidentiality and IP Terms and Conditions

Confidentiality and IP Terms and Conditions - Annexure 3:

1. Confidential Information

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

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

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

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

(d) Customer and prospective customer lists, and

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



2. Associate's Obligations

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

3. Intellectual Property Rights

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



4. Prior knowledge

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

5. Use of third party material

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

6. Security policies and Guidelines.

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

7. Restriction on Associate's Rights

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

8. No License

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



9. Equitable Rights

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

10. General

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

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

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

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



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

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



APPOINTMENT LETTER

28 May, 2020

Dear **Subha Shree S,**

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.
- b. You will be on probation for a period of 12 months from the date of your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a case, you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800



2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III - Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the Company.
- c. Other compensation and benefits in accordance with Company policy as modified and intimated to you from time to time.
- d. Your salary will be reviewed periodically as per Company policy.
- e. Changes in your compensation are at the Company's discretion and will be subject to and on the basis of your effective performance and the performance results of the Company during your period of employment and other relevant criteria.

3. Other Benefits:

You will also be eligible for:

- a. Leave, holidays and working hours as applicable to your stream and location of posting.
- b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company.
- c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.
- d. Leave Travel Assistance (LTA) as per the Company's policy.
- e. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act.
- f. Employee Benefits Program sponsored and administered by the Company for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.
- g. Please refer to the detailed policies in the Company's intranet portal i.e. mywipro.wipro.com

4. Responsibilities:

- a. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of the Company, whether directly or indirectly.
- b. You may be required to undertake travel for business purposes for which you will be eligible for reimbursement of travel expenses as per the Company policy applicable to you.

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800



- c. We are committed to ensure 'Integrity' in all aspects of the Company's functioning. You are expected to comply with all the applicable policies of the Company including the Code of Business Conduct and Ethics ('Policies') as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.
- d. Consistent with (c) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.

5. Conflict of Interest:

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

6. Confidentiality:

- a. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of the Company. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of the Company, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation).

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800



- b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for the Company.

7. Assignment of Intellectual Property

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

8. Non-Compete

In the course of your employment with the Company you will be providing services to customers or clients of the Company during which process you will be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of six (6) months after separation of your employment from the Company (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of separation.

9. General:

This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or willfully suppressed any material information. If at any point of time, it is brought to our notice that you have submitted fabricated documentation or made false representation or willfully suppressed material information, you shall be liable to be removed from service with immediate effect and the Company reserves its right to initiate appropriate action as per applicable policy and /or enforce remedies available to us under law.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this employment contract.

- a. You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally, if required. In this connection, if any of the provisions of this letter of appointment are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.
- b. These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you on the same subject matter.
- c. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800



d. Your appointment shall be treated as withdrawn in case:

- i. You have not scored minimum aggregate marks of 60% in your 10th Standard or equivalent education.
- ii. You have not scored minimum aggregate marks of 60% in your 12th Standard or equivalent education.
- iii. For Graduates: You have not scored minimum aggregate marks of 60% in your graduation.
- iv. For Post Graduates: You have not scored minimum aggregate marks of 60% in your graduation and 60% in post-graduation.
- v. You have any pending backlogs/ arrears on the date of appointment.

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

10. Training Agreement:

As part of your smooth transition from campus to corporate, the Company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training the Company makes significant investment for your project readiness and successful journey in the projects. In consideration of the Company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and continue your employment with the company for a period of **at least** 12 months commencing from the date of your joining. In case you choose to leave the Company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall **be liable to** pay to the Company liquidated damages of up to Rs. 75,000/- (Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the Company.

11. Notice Period & Termination:

Your employment with the Company shall be terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice on confirmation. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800



12. Pre Joining Program (PJP):

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For **Wipro Limited**,

Sunil Kalachar
General Manager – Talent Acquisition

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

I shall be reporting for duty on __/__/__

Name: _____

Signature: _____ Date: __/__/__

Place: _____



Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800



ANNEXURE I

DECLARATION ON CONFLICT OF INTEREST

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

Noted below are a few examples of conflict of interest:

- a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.
- b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.
- c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.
- d. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.
- e. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will immediately inform my supervisor and notify the top management.

Name:

Date: __/__/__

Signature:.....

Registered Office:

Wipro Limited T : +91 (80) 2844 0011
Doddakannelli F : +91 (80) 2844 0054
Sarjapur Road E : info@wipro.com
Bengaluru 560 035 W : wipro.com
India C : L32102KA1945PLC020800



Compliance to Company's Code of Conduct to Regulate, Monitor and Report Trading (Code) by Insiders

Insider Trading is prohibited by both Law as well as by Wipro Limited's (hereinafter to as the "Company") internal policy. Insider trading generally involves the act of subscribing/buying/ selling or dealing in the Company's Securities, while in possession of any Unpublished Price Sensitive Information (hereinafter referred to as "UPSI") about the Company. It also involves disclosing or procuring any UPSI about the Company to/from others who could subscribe or buy or sell or deal in the Company's Securities.

As an employee of the Company you are considered as an Insider and accordingly advised as below:

1. Trading when in possession of UPSI: Employees are strictly prohibited from trading in the Securities of the Company when in possession of UPSI concerning the Company. Trading in securities of the Company is also prohibited for certain designated employees when the trading window is closed. For details please contact: policyclearinghouse@wipro.com.
2. Communication or procurement of Unpublished Price Sensitive Information (UPSI): Employee shall seek, communicate, provide or allow access to "UPSI of the Company to others only for legitimate purposes, performance of duties and discharge of legal obligations and strictly on a need-to-know basis. Employees are strictly prohibited from the following:
 - a) Counseling or disclosing or communicating UPSI to any other person including spouse and/or relatives, except on a need to know basis.
 - b) Counseling as well as expressing opinions or making any recommendations to any person on the Securities of the Company when in possession of any UPSI.
 - c) Unauthorized disclosure or communication of UPSI.
 - d) Procuring any UPSI from others
3. Individual and Personal Responsibility: As per the Code, Company can take appropriate actions like wage freeze, suspension, termination of employment on employees involved in Insider Trading. Insider trading also attracts severe civil and criminal penalties not only on the Insider but also on the Company in certain circumstances. The penalties levied on the employee will not be borne by the Company and the employee individually is responsible.
4. Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees. For more details on procedures and guidelines, employees are requested to refer the Company's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to policyclearinghouse@wipro.com

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800



ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

I -----, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

- a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;
- b. processing my job application including background verification checks;
- c. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

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

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

Name:

Date: __/__/__

Signature.....

Registered Office:

Wipro Limited T : +91 (80) 2844 0011
Doddakannelli F : +91 (80) 2844 0054
Sarjapur Road E : info@wipro.com
Bengaluru 560 035 W : wipro.com
India C : L32102KA1945PLC020800



ANNEXURE III
SALARY OFFER SHEET

Name : Subha Shree S

Career Group: TRB – II

Position : Project Engineer

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

Registered Office:

Wipro Limited T : +91 (80) 2844 0011
Doddakannelli F : +91 (80) 2844 0054
Sarjapur Road E : info@wipro.com
Bengaluru 560 035 W : wipro.com
India C : L32102KA1945PLC020800



*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

Apart from the standard salary components, **Project Engineers** are also entitled to the following unique **Company Benefits** to help you manage during exigency.

- a. Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
- b. Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
- c. Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
- d. Medical Insurance Coverage up to Rs 2lac per annum.

Date: __/__/____

Signature:.....

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800



ANNEXURE – IV

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

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

Name:

Date: __/__/__

Signature:.....

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800



ANNEXURE – V

Variable Pay - A BRIEF OVERVIEW

Variable Pay Policy Summary & Computation:

Variable Pay is a variable component in your salary stack which would be paid out on a quarterly basis. It would be linked to the following parameters:

For employees joining in billable roles, variable pay will be linked to Individual billability, i.e. the number of days employee is billed in a quarter. This factor is applicable only for employees joining in billable roles in Bands Team Rainbow, A1, A2, A3, B1, B2 and B3 and who have variable pay as part of their salary stack.

For employees joining in above Bands in Support roles and central functions, and who have variable pay as part of their salary stack, variable pay will be linked to company's financial parameters. Financial metrics is linked based on specific role for each employee in each quarter, as per the respective financial year policy.

The Variable Pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. It is mandatory for you to complete the quarter for which the Variable Pay applies i.e. you should be on the rolls of the Company on the last working day of the quarter to be eligible for payout under the program.

The detailed policy will be made available on myWipro->myPolicies->Common Policies Across Countries->my Financials->Variable Pay Policy FY 2020-21.

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800



SOME ADDITIONAL INFORMATION ON THE SALARY OFFER

Basic, Additional Allowance and Bonus:

This are fixed monthly components of your salary and are taxable. They do not vary every month, and are fixed for a particular period.

House Rental Allowance:

HRA is given to the extent of 50% of your Basic. HRA exemption is applicable as per IT rules on submission of rent receipts.

Wipro Benefit Plan (WBP):

Wipro Benefits Plan (WBP) is basket of various allowances/ expenses considered for Income Tax exemption. Under WBP, you will be granted Leave Travel Allowance and Education Allowance. Benefits regarding the use of Telephone/Mobile phone, Non-transferable Meal card can also be availed under the Plan. The actual expenses incurred towards these components are eligible for exemption as per the prescribed Income Tax rules applicable. Thus, you will be subjected to tax for the portion of the allowances that is not exempt. The Income Tax exemption for benefits availed are subject to submission of proofs or other conditions as may be prescribed in this policy. Wipro will grant a Group Allowance, which will be computed after reducing the aggregate cost of allowances/benefits availed under WBP and related recovery of Perquisite Tax and associated charges. Following are your WBP Entitlements:

1. Leave Travel Allowance:

New employees are eligible for LTA provided leave is taken as per the rules of Wipro. For details on Income Tax exemption please refer to [myWipro](#) on joining. The maximum LTA that can be considered for IT exemption is Rs 50,000.

2. Telephone/Mobile Phone Allowances:

The amounts paid by you towards telephone rentals (both landline and mobile) rentals are also towards broadband/ modem hub/ routers/ GPRS etc. for internet usage plans are eligible for IT exception up to Rs. 19,800 per annum under WBP as per prescribed limit in the policy. No expenses in respect of rentals or other charges for pre-paid connections will be eligible under this head.

3. Non-transferable Meal card:

An amount of Rs. 1100 / 2,750 per month towards purchase of Non-Transferable Meal card is eligible for IT exemption under WBP.

4. Education Allowance:

An amount of Rs.100 (additional 300 in case of child in hostel) per child per month up to a maximum of 2 children is eligible for IT exemption under WBP.

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800



5. **New Pension System:**

You can contribute between 5% up to 10% of your Basic towards NPS and declare it under WBP. This will be over and above Sec 80C investments.

Retirement Benefits:

It consists of:

- a. **Provident fund-** Where basic is higher than INR 15,000- 12% of your Basic towards Provident Fund. In cases where basic is lower than INR 15,000- Minimum of 12% of (Basic + WBP + Additional (Where applicable) or INR 1800 pm
- b. Notional sum indicating contribution of 5.31 % of your basic towards provision for gratuity.

Employees will be eligible for payment of gratuity as per the Wipro policy on the same.

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800



Travel, Accommodation, Food & Other Miscellaneous Expenses

Travel

- a. You would be entitled for Rs. 1500 from the date of appointment as a lump sum amount that will be credited with your first month salary. You may utilize this amount towards Travel and you would not need to submit bills towards usage of this amount.
- b. There is no provision for reimbursement/allowance towards any expenses incurred in lieu of attending training or classes at different locations in the same city.

Accommodation, Food & other Miscellaneous Expenses

- a. You would be entitled for Rs.1000 per day for 8 days (total amount of Rs.8,000) from the date of joining. You may utilize this amount towards accommodation, food & other miscellaneous expenses. This would be paid as a lump sum amount that will be credited with your first month salary and you would not need to submit bills towards usage of this amount.
- b. If your posting location (the location where you would be based out of after training) is different from the training location (location where you undergo initial training), you would be entitled for the following:
 - i. Settlement and Miscellaneous Expenses: Rs.1200 per day for 7 days (total amount of Rs. 8,400) from the date of reporting to the posting location. You may utilize this amount towards boarding, lodging, conveyance & other miscellaneous expenses.
- c. Any location change after reporting to posting location will be treated as relocation/transfer and will be covered under the Transfer policy for Team Rainbow. For details you can refer the policy at myWipro-> My Policies -> India->My Travel>Transfer Policy-Team Rainbow.
- d. Campus joiners would not be eligible for accommodation at the Wipro guest houses.

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800



SUMMARY - SOCIAL SECURITY & OTHER BENEFITS*

Medical

1. Medical Assistance Program (MAS)**: This is a medical scheme covering you, your spouse and your children to the extent of Rs.15000 per annum. **This scheme is not applicable for employees covered under the Employee State Insurance Act (ESI).** This limit will be prorated based on your joining and exiting months in a financial year. The amount mentioned as Medical allowance in your salary stack is a notional figure and it indicates average outflow per month and per employee towards MAS. Medical is a reimbursable amount, i.e., it will be paid at actuals on making a claim.
2. Mediclaim: You are eligible for a floater coverage of Rs 2,00,000 per annum for family (self, spouse & children) towards hospitalization. There will be a deduction from your monthly payroll depending on your marital/family status towards the base sum insured premium, 10% of the claim amount has to be borne by you.
If you wish to enhance the coverage, Top up cover options are also available for a highly negotiated premium. More details on the policy are available on My Policies Section in myWipro which is accessible on joining.
3. Annual Health check: Company paid Annual health check-up program is available for employees above 40 years of age.

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800



Gratuity Benefit**: Up to Rs. 20,00,000

This provides you a lump sum benefit up to a maximum of INR 20 LPA to be calculated and payable as per applicable laws.

Survivor Benefit Pension Program**:

The Survivor Benefit Plan's objective is to provide a monthly income to the surviving spouse and children of an employee, in the unfortunate event of death while in service. The pension payable is based on last drawn basic salary at the time of death, number of years till retirement, number and age of surviving members.

E.g. If an employee is in Grade B3 with basic of Rs. 15,000 per month and the remaining period before retirement at time of his death is 20 years and he has a surviving spouse and two eligible children, the supplementary Pension payable per month would be as follows: Basic * No of years to Retirement * Grade Factor * % based on number and age of surviving members.

I.e. $15,000 \times 20 \times 2.7\% \times 80\% = \text{Rs. } 6,480$ per month as supplementary pension payable. *Grade Factor is a band specific pre-defined pension Accrual rate.

Loans:

Interest Free Loan: An interest free loan of Rs. 20,000 as per policy is available to facilitate your settling down. The amount is primarily intended to cover housing deposit/assistance towards purchase of two wheeler. This is recovered in 10 equal installments.

Contingency Loan: An Interest free contingency loan of Rs. 50,000 or two months monthly gross whichever is lower as per policy can be availed in case of contingency. This would be recovered in 20 equal installments. Any loan taken above Rs. 20,000 will be liable to tax on the notional interest cost as per CBDT rules.

** These benefits are subject to the terms and conditions of the company policy and cannot be converted to fixed cash.

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com
C : L32102KA1945PLC020800



1. Your Life and Accident Cover:

a. Group Personal Accident Insurance (GPAI) Program: Rs. 12,00,000 Through GPAI you are covered by way of round-the-clock risk coverage against any accidents occurring while at work or outside of work resulting in partial or total disablement or casualty. Employees can also get an extra coverage for a nominal and highly negotiated premium.

b. Group Term Life Insurance: Rs. 14, 00,000 in the unfortunate event of death on account of either accidents or natural causes, your surviving family members would be eligible for an insurance cover under this policy. This sum insured is inclusive of cover as per EDLI (Employee Deposit Linked Insurance). Employees can also get an extra coverage for a nominal and highly negotiated premium.

Please note: More details on the above mentioned policies are available on My Policies Section in My Wipro accessible on joining. Access through My Wipro -> My Policies -> India > My Financials -> Group Life Insurance/ Personal Accident

The policies mentioned here are policies of the Company as on date, this is subject to change in future as per policies of the Company from time to time.

2. Voluntary Superannuation Policy (VSS)

Wipro Voluntary Superannuation Plan offers an easy and convenient way to help you lead a happy and tension free life by planning your retirement. Starting contribution to pension plan at an early age gives you enough time to contribute towards building your retirement corpus and leverage the compounding interest earned by the corpus year on year. You simply have to choose the scheme that suits your investment horizon and risk tolerance.

A voluntary defined contribution Plan wherein you will have an option to enroll and choose your Pension Service Provider (PSP) within 30 days from the date of joining the company.

We currently have tie-ups with two leading PSPs to manage the superannuation funds. LIC & ICICI offer a superannuation scheme which offers interest on accumulated balance every year. ICICI Prudential also has an Unit Linked Superannuation scheme which offers you a market linked return, range of fund options to suit your risk appetite & transparent fund management.

The enrollment option can be exercised only once in the service with the organization and cannot be reversed once made. VSS enrollment window period will, also, be available once every financial year. The Company, on behalf of the member employee, shall contribute 15% of basic salary, towards the scheme selected by the member. In case 15% of basic exceeds Rs.1,50,000 per annum, member employee will have an option to restrict the contribution to Rs.1,50,000 per annum to avoid perquisite tax (perquisite tax is applicable on contributions exceeding Rs.1,50,000 every year).

Annual pension contribution amount is re-adjusted from fixed cash component and will reflect under 'Pension' component in the salary stack of the enrolled member. The accumulated contribution amount and the interest earned (or the corpus) can be utilized to avail the retirement benefits.

For further clarity, please refer the Policy on My Wipro -> My Information Sources > India -> My Financials-> Deferred Benefits-> Voluntary Superannuation Scheme. After reviewing the related documents if you wish to enroll into VSS, please log onto My Wipro-> My data->My Financials-> Pension, and exercise the option within 30 days of joining the Company. In case you miss enrolling into VSS in this window period, you can do the same in the window period that is available for all employees once every financial year.

Registered Office:

Wipro Limited T : +91 (80) 2844 0011
Doddakannelli F : +91 (80) 2844 0054
Sarjapur Road E : info@wipro.com
Bengaluru 560 035 W : wipro.com
India C : L32102KA1945PLC020800



Letter of Intent - Sanjay K - Ref. No.: 9231529

10 messages

<careers@wipro.com>
To: sanjay.k1407@gmail.com
Cc: manager.campus@wipro.com

Tue, Dec 10, 2019 at 3:40 AM

Campus - Letter Of Intent

December 09, 2019

Dear Sanjay K,

Based on our discussions with you, we would like to inform you of our intent to offer you the role of Project Engineer which will be in the Career Band TRB-II of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

Component	Amount (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan(WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31 % of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit(Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

Kindly note this letter of intent, if accepted, shall be followed by a letter of appointment from us.

Please confirm your interest to receive the offer of appointment by accepting the contents of this communication within 15 calendar days. Your communication of interest is a precondition to the issuance of the offer of appointment.

Please login to your [Candidate Desktop](#) to Accept or Decline the offer.

Yours sincerely,

For **Wipro Limited**
Sunil Kalachar
General Manager - Global Campus Head

The information contained in this electronic message and any attachments to this message are intended for the exclusive use of the addressee(s) and may contain proprietary, confidential or privileged information. If you are not the intended recipient, you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately and destroy all copies of this message and any attachments. WARNING: Computer viruses can be transmitted via email. The recipient should check this email and any attachments for the presence of viruses. The company accepts no liability for any damage caused by any virus transmitted by this email.

www.wipro.com

<careers@wipro.com>
To: sanjay.k1407@gmail.com

Tue, Dec 10, 2019 at 4:21 AM

Campus - Letter Of Intent

09-Dec-2019

[Quoted text hidden]

[Quoted text hidden]

[Quoted text hidden]

<careers@wipro.com>
To: sanjay.k1407@gmail.com

Tue, Dec 10, 2019 at 4:45 AM

[Quoted text hidden]

<careers@wipro.com>
To: sanjay.k1407@gmail.com

Tue, Dec 10, 2019 at 4:55 AM

[Quoted text hidden]

<careers@wipro.com>
To: sanjay.k1407@gmail.com

Tue, Dec 10, 2019 at 5:03 AM

[Quoted text hidden]

<careers@wipro.com>
To: sanjay.k1407@gmail.com

Tue, Dec 10, 2019 at 5:04 AM

[Quoted text hidden]

<careers@wipro.com>
To: sanjay.k1407@gmail.com
Cc: manager.campus@wipro.com

Tue, Dec 10, 2019 at 5:09 AM

Campus - Letter Of Intent

December 09, 2019

[Quoted text hidden]

[Quoted text hidden]

[Quoted text hidden]

<careers@wipro.com>
To: sanjay.k1407@gmail.com

Tue, Dec 10, 2019 at 5:13 AM

Campus - Letter Of Intent

09-Dec-2019

[Quoted text hidden]

[Quoted text hidden]

[Quoted text hidden]

<careers@wipro.com>

Tue, Dec 10, 2019 at 6:07 AM

To: sanjay.k1407@gmail.com
Cc: manager.campus@wipro.com

Campus - Letter Of Intent

December 09, 2019

[Quoted text hidden]

[Quoted text hidden]

[Quoted text hidden]

<careers@wipro.com>
To: sanjay.k1407@gmail.com
Cc: manager.campus@wipro.com

Tue, Dec 10, 2019 at 6:12 AM

[Quoted text hidden]



Fwd: IBS Software : Final result campus recruitment @ Karunya University

placement a <placement@acetcbe.edu.in>
To: udhayakumar S <udhayakumar@acetcbe.edu.in>

Wed, Sep 16, 2020 at 3:07 PM

----- Forwarded message -----

From: **Saju M** <Saju.Mudappathi@ibsplc.com>
Date: Mon, 16 Sep, 2019, 6:20 PM
Subject: IBS Software : Final result campus recruitment @ Karunya University
To: Sheelan Thangavelu <sheelan@siet.ac.in>, placement a <placement@acetcbe.edu.in>

Hi,

Please find the attached selected students names from campus recruitment conducted @ Karunya University on 05th Sep 2019.

Thanks & Regards,

[Saju M](#) | [Human Resources](#)

IBS Software Pvt Ltd

5th Floor C Block, Nila Building, Technopark Campus, Trivandrum - 695 581, Kerala, India

☎ 4676 | 📞 +91 984 666 9629 | ✉ saju.mudappathi@ibsplc.com | www.ibsplc.com

DISCLAIMER: "The information in this e-mail and any attachment is intended only for the person to whom it is addressed and may contain confidential and/or privileged material. If you have received this e-mail in error, kindly contact the sender and destroy all copies of the original communication. IBS makes no warranty, express or implied, nor guarantees the accuracy, adequacy or completeness of the information contained in this email or any attachment and is not liable for any errors, defects, omissions, viruses or for resultant loss or damage, if any, direct or indirect."



IBS Software final result.pdf

218K

Final Selects to IBS Software Private Limited

No	Name of Candidate	Branch	College
1	SAVATH R.S	CSE	Akshaya College of Eng. & Tech
2	SHRENIDHI R	CSE	Sri Shakthi Institute of Eng. & Tech.
3			
4			
5			
6			
7			
8			
9			
10			
11			
12			
13			
14			
15			
16			
17			
18			
19			
20			
21			
22			

We are pleased to inform that that above mentioned students have been selected to IBS Software Private Limited after the recruitment drive conducted at Karunya University, Coimbatore on 5th Sep 2019.
Congratulations and thank you for the support extended during this recruitment drive.

For IBS Software Pvt Ltd.

Group Manager - Human Resources

Date: 24/12/2019

Intent to Offer

Dear **Subadharshini Subramanian**,

Syntellect ID: **ASBE2010574**

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (AC1)** with Syntel Private Limited ("Company").

You may be assigned and/or deputed to any of our subsidiary/affiliated group of Companies/ locations, whenever the Company may deem fit and/or as and when required.

Upon your acceptance of this Intent to offer and subject to you meeting all the applicable requirements under this Intent to offer, we will share a definitive offer letter, which will outline the specific employment terms and conditions. Please note that, unless you receive a definitive offer letter this Intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with company nor it will be a legally binding offer/contract of employment.

The contents of this Intent to Offer are strictly confidential between you and the Company. Please treat this Intent to Offer and the contents hereof as personal and confidential.

This Offer of Intent is valid subject to:

- a) Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%** and no standing backlogs
- b) You should not have more than 1-year gap throughout your education
- c) You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit
- d) You are producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company

The Company shall conduct a background verification of all records/ references provided by you. Your employment with the Company will be subject to your background check records being clear, satisfactory, and free from ambiguity and in accordance with the policies of the Company prevalent from time to time. The Company reserves the right to ask you to furnish additional documentation or supporting information in this regard, as and when considered necessary. In case

Your background verification process is not completed within the company specified timeline, intimated to you via email, your selection would be deemed to be canceled.

This Offer of Intent is also contingent upon us working to determine an appropriate start date for your employment. The training is for a period of one (1) year, or any other period as the Company deems necessary, from the date of commencement of your service and you will be required to sign a separate agreement, by way of which you agree to remain in the employment of the Company during such

period of training, and for a period of one year thereafter (hereinafter referred to as "the period"). Such agreement will also form part of your employment terms with the Company.

ACCEPTED
S. Subadharshini

Syntel Private Limited, Plot No. B-1 MIDC Talawade Software Technology Park, Pune 411062 Maharashtra, India | Tel: +91 20 66349000
Registered office: Unit 112, SDF IV, SEEPZ, Andheri East, Mumbai 400096. India | CIN No. U72200MH1992PTC066730 | www.atos-syntel.net

You will be continuously assessed during your training. If you do not complete the class room/on job training to our satisfaction, your appointment stands cancelled. That the intent of on-boarding will automatically expire if the candidate fails to respond to this Letter of Intent in writing/e-mail on or before the end of **5 days** from date of its issuance.

If the above stated terms are acceptable to you, kindly sign and return the acceptance copy (attached) after affixing your full signature in token of your formal acceptance of the terms and conditions herein.

For the sake of information, an indicative break up of salary and the designation that will apply in case an offer is made to you is attached herewith as Annexure A. Some of the foundation skills on which you need to brush up your concept are attached here as part of Annexure B. We take this opportunity to welcome you into Company family and look forward to a very fruitful association with you.

Yours Sincerely,

For Syntel Pvt. Ltd,



Adarsh Krishna

Deputy General Manager - HR

I have read this Offer of Intent and accept the stipulated terms and conditions

S. Subadharshini

Signature

ACCEPTED
S. Subadharshini

Encl: Annexure

ANNEXURE A

SALARY DISTRIBUTION

Name :	Subadharshini Subramanian	
Designation :	Associate Consultant	
Band & Grade :	AC-AC1	
Pay and Allowance	Monthly	Yearly
Basic Pay	10,033	120,400
House Rent Allowance	5,017	60,200
Special Allowance	4,830	57,960
City Allowance	1,003	12,040
Bonus	2,400	28,800
Co.'s Contribution to Provident Fund	1,800	21,600
Transport Allowance	1,600	19,200
Medical Allowance	1,250	15,000
Sub Total – I (H)	27,933	335,200
Reimbursements and Other Benefits		
Leave Travel Assistance	400	4,800
Sub Total – II	400	4,800
Total Compensation	28,333	340,000

ACCEPTED
S. Subadharshini

ANNEXURE B

We would also like you to brush up your concepts on the below foundation skills – your expertise on the aforesaid topics could enable you get an opportunity to work on some in-demand skills which are critical to the organization. You would have an opportunity to be fast tracked into training and get assigned to projects sooner.

SQL	DML, DDL, DQL, TCL, DCL, Sub Query, Joins, Sets, Date & String Functions, Constraints
HTML5	Form Elements & Attributes, Video, Audio, Events, Doctypes
CSS3	Selectors, Box Model, Backgrounds
Java Script	Statements, Functions, Events, Array, Date, Conditions
JS JSON	JSON basic, JSON vs XML
Core Java	OOPS concepts, Access Specifiers & Modifiers, Packages, Exception Handling, Collections, JDBC

ACCEPTED
S. Subadharshini

SmartDV Technologies India Private Limited

ASIC Design And Verification Research Labs

February 18, 2020
Bangalore

To,

Kumarappan P,
147, Chinna vendampatti lane,
Sukrawarpet,
Coimbatore -641001.

Dear Kumarappan P,

I am pleased to offer you employment with SmartDV Technologies India Private Limited ("the Company") as **Verification Engineer Trainee** at our development office located in Bangalore, India on the following terms and conditions:

1. Your appointment will be effective from the date of your joining the Company.
2. This offer is valid only after you signing **3 Years** Bond with SmartDV Technologies India Private Limited ("the Company")
3. Pursuant to this appointment, you will carry out all the work and services that will be entrusted to you by the Company and shall devote your entire time and effort to the same. You will not be entitled to render any work or services to any others, unless so requested by the Company.
4. Your position is subject to your commitment of service for **3 Years** during which your performance and suitability for employment will be evaluated. Employment may be terminated at any time in this period without notice or pay in lieu of such notice.
5. Your appointment will continue unless terminated by company by one month written notice, once your completion of **3 Years** of bond period should you desire to resign from the Company you shall provide the company with a prior written notice of three months after your completion of such resignation or payment in lieu. Thereof compensation equal to the consideration then payable to you for a period of three months. However, in case any disciplinary proceedings are either contemplated or pending against you, the company shall have the right not to accept your resignation.
6. Company will not provide relieving or experience letter until you serve the company for **3 Years** as per your commitment.
7. Compensation:
 - a) During first 6 months of training, you will be paid **CTC Rupees. 18700/-** per month and later on based on your performance your CTC will be revised.
8. You will be entitled to leave and other employee benefits as per the rules framed by the Company from time to time and the policies of the Company.
9. In consideration of your appointment as aforesaid and the consideration paid to you, you agree, that all rights, title and interest in any intellectual property whatsoever, pertaining to any matters, made, created, developed, written or conceived by you during

14/B, 2nd Cross, S.R. Layout, Murugeshpalya, Bangalore - 560 017, India.

Telephone : +91-80-41254572

Telefax : +91-80-41637284

Website : www.smart-dv.com



Test and Verification Solutions India Pvt. Limited

Development Centre: NP-11 Developed Plot, Thiru-Vi-Ka Industrial Estate,
Ekkaduthangal, Chennai, Tamil Nadu, INDIA 600032
Telephone: +914442636841
<http://www.testandverification.com>

Experts in Hardware Verification and Software Testing

27-01-2020

To

Mr. ALAGARSAMY A

Coimbatore

Dear ALAGARSAMY A,

Sub: Provisional Offer - Trainee - VLSI

We are pleased to inform you that you have been Selected by **Test and Verification solutions (T&VS)** as a **"Trainee- VLSI"** for our VLSI Program. It will be guided by T&VS and run by **Akshaya College of Engineering and Technology**, after your Completion of M. Tech program without any arrears, you will automatically secure your employment with T&VS starting from 1st June 2022 onwards. On Successful Completion of the Training Program your performance will be promoted to **"Engineer"** for which the compensation benefits are mentioned in page 2 of this letter.

If you have any questions, please contact me at +91 8147758189 or by email:

sumathi.k@testandverification.com

Yours truly,

For Test and Verification Solutions

Sumathi K



Sumathi K

Manager - HR

Accepted
Alagarsamy.A

- Full Time Employment with Gross salary details are :

Test and Verification Solutions India Pvt. Limited

Development Centre: NP-11 Developed Plot, Thiru-Vi-Ka Industrial Estate,
Ekkaduthangal, Chennai, Tamil Nadu, INDIA 600032



Test and Verification Solutions India Pvt. Limited

Development Centre: NP-11 Developed Plot, Thiru-Vi-Ka Industrial Estate,
Ekkaduthangal, Chennai, Tamil Nadu, INDIA 600032
Telephone: +914442636841
<http://www.testandverification.com>

Experts in Hardware Verification and Software Testing

- INR 25,000 / Month + Health Insurance Benefits [From 1-June-2022 to Customer Project Start Date]
 - INR 420000 / Year + Health Insurance Benefits [From Customer Project Start Date in 2023]
 - INR 5,40000 / Year + Health Insurance Benefits (2nd Year) 2024
 - INR 7,80000 / Year + Health Insurance Benefits (3rd Year) 2025
 - INR 10,20,000 / Year + Health Insurance Benefits (4th Year) 2026
- ✓ Your "Training Program" with T&VS will start on **22-06-2020**
 - ✓ You will be trained and be given opportunities to work on cutting edge technologies.
 - ✓ At the end of the training Period you will be absorbed as full time employee and be paid the above full time employment benefits and your work location will be one among the following Locations

- Chennai
- Bangalore
- Hyderabad
- Noida

Each year pay will be communicated as per the above T&C's to you after Appraisal on Annual Performance. You will be requested to sign a Mutual agreement with us till 31st Dec 2026 .

Candidate Acceptance *Accepted*

Name: *ALAGARSAMY. A*

Date: *27/1/2020*

Signature: *A. Alagarsamy*

Permanent Address: *10/1692, Nadupatti, Palavantham
Vivudhurnager - 626004*



Test and Verification Solutions India Pvt. Limited

Development Centre: NP-11 Developed Plot, Thiru-Vi-Ka Industrial Estate,
Ekkaduthangal, Chennai, Tamil Nadu, INDIA 600032
Telephone: +914442636841
<http://www.testandverification.com>

Experts in Hardware Verification and Software Testing

27-01-2020

To

Mr. BALAKUMAR S

Coimbatore

Dear BALAKUMAR S,

Sub: Provisional Offer – Trainee – VLSI

We are pleased to inform you that you have been Selected by **Test and Verification solutions (T&VS)** as a **"Trainee- VLSI"** for our VLSI Program. It will be guided by T&VS and run by **Akshaya College of Engineering and Technology**, after your Completion of M. Tech program without any arrears, you will automatically secure your employment with T&VS starting from 1st June 2022 onwards. On Successful Completion of the Training Program your performance will be promoted to **"Engineer"** for which the compensation benefits are mentioned in page 2 of this letter.

If you have any questions, please contact me at +91 8147758189 or by email:
sumathi.k@testandverification.com

Yours truly,

For Test and Verification Solutions

Sumathi K



Sumathi K

Manager – HR

Accepted
S. Balakumar

- Full Time Employment with Gross salary details are :

Test and Verification Solutions India Pvt. Limited

Development Centre: NP-11 Developed Plot, Thiru-Vi-Ka Industrial Estate,
Ekkaduthangal, Chennai, Tamil Nadu, INDIA 600032



Test and Verification Solutions India Pvt. Limited

Development Centre: NP-11 Developed Plot, Thiru-Vi-Ka Industrial Estate,
Ekkaduthangal, Chennai, Tamil Nadu, INDIA 600032

Telephone: +914442636841

<http://www.testandverification.com>

Experts in Hardware Verification and Software Testing

- **INR 25,000 / Month + Health Insurance Benefits [From 1-June-2022 to Customer Project Start Date]**
- **INR 420000 / Year + Health Insurance Benefits [From Customer Project Start Date in 2023]**
- **INR 5,40000 / Year + Health Insurance Benefits (2nd Year) 2024**
- **INR 7,80000 / Year + Health Insurance Benefits (3rd Year) 2025**
- **INR 10,20,000 / Year + Health Insurance Benefits (4th Year) 2026**
- ✓ Your "Training Program" with T&VS will start on **22-06-2020**
- ✓ You will be trained and be given opportunities to work on cutting edge technologies.
- ✓ At the end of the training Period you will be absorbed as full time employee and be paid the above full time employment benefits and your work location will be one among the following Locations
 - Chennai
 - Bangalore
 - Hyderabad
 - Noida

Each year pay will be communicated as per the above T&C's to you after Appraisal on Annual Performance. You will be requested to sign a Mutual agreement with us till 31st Dec 2026 .

Candidate Acceptance *Accepted*

Name: *S.BALAKUMAR*

Date: *27/01/2020*

Signature: *S.Balakumar*

Permanent Address: *73, Anaimalai Amman kovil street,
Vellalur, Coimbatore - 641 011.*

Test and Verification Solutions India Pvt. Limited

Development Centre: NP-11 Developed Plot, Thiru-Vi-Ka Industrial Estate,
Ekkaduthangal, Chennai, Tamil Nadu, INDIA 600032



Test and Verification Solutions India Pvt. Limited

Development Centre: NP-11 Developed Plot, Thiru-Vi-Ka Industrial Estate,
Ekkaduthangal, Chennai, Tamil Nadu, INDIA 600032
Telephone: +914442636841
<http://www.testandverification.com>

Experts in Hardware Verification and Software Testing

27-01-2020

To

Mr. GOWTHAM S

Coimbatore

Dear GOWTHAM S,

Sub: Provisional Offer – Trainee – VLSI

We are pleased to inform you that you have been Selected by **Test and Verification solutions (T&VS)** as a **"Trainee- VLSI"** for our VLSI Program. It will be guided by T&VS and run by **Akshaya College of Engineering and Technology**, after your Completion of M. Tech program without any arrears, you will automatically secure your employment with T&VS starting from 1st June 2022 onwards. On Successful Completion of the Training Program your performance will be promoted to **"Engineer"** for which the compensation benefits are mentioned in page 2 of this letter.

If you have any questions, please contact me at +91 8147758189 or by email:

sumathi.k@testandverification.com

Yours truly,

For Test and Verification Solutions

Sumathi K



Sumathi K

Manager – HR

Accepted

[Signature]

- Full Time Employment with Gross salary details are :

Test and Verification Solutions India Pvt. Limited

Development Centre: NP-11 Developed Plot, Thiru-Vi-Ka Industrial Estate,
Ekkaduthangal, Chennai, Tamil Nadu, INDIA 600032



Test and Verification Solutions India Pvt. Limited

Development Centre: NP-11 Developed Plot, Thiru-Vi-Ka Industrial Estate,
Ekkaduthangal, Chennai, Tamil Nadu, INDIA 600032
Telephone: +914442636841
<http://www.testandverification.com>

Experts in Hardware Verification and Software Testing

- INR 25,000 / Month + Health Insurance Benefits [From 1-June-2022 to Customer Project Start Date]
 - INR 420000 / Year + Health Insurance Benefits [From Customer Project Start Date in. 2023]
 - INR 5,40000 / Year + Health Insurance Benefits (2nd Year) 2024
 - INR 7,80000 / Year + Health Insurance Benefits (3rd Year) 2025
 - INR 10,20,000 / Year + Health Insurance Benefits (4th Year) 2026
- ✓ Your "Training Program" with T&VS will start on 22-06-2020
 - ✓ You will be trained and be given opportunities to work on cutting edge technologies.
 - ✓ At the end of the training Period you will be absorbed as full time employee and be paid the above full time employment benefits and your work location will be one among the following Locations
- Chennai
 - Bangalore
 - Hyderabad
 - Noida

Each year pay will be communicated as per the above T&C's to you after Appraisal on Annual Performance. You will be requested to sign a Mutual agreement with us till 31st Dec 2026 .

Candidate Acceptance

Accepted

Name: S. GOWTHAM

Date: 5/2/20

Signature: S. Gowtham

Permanent Address:

East thottam, seerapalayam

Bodipalayam (Po), Madukkarai (via)

Coimbatore - 641105

Test and Verification Solutions India Pvt. Limited

Development Centre: NP-11 Developed Plot, Thiru-Vi-Ka Industrial Estate,
Ekkaduthangal, Chennai, Tamil Nadu, INDIA 600032



Test and Verification Solutions India Pvt. Limited
Development Centre: NP-11 Developed Plot, Thiru-Vi-Ka Industrial Estate,
Ekkaduthangal, Chennai, Tamil Nadu, INDIA 600032
Telephone: +914442636841
<http://www.testandverification.com>

Experts in Hardware Verification and Software Testing

24-10-2019

To

Mr. Prithviraj V

Coimbatore

Dear Prithviraj V,

Sub: Provisional Offer – Trainee – VLSI

We are pleased to inform you that you have been Selected by **Test and Verification solutions (T&VS)** as a **“Trainee- VLSI”** for our VLSI Program. It will be guided by T&VS and run by **Akshaya College of Engineering and Technology**, after your Completion of M. Tech program without any arrears, you will automatically secure your employment with T&VS starting from 1st June 2022 onwards. On Successful Completion of the Training Program your performance will be promoted to **“Engineer”** for which the compensation benefits are mentioned in page 2 of this letter.

If you have any questions, please contact me at +91 8147758189 or by email:

sumathi.k@testandverification.com

Yours truly,

For Test and Verification Solutions

Sumathi K



Sumathi K

Manager – HR

• Full Time Employment with Gross salary details are :

- INR 25,000 / Month + Health Insurance Benefits [From 1-June-2022 to Customer Project Start Date]
- INR 420000 / Year + Health Insurance Benefits [From Customer Project Start Date in 2023]
- INR 5,40000 / Year + Health Insurance Benefits (2nd Year) 2024
- INR 7,80000 / Year + Health Insurance Benefits (3rd Year) 2025
- INR 10,20,000 / Year + Health Insurance Benefits (4th Year) 2026

- ✓ Your "Training Program" with T&VS will start on 22-06-2020
- ✓ You will be trained and be given opportunities to work on cutting edge technologies.
- ✓ At the end of the training Period you will be absorbed as full time employee and be paid the above full time employment benefits and your work location will be one among the following Locations

- Chennai
- Bangalore
- Hyderabad
- Noida

Each year pay will be communicated as per the above T&C's to you after Appraisal on Annual Performance. You will be requested to sign a Mutual agreement with us till 31st Dec 2026 .

Candidate Acceptance

Name:

Date:

Signature:



Test and Verification Solutions India Pvt. Limited

Development Centre: NP-11 Developed Plot, Thiru-Vi-Ka Industrial Estate,
Ekkaduthangal, Chennai, Tamil Nadu, INDIA 600032
Telephone: +914442636841
<http://www.testandverification.com>

Experts in Hardware Verification and Software Testing

24-10-2019

To:

Mr. Sivaramakrishnan J M

Coimbatore

Dear Sivaramakrishnan J M,

Sub: Provisional Offer - Trainee - VLSI

We are pleased to inform you that you have been Selected by **Test and Verification solutions (T&VS)** as a "Trainee- VLSI" for our VLSI Program. It will be guided by T&VS and run by **Akshaya College of Engineering and Technology**, after your Completion of M. Tech program without any arrears, you will automatically secure your employment with T&VS starting from 1st June 2022 onwards. On Successful Completion of the Training Program your performance will be promoted to "Engineer" for which the compensation benefits are mentioned in page 2 of this letter.

If you have any questions, please contact me at +91 8147758189 or by email:
sumathi.k@testandverification.com

Yours truly,

For Test and Verification Solutions




Sumathi K

Manager - HR

Test and Verification Solutions India Pvt. Limited

Development Centre: NP-11 Developed Plot, Thiru-Vi-Ka Industrial Estate,
Ekkaduthangal, Chennai, Tamil Nadu, INDIA 600032



Test and Verification Solutions India Pvt. Limited

Development Centre: NP-11 Developed Plot, Thiru-Vi-Ka Industrial Estate,
Ekkaduthangal, Chennai, Tamil Nadu, INDIA 600032

Telephone: +914442636841

<http://www.testandverification.com>

Experts in Hardware Verification and Software Testing

- **Full Time Employment with Gross salary details are :**

- **INR 25,000 / Month + Health Insurance Benefits [From 1-June-2022 to Customer Project Start Date]**
- **INR 420000 / Year + Health Insurance Benefits [From Customer Project Start Date in 2023]**
- **INR 5,40000 / Year + Health Insurance Benefits (2nd Year) 2024**
- **INR 7,80000 / Year + Health Insurance Benefits (3rd Year) 2025**
- **INR 10,20,000 / Year + Health Insurance Benefits (4th Year) 2026**

- ✓ Your "Training Program" with T&VS will start on **22-06-2020**
- ✓ You will be trained and be given opportunities to work on cutting edge technologies.
- ✓ At the end of the training Period you will be absorbed as full time employee and be paid the above full time employment benefits and your work location will be one among the following Locations

- Chennai
- Bangalore
- Hyderabad
- Noida

Each year pay will be communicated as per the above T&C's to you after Appraisal on Annual Performance. You will be requested to sign a Mutual agreement with us till 31st Dec 2026 .

Candidate Acceptance

Name:

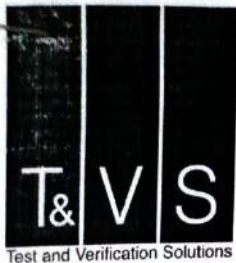
Date:

Signature:

Permanent Address:

Test and Verification Solutions India Pvt. Limited

Development Centre: NP-11 Developed Plot, Thiru-Vi-Ka Industrial Estate,
Ekkaduthangal, Chennai, Tamil Nadu, INDIA 600032



Test and Verification Solutions India Pvt. Limited

Development Centre: NP-11 Developed Plot, Thiru-Vi-Ka Industrial Estate,
Ekkaduthangal, Chennai, Tamil Nadu, INDIA 600032
Telephone: +914442636841
<http://www.testandverification.com>

Experts in Hardware Verification and Software Testing

27-01-2020

To

Mr. VIJAY R

Coimbatore

Dear VIJAY R,

Sub: Provisional Offer – Trainee – VLSI

We are pleased to inform you that you have been Selected by **Test and Verification solutions (T&VS)** as a **"Trainee- VLSI"** for our VLSI Program. It will be guided by T&VS and run by **Akshaya College of Engineering and Technology**, after your Completion of M. Tech program without any arrears, you will automatically secure your employment with T&VS starting from 1st June 2022 onwards. On Successful Completion of the Training Program your performance will be promoted to **"Engineer"** for which the compensation benefits are mentioned in page 2 of this letter.

If you have any questions, please contact me at +91 8147758189 or by email:

sumathi.k@testandverification.com

Yours truly,

For Test and Verification Solutions

Sumathi K



Sumathi K

Manager – HR

Accepted
R. Vijay

- Full Time Employment with Gross salary details are :

Test and Verification Solutions India Pvt. Limited

Development Centre: NP-11 Developed Plot, Thiru-Vi-Ka Industrial Estate,



Test and Verification Solutions India Pvt. Limited

Development Centre: NP-11 Developed Plot, Thiru-Vi-Ka Industrial Estate,
Ekkaduthangal, Chennai, Tamil Nadu, INDIA 600032
Telephone: +914442636841
<http://www.testandverification.com>

Experts in Hardware Verification and Software Testing

- **INR 25,000 / Month + Health Insurance Benefits [From 1-June-2022 to Customer Project Start Date]**
- **INR 420000 / Year + Health Insurance Benefits [From Customer Project Start Date in 2023]**
- **INR 5,40000 / Year + Health Insurance Benefits (2nd Year) 2024**
- **INR 7,80000 / Year + Health Insurance Benefits (3rd Year) 2025**
- **INR 10,20,000 / Year + Health Insurance Benefits (4th Year) 2026**
- ✓ Your "Training Program" with T&VS will start on **22-06-2020**
- ✓ You will be trained and be given opportunities to work on cutting edge technologies.
- ✓ At the end of the training Period you will be absorbed as full time employee and be paid the above full time employment benefits and your work location will be one among the following Locations
 - Chennai
 - Bangalore
 - Hyderabad
 - Noida

Each year pay will be communicated as per the above T&C's to you after Appraisal on Annual Performance. You will be requested to sign a Mutual agreement with us till 31st Dec 2026 .

Candidate Acceptance *Accepted*

Name: *R. VIJAY*

Date: *27/01/2020*

Signature: *R. Vijay*

Permanent Address: *N-86, Bharathi Nagar
Kovaiipudur,
cb2-641042.*

Test and Verification Solutions India Pvt. Limited

Development Centre: NP-11 Developed Plot, Thiru-Vi-Ka Industrial Estate,
Ekkaduthangal, Chennai, Tamil Nadu, INDIA 600032

22nd July, 2019

Balaji Manikandan M
BE CSE
Akshaya College of Engineering and Technology, Coimbatore

Dear Balaji Manikandan,

Sub: Offer for the position of Associate

Further to our discussions, we have pleasure in provisionally offering you the position of Associate at Level C1 for IT Services. Your date of joining would be informed later.

Your Cost to the Company will be Rs.3,00,000/- PA. You will have to sign a commitment for 3 yrs for the job training and deployment into projects. Your work location will be informed prior at your time of joining.

Please submit the following documents on the day of joining.

1. Educational Certificates : Originals(for verification) & Photocopies
 - a. Secondary & Higher Secondary
 - b. UG & PG - Provisional/All Mark sheets/Degree Certificate
2. Additional relevant certifications
3. ID Proof(PAN Card/Voters ID/Passport/Driving License/Aadhar Card) - (Originals & Photocopies
4. Address Proof(Ration Card/Voters ID/Aadhar Card/Passport) (only photocopy)
5. Recent colour photograph(Professional background)
 - a. Passport size - 5 nos
 - b. Stamp size - 5 nos
6. Medical examination report (Medical Letter will be issued by the HR)

Upon receipt of the above documents, an appointment letter with a detailed break up of your compensation and HR policy extracts will be issued to you on the date of joining. This offer is valid subject to the following:

- Genuineness of the documents submitted by you;
- Satisfactory reference checks and
- Pre-employment medical health examination

Your commencement of employment with us is contingent upon your acceptance of this offer and our terms of employment.

Please feel free to contact for any further clarification.

Yours faithfully,

For eNoah iSolution India Private Limited.,



Rajesh Kumar G
Manager - Human Resources

Agreed & Accepted(Date)

eNoah iSolution India Private Limited

Regd. Office : Elnet Software City, 3 rd Floor, Rajiv Gandhi Salai, Taramani, Chennai-600113, India. Phone : +91-44- 30686920 /30/ 40 Fax : +91-44- 30686948.

Coimbatore Office : Classic Towers, 5th & 9th Floor, Door No.101, 1547, Trichy Road, Coimbatore - 641018, India. Phone : +91-442-2301714

Indore Office : NRK Business Park, 6th Floor, 603-B, Block No.B 1, Scheme No.54, P.U. Indore - 452010, India

www.enoahisolution.com / CIN U72300TN2005PTC058178

22nd July, 2019

Ishwarya S
BE CSE
Akshaya College of Engineering and Technology, Coimbatore

Dear Ishwarya,

Sub: Offer for the position of Associate

Further to our discussions, we have pleasure in provisionally offering you the position of **Associate** at **Level C1** for **IT Services**. Your date of joining would be informed later.

Your Cost to the Company will be **Rs.3,00,000/- PA**. You will have to sign a commitment for 3 yrs for the job training and deployment into projects. Your work location will be informed prior at your time of joining.

Please submit the following documents on the day of joining.

1. Educational Certificates : Originals(for verification) & Photocopies
 - a. Secondary & Higher Secondary
 - b. UG & PG - Provisional/All Mark sheets/Degree Certificate
2. Additional relevant certifications
3. ID Proof(PAN Card/Voters ID/Passport/Driving License/Aadhar Card) - (Originals & Photocopies
4. Address Proof(Ration Card/Voters ID/Aadhar Card/Passport) (only photocopy)
5. Recent colour photograph(Professional background)
 - a. Passport size - 5 nos
 - b. Stamp size - 5 nos
6. Medical examination report (Medical Letter will be issued by the HR)

Upon receipt of the above documents, an appointment letter with a detailed break up of your compensation and HR policy extracts will be issued to you on the date of joining. This offer is valid subject to the following:

- Genuineness of the documents submitted by you;
- Satisfactory reference checks and
- Pre-employment medical health examination

Your commencement of employment with us is contingent upon your acceptance of this offer and our terms of employment.

Please feel free to contact for any further clarification.

Yours faithfully,

For eNoah iSolution India Private Limited.,



Rajesh Kumar G
Manager - Human Resources

Agreed & Accepted(Date)

eNoah iSolution India Private Limited

Regd. Office : Elnet Software City, 3 rd Floor, Rajiv Gandhi Salai, Taramani, Chennai-600113, India. Phone : +91-44- 30686920 /30/ 40 Fax : +91-44- 30686948.

Coimbatore Office : Classic Towers, 5th & 9th Floor, Door No.101, 1547, Trichy Road, Coimbatore - 641018, India. Phone : +91-442-2301714

Indore Office : NRK Business Park, 6th Floor, 603-B, Block No.B 1, Scheme No.54, P.U. Indore - 452010, India

www.enoahisolution.com / CIN U72300TN2005PTC058178

22nd July, 2019

Sukumar S
BE CSE
Akshaya College of Engineering and Technology, Coimbatore

Dear Sukumar,

Sub: Offer for the position of Associate

Further to our discussions, we have pleasure in provisionally offering you the position of Associate at Level C1 for IT Services. Your date of joining would be informed later.

Your Cost to the Company will be Rs.3,00,000/- PA. You will have to sign a commitment for 3 yrs for the job training and deployment into projects. Your work location will be informed prior at your time of joining.

Please submit the following documents on the day of joining.

1. Educational Certificates : Originals(for verification) & Photocopies
 - a. Secondary & Higher Secondary
 - b. UG & PG - Provisional/All Mark sheets/Degree Certificate
2. Additional relevant certifications
3. ID Proof(PAN Card/Voters ID/Passport/Driving License/Aadhar Card) - (Originals & Photocopies
4. Address Proof(Ration Card/Voters ID/Aadhar Card/Passport) (only photocopy)
5. Recent colour photograph(Professional background)
 - a. Passport size - 5 nos
 - b. Stamp size - 5 nos
6. Medical examination report (Medical Letter will be issued by the HR)

Upon receipt of the above documents, an appointment letter with a detailed break up of your compensation and HR policy extracts will be issued to you on the date of joining. This offer is valid subject to the following:

- Genuineness of the documents submitted by you;
- Satisfactory reference checks and
- Pre-employment medical health examination

Your commencement of employment with us is contingent upon your acceptance of this offer and our terms of employment.

Please feel free to contact for any further clarification.

Yours faithfully,

For eNoah iSolution India Private Limited.,



Rajesh Kumar G
Manager - Human Resources

Agreed & Accepted(Date)

eNoah iSolution India Private Limited

Regd. Office : Elnet Software City, 3rd Floor, Rajiv Gandhi Salai, Taramani, Chennai-600113, India. Phone : +91-44- 30686920 /30/ 40 Fax : +91-44- 30686948.

Coimbatore Office : Classic Towers, 5th & 9th Floor, Door No.101, 1547, Trichy Road, Coimbatore - 641018, India. Phone : +91-442-2301714

Indore Office : NRK Business Park, 6th Floor, 603-B, Block No.B 1, Scheme No.54, P.U. Indore - 452010, India

www.enoahisolution.com / CIN U72300TN2005PTC058178

22nd July, 2019

Kaviyarasu K
BE ECE
Akshaya College of Engineering and Technology, Coimbatore

Dear Kaviyarasu,

Sub: Offer for the position of Associate

Further to our discussions, we have pleasure in provisionally offering you the position of **Associate** at Level C1 for IT Services. Your date of joining would be informed later.

Your Cost to the Company will be **Rs.3,00,000/- PA**. You will have to sign a commitment for 3 yrs for the job training and deployment into projects. Your work location will be informed prior at your time of joining.

Please submit the following documents on the day of joining.

1. Educational Certificates : Originals(for verification) & Photocopies
 - a. Secondary & Higher Secondary
 - b. UG & PG - Provisional/All Mark sheets/Degree Certificate
2. Additional relevant certifications
3. ID Proof(PAN Card/Voters ID/Passport/Driving License/Aadhar Card) - (Originals & Photocopies)
4. Address Proof(Ration Card/Voters ID/Aadhar Card/Passport) (only photocopy)
5. Recent colour photograph(Professional background)
 - a. Passport size - 5 nos
 - b. Stamp size - 5 nos
6. Medical examination report (Medical Letter will be issued by the HR)

Upon receipt of the above documents, an appointment letter with a detailed break up of your compensation and HR policy extracts will be issued to you on the date of joining. This offer is valid subject to the following:

- Genuineness of the documents submitted by you;
- Satisfactory reference checks and
- Pre-employment medical health examination

Your commencement of employment with us is contingent upon your acceptance of this offer and our terms of employment.

Please feel free to contact for any further clarification.

Yours faithfully,

For eNoah iSolution India Private Limited.,



Rajesh Kumar G
Manager - Human Resources

Agreed & Accepted(Date)

eNoah iSolution India Private Limited

Regd. Office : Elnet Software City, 3 rd Floor, Rajiv Gandhi Salai, Taramani, Chennai-600113, India. Phone : +91-44- 30686920 /30/ 40 Fax : +91-44- 30686948.

Coimbatore Office : Classic Towers, 5th & 9th Floor, Door No.101, 1547, Trichy Road, Coimbatore - 641018, India. Phone : +91-442-2301714

Indore Office : NRK Business Park, 6th Floor, 603-B, Block No.B 1, Scheme No.54, P.U. Indore - 452010, India

www.enoahisolution.com / CIN U72300TN2005PTC058178

22nd July, 2019

Parameshwari N
BE ECE
Akshaya College of Engineering and Technology, Coimbatore

Dear Parameshwari,

Sub: Offer for the position of Associate

Further to our discussions, we have pleasure in provisionally offering you the position of Associate at Level C1 for IT Services. Your date of joining would be informed later.

Your Cost to the Company will be Rs.3,00,000/- PA. You will have to sign a commitment for 3 yrs for the job training and deployment into projects. Your work location will be informed prior at your time of joining.

Please submit the following documents on the day of joining.

1. Educational Certificates : Originals(for verification) & Photocopies
 - a. Secondary & Higher Secondary
 - b. UG & PG - Provisional/All Mark sheets/Degree Certificate
2. Additional relevant certifications
3. ID Proof(PAN Card/Voters ID/Passport/Driving License/Aadhar Card) - (Originals & Photocopies
4. Address Proof(Ration Card/Voters ID/Aadhar Card/Passport) (only photocopy)
5. Recent colour photograph(Professional background)
 - a. Passport size - 5 nos
 - b. Stamp size - 5 nos
6. Medical examination report (Medical Letter will be issued by the HR)

Upon receipt of the above documents, an appointment letter with a detailed break up of your compensation and HR policy extracts will be issued to you on the date of joining. This offer is valid subject to the following:

- Genuineness of the documents submitted by you;
- Satisfactory reference checks and
- Pre-employment medical health examination

Your commencement of employment with us is contingent upon your acceptance of this offer and our terms of employment.

Please feel free to contact for any further clarification.

Yours faithfully,

For eNoah iSolution India Private Limited.,



Rajesh Kumar G
Manager - Human Resources

Agreed & Accepted(Date)

eNoah iSolution India Private Limited

Regd. Office : Elnet Software City, 3 rd Floor, Rajiv Gandhi Salai, Taramani, Chennai-600113, India. Phone : +91-44- 30686920 /30/ 40 Fax : +91-44- 30686948.

Coimbatore Office : Classic Towers, 5th & 9th Floor, Door No.101, 1547, Trichy Road, Coimbatore - 641018, India. Phone : +91-442-2301714

Indore Office : NRK Business Park, 6th Floor, 603-B, Block No.B 1, Scheme No.54, P.U. Indore - 452010, India

www.enoahisolution.com / CIN U72300TN2005PTC058178

22nd July, 2019

Sivasangavi M
BE ECE
Akshaya College of Engineering and Technology, Coimbatore

Dear Sivasangavi,

Sub: Offer for the position of Associate

Further to our discussions, we have pleasure in provisionally offering you the position of Associate at Level C1 for IT Services. Your date of joining would be informed later.

Your Cost to the Company will be Rs.3,00,000/- PA. You will have to sign a commitment for 3 yrs for the job training and deployment into projects. Your work location will be informed prior at your time of joining.

Please submit the following documents on the day of joining.

1. Educational Certificates : Originals(for verification) & Photocopies
 - a. Secondary & Higher Secondary
 - b. UG & PG - Provisional/All Mark sheets/Degree Certificate
2. Additional relevant certifications
3. ID Proof(PAN Card/Voters ID/Passport/Driving License/Aadhar Card) - (Originals & Photocopies
4. Address Proof(Ration Card/Voters ID/Aadhar Card/Passport) (only photocopy)
5. Recent colour photograph(Professional background)
 - a. Passport size - 5 nos
 - b. Stamp size - 5 nos
6. Medical examination report (Medical Letter will be issued by the HR)

Upon receipt of the above documents, an appointment letter with a detailed break up of your compensation and HR policy extracts will be issued to you on the date of joining. This offer is valid subject to the following:

- Genuineness of the documents submitted by you;
- Satisfactory reference checks and
- Pre-employment medical health examination

Your commencement of employment with us is contingent upon your acceptance of this offer and our terms of employment.

Please feel free to contact for any further clarification.

Yours faithfully,

For eNoah iSolution India Private Limited.,



Rajesh Kumar G
Manager - Human Resources

Agreed & Accepted(Date)

eNoah iSolution India Private Limited

Regd. Office : Elnet Software City, 3 rd Floor, Rajiv Gandhi Salai, Taramani, Chennai-600113, India. Phone : +91-44- 30686920 /30/ 40 Fax : +91-44- 30686948.

Coimbatore Office : Classic Towers, 5th & 9th Floor, Door No.101, 1547, Trichy Road, Coimbatore - 641018, India. Phone : +91-442-2301714

Indore Office : NRK Business Park, 6th Floor, 603-B, Block No.B 1, Scheme No.54, P.U. Indore - 452010, India

22nd July, 2019

Swathy M
BE ECE
Akshaya College of Engineering and Technology, Coimbatore

Dear Swathy,

Sub: Offer for the position of Associate

Further to our discussions, we have pleasure in provisionally offering you the position of **Associate at Level C1 for IT Services**. Your date of joining would be informed later.

Your Cost to the Company will be **Rs.3,00,000/- PA**. You will have to sign a commitment for 3 yrs for the job training and deployment into projects. Your work location will be informed prior at your time of joining.

Please submit the following documents on the day of joining.

1. Educational Certificates : Originals(for verification) & Photocopies
 - a. Secondary & Higher Secondary
 - b. UG & PG - Provisional/All Mark sheets/Degree Certificate
2. Additional relevant certifications
3. ID Proof(PAN Card/Voters ID/Passport/Driving License/Aadhar Card) - (Originals & Photocopies)
4. Address Proof(Ration Card/Voters ID/Aadhar Card/Passport) (only photocopy)
5. Recent colour photograph(Professional background)
 - a. Passport size - 5 nos
 - b. Stamp size - 5 nos
6. Medical examination report (Medical Letter will be issued by the HR)

Upon receipt of the above documents, an appointment letter with a detailed break up of your compensation and HR policy extracts will be issued to you on the date of joining. This offer is valid subject to the following:

- Genuineness of the documents submitted by you;
- Satisfactory reference checks and
- Pre-employment medical health examination

Your commencement of employment with us is contingent upon your acceptance of this offer and our terms of employment.

Please feel free to contact for any further clarification.

Yours faithfully,

For eNoah iSolution India Private Limited.,



Rajesh Kumar G
Manager - Human Resources

Agreed & Accepted(Date)

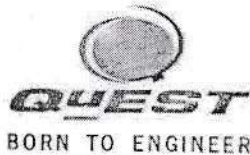
eNoah iSolution India Private Limited

Regd. Office : Elnet Software City, 3 rd Floor, Rajiv Gandhi Salai, Taramani, Chennai-600113, India. Phone : +91-44- 30686920 /30/ 40 Fax : +91-44- 30686948.

Coimbatore Office : Classic Towers, 5th & 9th Floor, Door No.101, 1547, Trichy Road, Coimbatore - 641018, India. Phone : +91-442-2301714

Indore Office : NRK Business Park, 6th Floor, 603-B, Block No.B 1, Scheme No.54, P.U. Indore - 452010, India

www.enoahisolution.com / CIN U72300TN2005PTC058178



QuEST Global Engineering Services Private Limited
 PRIMROSE 7B, Embassy Tech Village, Sarjapura-Marthahalli Outer Ring Road
 Devarabeesana Halli, Varthur Hobli, Bangalore - 560103, India
 Ph: +91 - 80 - 6709 0000; Fax: +91 - 80 - 6709 1001, www.quest-global.com

Intent to offer Employment

Dear Hanisharan M

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC):** 3.54 LPA
- **Location:** All QuEST Global offices (as per business requirement)
- **Working Hours :** 47.5 hours/week (9.5 hours/day)
- **Bond:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global

Mirunjay Chatterjee
 10/1/2019

***Disclaimer: The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.**

Accepted
 M. Shankar
 11/01/2019

Intent to offer Employment

Dear *Karthik P*

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC):** 3.54 LPA
- **Location:** All QuEST Global offices (as per business requirement)
- **Working Hours :** 47.5 hours/week (9.5 hours/day)
- **Bond:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global

Mithun Chetty

***Disclaimer: The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.**

Accepted
P. Karthik
(11/01/2016)

Intent to offer Employment

Dear Venkateswaran R

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC):** 3.54 LPA
- **Location:** All QuEST Global offices (as per business requirement)
- **Working Hours :** 47.5 hours/week (9.5 hours/day)
- **Bond:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global

Mithun Chetty
10/1/2019

***Disclaimer: The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.**

ACCEPTED
11/01/2019

Intent to offer Employment

Dear *Sasi Kumar B*

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC):** 3.54 LPA
- **Location:** All QuEST Global offices (as per business requirement)
- **Working Hours :** 47.5 hours/week (9.5 hours/day)
- **Bond:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to:
university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global

Mridunjay Chatterjee
10/1/2019

***Disclaimer: The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.**

Accepted
[Signature]
11/01/19

Intent to offer Employment

Dear Abdul Rahman S

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- Total Cost to Company (TCTC): 3.54 LPA
- Location: All QuEST Global offices (as per business requirement)
- Working Hours : 47.5 hours/week (9.5 hours/day)
- Bond: 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global

Mitunjay Chatterjee
10/11/2019

***Disclaimer: The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.**

Accepted

S. Abdul Rahman
11/01/19

Intent to offer Employment

Dear Nandha Kumar S

Congratulations on your selection with QuEST! We look forward to you joining our growth journey as world's leading engineering services provider.

We are pleased to let you know that we intend to make you an offer of Employment for the role of Trainee Engineer with QuEST Global Engineering Services Pvt. Ltd.

- **Total Cost to Company (TCTC): 3.54 LPA**
- **Location:** All QuEST Global offices (as per business requirement)
- **Working Hours :** 47.5 hours/week (9.5 hours/day)
- **Bond:** 2 years

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on the last working day of the month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to: university.relations@quest-global.com

We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials.

For QuEST Global

Mithunjay Chatterjee
10/1/2019

***Disclaimer: The salary package and structure will be subject to changes on business situation at the time of onboarding. This is a letter of intent to offer Employment and not a formal offer of employment. The detailed terms and conditions of employment with QuEST will be shared separately as a formal offer one month prior to your date of joining.**

accepted
SN
11/01/19

26-Feb-2019

Dear Sophia Agnus Hendry Lawrence,
B.Tech/B.E., Electronics and Communication Engineering
Akshaya College of Engineering & Technology

Candidate ID — 12997325

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of Rs.338,005/-. This includes an annual incentive indication of Rs.20,000/- as well as Cognizant's contribution of Rs.21,005/- towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in Annexure A.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to Rs.383,755/-. This includes an annual incentive indication of Rs.20,000/- as well as Cognizant's contribution of Rs.21,755/- towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in Annexure B. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name: Sophia Agnus Hendry Lawrence

Designation: Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	8675	104,100
2	HRA @ 60% of basic*	5205	62,460
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1041	12,492
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	5779	69,348
Annual Gross Compensation			297,000
Incentive Indication (per annum)**			20,000
Annual Total Compensation			317,000
Company's contribution towards benefits (Medical, Accident and Life Insurance)			16,000
Gratuity			5,005
Annual Total Remuneration			338,005

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same.

Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to

Regd. Office: 115/535, Old Mahabalipuram Road, Okkiam Thonipakkam, Chennai - 600 097

26-Feb-2019

Dear Lakpriya B,
B.Tech/B.E., Electronics and Communication Engineering
Akshaya College of Engineering & Technology

Candidate ID – 12997254

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited** ("Cognizant").

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of Rs.338,005/-. This includes an annual incentive indication of Rs.20,000/- as well as Cognizant's contribution of Rs.21,005/- towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to Rs.383,755/-. This includes an annual incentive indication of Rs.20,000/- as well as Cognizant's contribution of Rs.21,755/- towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

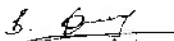
Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Past-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu

Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature :

Date:

Annexure A

Name: Lokapriya B

Designation: Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	8675	104,100
2	HRA @60% of basic*	5205	62,460
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1041	12,492
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	5779	69,348
	Annual Gross Compensation		297,000
	Incentive Indication (per annum)**		20,000
	Annual Total Compensation		317,000
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		16,000
	Gratuity		5,005
	Annual Total Remuneration		338,005

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group personal accident Insurance coverage
- Group Term Life Insurance Coverage
- Employees' compensation insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act
- Women associates joining Cognizant will be entitled to Maternity leave as per the Maternity Benefit (Amendment) Act, 2017

PF is contributed at 12% of your basic. If you are an International worker, it is contributed at 12% of your monthly gross compensation excluding HRA.

* **Flexible Benefit Plan:** Your Compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

** **Incentive Indication:** Incentive amount may be higher, lower or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is pro-rated to the duration spent with Cognizant India for a calendar year and will be paid to you only if you are active on Cognizant's payroll on the day the incentive is paid.

*** **Language Premium:** This allowance is applicable only for Japanese, German & French language. It will be paid along with the Apr, July, Oct and Jan payroll for the previous quarter and will be subject to tax deductions as applicable in India. The amount will be pro-rated to the duration spent with Cognizant India and will be paid out on the condition that you continue to use the foreign language skill as required by your role/project/account.

**** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same.

Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to

RIQd. Office: 115/535, Old Mahabalipuram Road, Okkiam Thorapakkam, Chennai - 600 097

DEPARTMENT OF ELECTRICAL AND ELECTRONICS ENGINEERING
 ACADAMIC YEAR 2018-2019
 PLACEMENT DETAILS

S. No.	DEPARTMENT	Batch	Name of students placed	Name of the employer
1	EEE	2015-2019	Bharani M	M/s.Infosys
2			Lavanya B	M/s.eNoah iSolution
3			Kathiravan M	
4			Muthukumar P	M/s.G H Induction India Private Limited
5			Gokulakrishnan C	
6			Vijayalakshmi S	M/s.Focus Edumatics Pvt Ltd
7			Rathinapriya M	
8			Gopi Anand M	
9			Arun Kumar M	
10			Kalaivani G	M/s.Hinduja Global Solutions
11			Azarudheen A	M/s.Sakthi Auto Component Limited



HRD/3T/19-20/12912922

Ms. Bharani M
Candidate ID: 12912922
258,
Main Road
Villupuram - 606201
Tamil Nadu
India
Ph: (91) 95664 34182

July 30, 2019

Dear Bharani,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2019.07.30 15:56:24 +05:30
Reason: Offer Letter
Location: Bangalore

July 30, 2019

HRD/3T/19-20/12912922

Ms. Bharani M
Candidate ID: 12912922
258,
Main Road
Villupuram - 606201
Tamil Nadu
India
Ph: (91) 95664 34182

Dear Bharani,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **February 17, 2020**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of twelve months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, for the first two years of your tenure with the Company. On completion of two years of service, subject to your confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year. An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement:

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance- linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.

Ex - Gratia / Bonus

You will be eligible for an Ex - Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2019 - 20 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company intranet, based on your preferences and income tax plans

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of INR 4,00,000 per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of INR 62,00,000 of which INR 32,00,000 is covered towards natural death, and INR 30,00,000 towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of INR 250 and fixed monthly contribution of INR 250.

The details of the Scheme would be available to you when you join the Company.

Notice period

During the probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training / employment can be terminated by the Company with one-month notice or salary thereof. On confirmation, you will be required to give three months' notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months' notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in "Offer Annexure for India".

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this Offer without notice and Compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the Company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, before initiating appropriate action.

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

Other terms and conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation / post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program 2018 -2019. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the intranet 'Spash'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure - III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date: _____, 20____

Sign your name

Print your name Location

INFOSYS LIMITED
CIN: L85110KA1981PLC013113
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

ANNEXURE - I
(Compensation during the Training Period)

COMPENSATION DETAILS (All figures in INR, per month)	
NAME	
ROLE	Ms. Bharani M
ROLE DESIGNATION	Systems Engineer
	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

* The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

ANNEXURE- II
(Compensation post Unit allocation)

COMPENSATION DETAILS
(All figures in INR. per month)

NAME	Ms. Bharani M
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary	722
FIXED GROSS SALARY (FGS) (1+2+3)	25,000

4. INCENTIVE COMPONENTS	At an indicative Payout of 5%	At an indicative Payout of 10%	At an indicative Payout of 20%
TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)			26,250
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)			27,500
TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)			30,000

OTHER BENEFITS				
Scheme	Eligible Amount in INR.	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12,000 (Without Security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time.

• The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act



06th September, 2018

Ms. Lavanya B
EEE Dept
Akshaya College of Engg. and Technology,
Pollachi

Dear Lavanya B,

Sub: Offer for the position of Associate

Further to our discussions, we have pleasure in provisionally offering you the position of Associate at Level C1 for IT Services. Your date of joining would be informed later.

Your Cost to the Company will be Rs.3,00,000/- PA. Gross (Inclusive of Rs.25,000/- performance pay). You will have to sign a commitment for 3 yrs for the job training and deployment into projects. Your work location will be informed prior at your time of joining.

Please submit the following documents on the day of joining.

1. Educational Certificates : Originals(for verification) & Photocopies
 - a. Secondary & Higher Secondary
 - b. UG & PG - Provisional/All Mark sheets/Degree Certificate
2. Additional relevant certifications
3. ID Proof(PAN Card/Voters ID/Passport/Driving License/Aadhar Card) - (Originals & Photocopies)
4. Address Proof(Ration Card/Voters ID/Aadhar Card/Passport) (only photocopy)
5. Recent colour photograph(Professional background)
 - a. Passport size - 5 nos
6. Medical examination report (Medical Letter will be issued by the HR)

Upon receipt of the above documents, an appointment letter with a detailed break up of your compensation and HR policy extracts will be issued to you on the date of joining. This offer is valid subject to the following:

- > Genuineness of the documents submitted by you;
- > Satisfactory reference checks and
- > Pre-employment medical health examination


Your commencement of employment with us is contingent upon your acceptance of this offer and our terms of employment.

Please feel free to contact for any further clarification.

Yours faithfully,

For eNoah iSolution India Private Limited.,


Rajesh Kumar G
Manager - Human Resources


Agreed & Accepted(Date)

eNoah iSolution India Private Limited

Regd. Office :

Elnet Software City, 3rd Floor,

Rajiv Gandhi Salai, Taramani, Chennai - 600113, India.

Phone : +91-44- 30686920 /30/40 Fax : +91-44- 30686948.

Coimbatore Office :

Classic Towers, 5th & 9th Floor, Door No.101,

1547, Trichy Road, Coimbatore - 641018, India.

Phone : +91-442-2301714

Indore Office :

NRK Business Park, 6th Floor,

603-B, Block No.B 1, Scheme No.54,

P.U. Indore - 452010, India

www.enoahisolution.com / CIN U72300TN2005PTC058178

6th Feb, 2019

Kathiravan M
EEE

Akshaya College of Engineering, Coimbatore

Dear Kathir,

Sub: Offer for the position of Associate

Further to our discussions, we have pleasure in provisionally offering you the position of Associate at Level C1 for IT Services. Your date of joining would be informed later.

Your Cost to the Company will be Rs.3,00,000/- PA. You will have to sign a commitment for 3 yrs for the job training and deployment into projects. Your work location will be informed prior at your time of joining.

Please submit the following documents on the day of joining.

7. Educational Certificates : Originals(for verification) & Photocopies
 - a. Secondary & Higher Secondary
 - b. UG & PG - Provisional/All Mark sheets/Degree Certificate
8. Additional relevant certifications
9. ID Proof(PAN Card/Voters ID/Passport/Driving License/Aadhar Card) - (Originals & Photocopies)
10. Address Proof(Ration Card/Voters ID/Aadhar Card/Passport) (only photocopy)
11. Recent colour photograph(Professional background)
 - a. Passport size - 5 nos
 - b. Stamp size - 5 nos
12. Medical examination report (Medical Letter will be issued by the HR)

Upon receipt of the above documents, an appointment letter with a detailed break up of your compensation and HR policy extracts will be issued to you on the date of joining. This offer is valid subject to the following:

- > Genuineness of the documents submitted by you;
- > Satisfactory reference checks and
- > Pre-employment medical health examination

Your commencement of employment with us is contingent upon your acceptance of this offer and our terms of employment.

Please feel free to contact for any further clarification.

Yours faithfully,

For eNoah iSolution India Private Limited.,


Rajesh Kumar G
Manager - Human Resources


Agreed & Accepted (Date)

eNoah iSolution India Private Limited

Regd. Office :

Elster Software City, 3rd Floor,
Rajin Gandhi Salai, Taramani, Chennai - 600113, India.
Phone : +91-44-30686829 (30/40) Fax : +91-44-30686848.

Coimbatore Office :

Classic Towers, 5th & 6th Floor, Door No.101,
1547, Trichy Road, Coimbatore - 641018, India.
Phone : +91-442-2301714

Indore Office :

NRK Business Park, 6th Floor,
603-B, Block No.B 1, Scheme No.54,
P.U. Indore - 452010, India

www.enoahisolution.com / CIN U72300TN2005PTC058178



FOCUS EDMATICS

ACCELERATING TRANSFORMATION

5th Mar 2019
Coimbatore.

Dear M.Rathina Priya,

Sub: Provisional Offer Letter for Trainee Tutor.

We are pleased to offer you the provisional position for a "Trainee Tutor" and your date of joining will be in the month of Jun 2019.

You will be appointed as an "Online Tutor" on successfully completing the training and surpassing quality benchmarks and other necessary parameters as per standards set by Focus Edumatics Pvt. Ltd. If at any stage, you do not qualify the certification or any other training requirements, then this appointment and offer stands null and void with immediate effect.

On your appointment, the remuneration during your training period will be Rs 6000/- (Six Thousand Only) till the time that you successfully complete your certification, which could be around 30-60 days maximum from your date of joining us. After you complete your training & certification, your total annual compensation package will be Rs. 1,68,600 /- (Rupees One Lakh Sixty Eight Thousand Six Hundred Only). This will be the cost to the Company, but not limited to the Basic Salary and other Components as per the Company's Salary Structure. The details of the same will be forwarded to you upon receiving your job acceptance.

You would be required to submit your original SSLC marks card and highest degree certificate/marks card, which will be in our safe-custody during the agreed upon lock-in period as per below terms and returned to you after the term expires. A receipt of acknowledgement to this effect will be given to you along with this offer-letter, which you would be required to produce at the time of redeeming your original documents.

- You will be bound to serve a notice-period of 2 months in case you want to resign from the Organization.
- Your Certificates will be locked-in for a period of One Year. During this Lock-in period if you resign then you will have to reimburse the salary equivalent to notice-period to the company or serve the notice period.

The discretion of Focus Edumatics Pvt. Ltd. is final and binding.

Kindly sign the copy of this letter and return as token of your acceptance.

Wish you good luck.

Yours truly,

For Focus Edumatics Pvt. Ltd.

Authorized Signatory

Name: M.Rathina Priya

Signature

FOCUS EDMATICS PVT. LTD.

1805, 3rd Floor, BMH-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: #401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U05110MH2004PTC263264

www.focusedumatics.com

5th Mar 2019
Coimbatore.

Dear M.Gopi Anand,

Sub: Provisional Offer Letter for Trainee Tutor.

We are pleased to offer you the provisional position for a "Trainee Tutor" and your date of joining will be in the month of Jun 2019.

You will be appointed as an "Online Tutor" on successfully completing the training and surpassing quality benchmarks and other necessary parameters as per standards set by Focus Edumatics Pvt. Ltd. If at any stage, you do not qualify the certification or any other training requirements, then this appointment and offer stands null and void with immediate effect.

On your appointment, the remuneration during your training period will be Rs 6000/- (Six Thousand Only) till the time that you successfully complete your certification, which could be around 30-60 days maximum from your date of joining us. After you complete your training & certification, your total annual compensation package will be Rs. 1,68,600/- (Rupees One Lakh Sixty Eight Thousand Six Hundred Only). This will be the cost to the Company, but not limited to the Basic Salary and other Components as per the Company's Salary Structure. The details of the same will be forwarded to you upon receiving your job acceptance.

You would be required to submit your original SSLC marks card and highest degree certificate/marks card, which will be in our safe-custody during the agreed upon lock-in period as per below terms and returned to you after the term expires. A receipt of acknowledgement to this effect will be given to you along with this offer-letter, which you would be required to produce at the time of redeeming your original documents.

- You will be bound to serve a notice-period of 2 months in case you want to resign from the Organization.
- Your Certificates will be locked-in for a period of One Year. During this Lock-in period if you resign then you will have to reimburse the salary equivalent to notice-period to the company or serve the notice period.

The discretion of Focus Edumatics Pvt. Ltd. is final and binding.

Kindly sign the copy of this letter and return as token of your acceptance.

Wish you good luck.

Yours truly,

For Focus Edumatics Pvt. Ltd.

Authorized Signatory

Name: M.Gopi Anand

Signature

FOCUS EDUMATICS PVT. LTD.

1805, 3rd Floor, EAM-Srinivas Complex, Trichy Road, Coimbatore - 641 018.

Reg. Office: # 401, 405, 4th Floor, Dalamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.

CIN : U05110MH2004PTC263264

www.focusedumatics.com



FOCUS EDUMATICS

ACCELERATING TRANSFORMATION

5th Mar 2019
Coimbatore.

Dear M.Arun Kumar,

Sub: Provisional Offer Letter for Trainee Tutor.

We are pleased to offer you the provisional position for a "Trainee Tutor" and your date of joining will be in the month of Jun 2019.

You will be appointed as an "Online Tutor" on successfully completing the training and surpassing quality benchmarks and other necessary parameters as per standards set by Focus Edumatics Pvt. Ltd. If at any stage, you do not qualify the certification or any other training requirements, then this appointment and offer stands null and void with immediate effect.

On your appointment, the remuneration during your training period will be Rs 6000/- (Six Thousand Only) till the time that you successfully complete your certification, which could be around 30-60 days maximum from your date of joining us. After you complete your training & certification, your total annual compensation package will be Rs. 1,68,600 /- (Rupees One Lakh Sixty Eight Thousand Six Hundred Only). This will be the cost to the Company, but not limited to the Basic Salary and other Components as per the Company's Salary Structure. The details of the same will be forwarded to you upon receiving your job acceptance.

You would be required to submit your original SSLC marks card and highest degree certificate/marks card, which will be in our safe-custody during the agreed upon lock-in period as per below terms and returned to you after the term expires. A receipt of acknowledgement to this effect will be given to you along with this offer-letter, which you would be required to produce at the time of redeeming your original documents.

- You will be bound to serve a notice-period of 2 months in case you want to resign from the Organization.
- Your Certificates will be locked-in for a period of One Year. During this Lock-in period if you resign then you will have to reimburse the salary equivalent to notice-period to the company or serve the notice period.

The discretion of Focus Edumatics Pvt. Ltd. is final and binding.

Kindly sign the copy of this letter and return as token of your acceptance.

Wish you good luck.

Yours truly,

For Focus Edumatics Pvt. Ltd.

Authorized Signatory

Name: M.Arun Kumar

Signature

FOCUS EDUMATICS PVT. LTD.

1605, 3rd Floor, BMH Srinivas Complex, Trichy Road, Coimbatore - 641 018.
Reg. Office: #401, 405, 4th Floor, Delamal House, J. Bajaj Road, Nariman Point, Mumbai - 400 021.
CIN : U85110MH2004PTC263264

www.focusedumatics.com



**Sakthi
Auto Component
Limited**



SACL / Order / 54 / 2018

20.12.2018

PROVISIONAL APPOINTMENT ORDER

To
Mr. AZARUDHEEN A (720315105301),
IV - BE-EEE,
AKSHAYA COLLEGE OF ENGINEERING & TECHNOLOGY,
COIMBATORE.

Dear Sir,

With reference to our campus interview held at your campus on 27.11.2018, we wish to inform you that you have been sortlisted to undergo Apprenticeship Training at SACL for our CNC - Operator role. You will be paid stipend of Rs.12,000/- per month as per company policy during the training period.

(1) You are hereby informed to report with the photocopies and originals of the following certificates.

- (a) Provisional
- (b) Transfer Certificate
- (c) Course Completion
- (d) Overall mark sheet
- (e) Mark sheets of all semesters
- (f) HSC / SSLC Mark sheet
- (g) Aadhar

(2) Reporting date will be informed to you later through placement office of your college.

Thanking You,

For Sakthi Auto Component Ltd.,


Deputy Manager (T & D)

MUKASI PALLAGOUNDENPALAYAM, VIJAYAMANGALAM (VIA), UTHUKULI TALUK, TIRUPUR - 638 056. INDIA

Phone : 04294 - 243401 - 4 Fax : 04294 - 242268

E-mail : saci@sakthiauto.com Web : www.sakthiauto.com

Head Office : 180, Race Course Road, Post Box No. 3775, Coimbatore - 641 018.

CIN-U29199TZ1999PLC008751



HRD/3T/19-20/12912923

Mr. Boopalan Thangavel
Candidate ID: 12912923
19, 1St Street,
Periyar Nagar, Kinathukadavu
Coimbatore - 642109
Tamil Nadu
India
Ph: (91) 96006 62199

July 09, 2019

Dear Boopalan,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

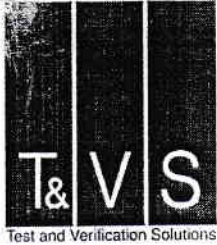
We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources – Infosys Limited

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askus@infosys.com
www.infosys.com

Digitally signed by RICHARD LOBO
Date: 2019.07.09 03:36:26 +05:30
Reason: Offer Letter
Location: Bangalore



Test and Verification Solutions India Pvt. Limited

Plot No 489, 46th Street
Ashok Nagar
Chennai
Tamil Nadu
INDIA 600083

Experts in Hardware Verification and Software Testing

Telephone: +914442636841
<http://www.testandverification.com>

Date: 1st August-2018

To
Janarthanam R.S,
Thiruvallur, Tamilnadu .

Dear Janarthanam R.S,

Sub: Employment Offer – Intern – VLSI

We are pleased to inform you that you have been appointed as “Intern – VLSI” to work out of our Bangalore Office from 1st Jan 2019. On Successful Completion of the Training Program your performance will be promoted to the level of Engineer - HW for which the compensation benefits are mentioned in page 2 of this letter.

If you have any questions, please contact me at +91 8147758189 or by email:
sumathi.k@testandverification.com

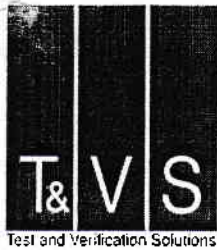
Yours truly,

For Test and Verification Solutions

Sumathi K

Sumathi K
Manager – HR

Test and Verification Solutions India Pvt. Limited
Development Centre: NP-11 Developed Plot, Thiru-Vi-Ka Industrial Estate,
Ekkaduthangal, Chennai, Tamil Nadu, INDIA 600032



Test and Verification Solutions India Pvt. Limited

Plot No 489, 46th Street
Ashok Nagar
Chennai
Tamil Nadu
INDIA 600083

Experts in Hardware Verification and Software Testing

Telephone: +914442636841
<http://www.testandverification.com>

Terms and Conditions for this Offer:

- **Time Frame 1:**
 - Jan 2019 to March 2019 - Internship Program - INR 7500/Month
 - **Time Frame 2:**
 - July 2019 to Dec 2019 - Engineer - Trainee - INR 10K/Month
 - **Full Time Employment**
 - Jan 2020 to Dec 2020 - Engineer - INR 25K/Month + Health Insurance and Benefits
 - Jan 2021 to Dec 2021 - Engineer - INR 32K/Month + Health Insurance and Benefits
 - Jan 2022 to Dec 2022 - Engineer - INR 40K/Month + Health Insurance and Benefits
 - Jan 2023 to Dec 2023 - Engineer - INR 50K/Month + Health Insurance and Benefits
- ✓ Your "Training Program" with T&VS will start on 1st Jan 2019.
 - ✓ You will be trained and be given opportunities to work on cutting edge technologies.
 - ✓ All Joining Formalities with Provisional Degree Certificate and Mark sheets should be submitted at the date of joining for Continuation of Employment with T&VS.
 - ✓ At the end the of the training Period you will be absorbed as full time employee and be paid the above full time employment benefits

2nd, 3rd and 4th Year pay will be communicated as per the above T&C's to you after Appraisal on Annual Performance. During this period your work location will be T&VS, Bangalore Office. On Confirmation after the Internship period you will be requested to sign a 4 year bond. **During your Employment with T&VS Engineer is encouraged to pursue Part Time M.Tech/M.E Program in VLSI Design based on your company and graduate program performance T&VS will partially reimburse your college tuition fees.**

Candidate Acceptance

Name:

Date:

Signature:

Permanent Address:

Test and Verification Solutions India Pvt. Limited
Development Centre: NP-11 Developed Plot, Thiru-Vi-Ka Industrial Estate,
Ekkaduthangal, Chennai, Tamil Nadu, INDIA 600032



Test and Verification Solutions India Pvt. Limited

Plot No 489, 46th Street
Ashok Nagar
Chennai
Tamil Nadu
INDIA 600083

Experts in Hardware Verification and Software Testing

Telephone: +914442636841
<http://www.testandverification.com>

Date: 1st August-2018

To
Narmatha,
Pollachi, Tamilnadu.

Dear Narmatha,

Sub: Employment Offer - Intern - VLSI

We are pleased to inform you that you have been appointed as "Intern - VLSI" to work out of our **Bangalore Office** from **1st Jan 2019**. On Successful Completion of the Training Program your performance will be promoted to the level of **Engineer - HW** for which the compensation benefits are mentioned in page 2 of this letter.

If you have any questions, please contact me at +91 8147758189 or by email:
sumathi.k@testandverification.com

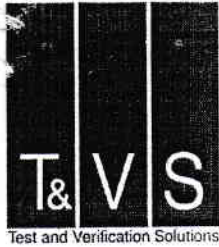
Yours truly,

For Test and Verification Solutions

Sumathi.k

Sumathi K
Manager - HR

Test and Verification Solutions India Pvt. Limited
Development Centre: NP-11 Developed Plot, Thiru-Vi-Ka Industrial Estate,
Ekkaduthangal, Chennai, Tamil Nadu, INDIA 600032



Test and Verification Solutions India Pvt. Limited

Plot No 489, 46th Street
Ashok Nagar
Chennai
Tamil Nadu
INDIA 600083

Experts in Hardware Verification and Software Testing

Telephone: +914442636841
<http://www.testandverification.com>

Terms and Conditions for this Offer:

- **Time Frame 1:**
 - Jan 2019 to March 2019 - Internship Program - INR 7500/Month
 - **Time Frame 2:**
 - July 2019 to Dec 2019 - Engineer - Trainee - INR 10K/Month
 - **Full Time Employment**
 - Jan 2020 to Dec 2020 - Engineer - INR 25K/Month + Health Insurance and Benefits
 - Jan 2021 to Dec 2021 - Engineer - INR 32K/Month + Health Insurance and Benefits
 - Jan 2022 to Dec 2022 - Engineer - INR 40K/Month + Health Insurance and Benefits
 - Jan 2023 to Dec 2023 - Engineer - INR 50K/Month + Health Insurance and Benefits
- ✓ Your "Training Program" with T&VS will start on **1st Jan 2019**.
 - ✓ You will be trained and be given opportunities to work on cutting edge technologies.
 - ✓ All Joining Formalities with Provisional Degree Certificate and Mark sheets should be submitted at the date of joining for Continuation of Employment with T&VS.
 - ✓ At the end the of the training Period you will be absorbed as full time employee and be paid the above full time employment benefits

2nd, 3rd and 4th Year pay will be communicated as per the above T&C's to you after Appraisal on Annual Performance. During this period your work location will be T&VS, Bangalore Office. On Confirmation after the Internship period you will be requested to sign a 4 year bond. **During your Employment with T&VS Engineer is encouraged to pursue Part Time M.Tech/M.E Program in VLSI Design based on your company and graduate program performance T&VS will partially reimburse your college tuition fees.**

Candidate Acceptance

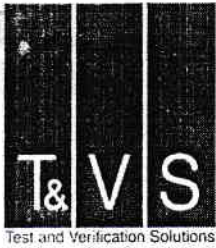
Name:

Date:

Signature:

Permanent Address:

Test and Verification Solutions India Pvt. Limited
Development Centre: NP-11 Developed Plot, Thiru-Vi-Ka Industrial Estate,
Ekkaduthangal, Chennai, Tamil Nadu, INDIA 600032



Test and Verification Solutions India Pvt. Limited

Plot No 489, 46th Street
Ashok Nagar
Chennai
Tamil Nadu
INDIA 600083

Experts in Hardware Verification and Software Testing

Telephone: +914442636841
<http://www.testandverification.com>

Date: 1st August-2018

To
Sree Lakshmi P.T,
Coimbatore, Tamilnadu.

Dear Sree Lakshmi P.T,

Sub: Employment Offer - Intern - VLSI

We are pleased to inform you that you have been appointed as "**Intern - VLSI**" to work out of our **Bangalore Office** from **1st Jan 2019**. On Successful Completion of the Training Program your performance will be promoted to the level of **Engineer - HW** for which the compensation benefits are mentioned in page 2 of this letter.

If you have any questions, please contact me at +91 8147758189 or by email:
sumathi.k@testandverification.com

Yours truly,

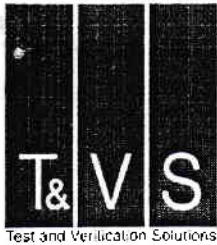
For Test and Verification Solutions

Sumathi K



Sumathi K
Manager - HR

Test and Verification Solutions India Pvt. Limited
Development Centre: NP-11 Developed Plot, Thiru-Vi-Ka Industrial Estate,
Ekkaduthangal, Chennai, Tamil Nadu, INDIA 600032



Test and Verification Solutions India Pvt. Limited

Plot No 489, 46th Street
Ashok Nagar
Chennai
Tamil Nadu
INDIA 600083

Experts in Hardware Verification and Software Testing

Telephone: +914442636841
<http://www.testandverification.com>

Terms and Conditions for this Offer:

- Time Frame 1:
 - Jan 2019 to March 2019 - Internship Program - INR 7500/Month
 - Time Frame 2:
 - July 2019 to Dec 2019 - Engineer - Trainee - INR 10K/Month
 - Full Time Employment
 - Jan 2020 to Dec 2020 - Engineer - INR 25K/Month + Health Insurance and Benefits
 - Jan 2021 to Dec 2021 - Engineer - INR 32K/Month + Health Insurance and Benefits
 - Jan 2022 to Dec 2022 - Engineer - INR 40K/Month + Health Insurance and Benefits
 - Jan 2023 to Dec 2023 - Engineer - INR 50K/Month + Health Insurance and Benefits
- ✓ Your "Training Program" with T&VS will start on **1st Jan 2019**.
 - ✓ You will be trained and be given opportunities to work on cutting edge technologies.
 - ✓ All Joining Formalities with Provisional Degree Certificate and Mark sheets should be submitted at the date of joining for Continuation of Employment with T&VS.
 - ✓ At the end the of the training Period you will be absorbed as full time employee and be paid the above full time employment benefits

2nd, 3rd and 4th Year pay will be communicated as per the above T&C's to you after Appraisal on Annual Performance. During this period your work location will be T&VS, Bangalore Office. On Confirmation after the Internship period you will be requested to sign a 4 year bond. **During your Employment with T&VS Engineer is encouraged to pursue Part Time M.Tech/M.E Program in VLSI Design based on your company and graduate program performance T&VS will partially reimburse your college tuition fees.**

Candidate Acceptance

Name:

Date:

Signature:

Permanent Address:

Test and Verification Solutions India Pvt. Limited
Development Centre: NP-11 Developed Plot, Thiru-Vi-Ka Industrial Estate,
Ekkaduthangal, Chennai, Tamil Nadu, INDIA 600032



March 19, 2019

Dear AKILA S,
13/153, Somasundarapuram layout, Udumalai Road, Pollachi, Coimbatore
Tamil Nadu - 642001

Congratulations! You have successfully completed our initial selection process and we are pleased to make an Internship Engagement offer. This offer is based on a clear understanding that you are going to be a part of a business group comprising of large number of recruits such as you who, if absorbed as employees, shall form part of team(s) executing specialized projects & functions. We have taken into account your profile and performance as indicated by you in the campus selection process. Please read this offer letter and the terms and conditions carefully before signing to confirm your acceptance of the offer. If accepted, you shall join Wipro HR Services India Pvt. Ltd. as an intern by **March 25, 2019**. Please note that this offer is liable to lapse at the discretion of Wipro HR Services India Pvt. Ltd. if not accepted and returned within 7 days of the receipt. You may handover the acceptance letter to the Talent Acquisition team member from Wipro HR Services India Pvt. Ltd.

Stipend and Other Benefits

Your stipend and benefits during the internship tenure will be **Rs 15000 {Rupees Fifteen Thousand Only}**- per month and as detailed in Annexure 1 attached hereto. All payments by way of stipend would be made after deduction of applicable taxes and other charges. You shall be solely responsible for meeting with your obligations under any applicable law for payment of any taxes or other charges that may be payable by you either as taxes on income or in any other form for this internship arrangement.

In addition to the stipend, you will also be entitled to other benefits such as Medical Allowance, Study Leave, Sick leave and Company transportation. It is however clarified that such benefits and entitlements are provided on a voluntary basis by Wipro HR Services India Pvt. Ltd. in accordance with its policies in force at present, and hence are liable to (i) change from time to time; or (ii) be withdrawn any time. During the term of your Internship with Wipro HR Services India Pvt. Ltd., you will be subject to all such applicable rules and regulations in accordance with the Company Policy as may be in force from time to time. You may note that the details of such benefits as may be provided to you are confidential by their nature and hence you are required to maintain confidentiality of the same.

Term & Termination

This internship arrangement shall be for a period of **180 Days** (India, Pol, UK, Aus, NZ Only) days (the "Term") commencing **March 25, 2019** and expiring by efflux of time on the last day of the month in which the Term expires. Considering the fact that Wipro HR Services India Pvt. Ltd. will be spending considerable and valuable resources (including costs) on your training during your internship, you will be expected to diligently go through the training for and during the entire Term.

Since during your internship arrangement you will be trained and work on highly specialized projects, Wipro HR Services India Pvt. Ltd. may, at the end of the Term, and at its discretion, offer you a permanent employment subject to your completing **BE** degree with a minimum of 60% aggregate marks in **October, 2019** and your meeting with the acceptable performance standards set at Wipro HR Services India Pvt. Ltd.. The permanent employment offer will be made on the 1st day of the month following the completion of the Term, on terms and conditions separate from this arrangement. In consideration of Wipro HR Services India Pvt. Ltd. spending considerable valuable resources towards your training apart from paying you a stipend and providing other benefits during your internship period, Wipro HR Services India Pvt. Ltd. expects you to commit to a long and mutually beneficial association and for no less than a minimum period of twelve months from the commencement of permanent employment.



During the Internship period, Wipro HR Services India Pvt. Ltd. will be at liberty to terminate this arrangement at its sole discretion by giving 15 days prior written notice at your above mentioned address.

However, Wipro HR Services India Pvt. Ltd. may terminate this arrangement immediately without notice thereof, for gross indiscipline or willful misconduct or for material breach of your duties or obligations as stated herein, breach of trust, breach of any applicable law or breach of the Company Policies and Code of Business Conduct. Aon also reserves its rights in law or equity to initiate other legal action as it deems fit to protect its interests.

Policies and Guidelines

You will be governed by the rules, regulations and other company policies (together the "Company Policy") as applicable, enforced, amended or altered from time to time during the course of your employment. Please read carefully the resources provided to you on the governing policies and regulations as applicable and undertake all certifications that may be required in this regard.

Transfers and Deputations

As a member of an organization that practices flexibility and continuous improvement in work processes and practices, your assignments may vary from time to time. You are required to report to our office in **Chennai**. You will be reporting to such person in Wipro HR Services India Pvt. Ltd. as may be indicated to you from time to time. However, if Wipro HR Services India Pvt. Ltd. so requires, you may be transferred or seconded or deputed by Wipro HR Services India Pvt. Ltd. to any other operations or operations of Wipro HR Services India Pvt. Ltd.'s associate companies in India or abroad. Wipro HR Services India Pvt. Ltd. further reserves the right to assign your Internship to any other company or legal entity, as part of any transfer of undertaking of Wipro HR Services India Pvt. Ltd. or as part of any restructuring or amalgamation or such other plan implemented by Wipro HR Services India Pvt. Ltd. or by which Wipro HR Services India Pvt. Ltd. is bound, on such terms and conditions as applicable to such plan.

Discharge of Duties

You will work on a full time basis during the Term of this arrangement and be required to devote your complete attention and time towards training and performance of work in the form and manner as required by the Company with diligence, devotion and discretion. During the Term, you will use your best endeavor to defend and promote the business interests of Wipro HR Services India Pvt. Ltd. and will not engage in or be concerned with, directly or indirectly, any business, employment or professional engagement with any third party.

Confidentiality Agreement

In the course of your assignment with us, you may acquire information, technical or otherwise, including any computer software, which is confidential or proprietary to Wipro HR Services India Pvt. Ltd. or its subsidiaries or affiliates, its customers, subcontractors or any other person or company having any kind of association or relationship with Wipro HR Services India Pvt. Ltd., and/or its affiliates or subsidiaries (together "Confidential Information"). You shall keep and maintain strict confidentiality of such Confidential Information and data that may come to your possession or knowledge by virtue of this engagement, use such information only as may be required in the normal course of your work and shall not disclose or divulge any such information or data, without prior written consent of an authorized officer of the Wipro HR Services India Pvt. Ltd.. You shall at all times, whether during or after the termination of this arrangement, act with utmost fidelity and shall not disclose or divulge any such information to third parties or make use of such information for your own benefit or otherwise howsoever. You will not reproduce, store in a retrieval system or transmit in any form or by any means – electronic, mechanical, photocopying, recording, scanning or otherwise – any copyrighted material or other Confidential



Information, for your own benefit or for the benefit of any third party, either during the term of your Internship or thereafter. Upon expiry or termination of your Internship with Wipro HR Services India Pvt. Ltd., you will return and surrender to Wipro HR Services India Pvt. Ltd., all such Confidential Information including without limitation, data, information, files, books, magazines, reports, documents, manuals, audio and video tapes, floppies and discs and any other knowledge databases that came to you or were entrusted to you in the course of your Internship and shall not retain any copy thereof in any form whatsoever. You may be required to execute such other or further agreements as Wipro HR Services India Pvt. Ltd. or its affiliates or customers may require in this regard, from time to time. Provisions of this paragraph will continue to be valid and binding on you notwithstanding cessation of your Internship with Wipro HR Services India Pvt. Ltd..

Non-Disclosure Agreement

You shall not disclose to any person papers, journals, pamphlets or leaflets, or cause to be disclosed at any time, any information or documents, official or otherwise relating to Wipro HR Services India Pvt. Ltd. or its subsidiaries or affiliates, customers, subcontractors or any other person or company having any kind of association or relationship with Wipro HR Services India Pvt. Ltd. and/or its subsidiaries or affiliates, except with prior written approval of Wipro HR Services India Pvt. Ltd.. Provisions of this paragraph will continue to be valid and binding on you notwithstanding cessation of your Internship with Wipro HR Services India Pvt. Ltd..

Relationship

It is expressly agreed that this arrangement does not create any relationship of partnership, joint venture, agency or employer and employee between the parties.

Intellectual Property Rights

All intellectual property rights in any work or material developed by you during the course of your Internship shall belong to and be the property of Wipro HR Services India Pvt. Ltd. and you confirm that you shall not be entitled to claim any rights over such intellectual property. If required by Wipro HR Services India Pvt. Ltd., during or after the Term, you shall assign and transfer in favor of Wipro HR Services India Pvt. Ltd. or, at the request of Wipro HR Services India Pvt. Ltd., in favor of any of its subsidiary, affiliate, customers or other persons, all intellectual property rights in such works or materials and shall execute such deeds and documents, as Wipro HR Services India Pvt. Ltd. may require, to effectually vest in Wipro HR Services India Pvt. Ltd., any of its subsidiary, affiliate or customers as Wipro HR Services India Pvt. Ltd. may require, any and all intellectual property rights and benefits in such works or materials. In performance of your duties and responsibilities, you shall not use or infringe any intellectual property properties or rights of any other persons.

Severability

The invalidity or unenforceability of any particular provision of this offer letter shall not affect the other provisions hereof, and this offer letter shall be construed in all respects as if such valid or unenforceable provisions were omitted.

We trust our relationship will be guided by a quest for excellence in all facets of our interactions as well as based on a foundation of mutual respect and sincerity in all dealings. Welcome aboard! Kindly return a copy of this letter duly counter signed by you in acceptance of the terms and conditions set out therein.



Verification Report

Your engagement with Wipro will be subject to receipt of satisfactory report with regard to verification of the particulars furnished by you in your application and information given at the time of Interview. If any declaration or information furnished to Wipro proves to be false or if you have willfully suppressed any material information, in such case, you will be liable to removal from training without any notice.

Date of commencement of training

In case the above terms and conditions are acceptable to you, you are required to return the duplicate copy of this letter of engagement within one week, duly signed by you, in token of your acceptance of the offer and report for training on or before the date of commencement of training. While reporting for training, please bring 3 copies of your latest passport size photographs and two copies each of your certificates and testimonials along with the originals. The original certificates will be returned to you after verification.

Yours sincerely,

For Wipro HR Services Private Limited

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

SANDESH KUMAR – Associate Vice President

Endorsement:

1. I accept the terms and conditions stipulated in the above letter of engagement.
2. I shall report for internship on _____.

Name:

Signature.....

Date: ____/____/____

Place:



Compensation and Benefits Worksheet

A: Compensation

Stipend per month = Rs 15000

Medical Reimbursement = Rs 500

B: Other Benefits

Current benefits available to you are as follows. Please refer to the latest company policies**** (will be made available at the time of joining)

Sick Leaves - 3 Days

Study Leaves - 4 Days

Transportation would be provided to & from Work



March 19, 2019

Dear NANDHINI M,
110/80 Velanthavalam Road, Othakalmandapam, South Coimbatore
Tamil Nadu - 641032

Congratulations! You have successfully completed our initial selection process and we are pleased to make an Internship Engagement offer. This offer is based on a clear understanding that you are going to be a part of a business group comprising of large number of recruits such as you who, if absorbed as employees, shall form part of team(s) executing specialized projects & functions. We have taken into account your profile and performance as indicated by you in the campus selection process. Please read this offer letter and the terms and conditions carefully before signing to confirm your acceptance of the offer. If accepted, you shall join Wipro HR Services India Pvt. Ltd. as an intern by **March 25, 2019**. Please note that this offer is liable to lapse at the discretion of Wipro HR Services India Pvt. Ltd. if not accepted and returned within 7 days of the receipt. You may handover the acceptance letter to the Talent Acquisition team member from Wipro HR Services India Pvt. Ltd.

Stipend and Other Benefits

Your stipend and benefits during the internship tenure will be **Rs 15000 {Rupees Fifteen Thousand Only}**/- per month and as detailed in Annexure 1 attached hereto. All payments by way of stipend would be made after deduction of applicable taxes and other charges. You shall be solely responsible for meeting with your obligations under any applicable law for payment of any taxes or other charges that may be payable by you either as taxes on income or in any other form for this internship arrangement.

In addition to the stipend, you will also be entitled to other benefits such as Medical Allowance, Study Leave, Sick leave and Company transportation. It is however clarified that such benefits and entitlements are provided on a voluntary basis by Wipro HR Services India Pvt. Ltd. in accordance with its policies in force at present, and hence are liable to (i) change from time to time; or (ii) be withdrawn any time. During the term of your Internship with Wipro HR Services India Pvt. Ltd., you will be subject to all such applicable rules and regulations in accordance with the Company Policy as may be in force from time to time. You may note that the details of such benefits as may be provided to you are confidential by their nature and hence you are required to maintain confidentiality of the same.

Term & Termination

This internship arrangement shall be for a period of **180 Days (India, Pol, UK, Aus, NZ Only)** days (the "Term") commencing **March 25, 2019** and expiring by efflux of time on the last day of the month in which the Term expires. Considering the fact that Wipro HR Services India Pvt. Ltd. will be spending considerable and valuable resources (including costs) on your training during your internship, you will be expected to diligently go through the training for and during the entire Term.

Since during your internship arrangement you will be trained and work on highly specialized projects, Wipro HR Services India Pvt. Ltd. may, at the end of the Term, and at its discretion, offer you a permanent employment subject to your completing **BE** degree with a minimum of 60% aggregate marks in **October, 2019** and your meeting with the acceptable performance standards set at Wipro HR Services India Pvt. Ltd.. The permanent employment offer will be made on the 1st day of the month following the completion of the Term, on terms and conditions separate from this arrangement. In consideration of Wipro HR Services India Pvt. Ltd. spending considerable valuable resources towards your training apart from paying you a stipend and providing other benefits during your internship period, Wipro HR Services India Pvt. Ltd. expects you to commit to a long and mutually beneficial association and for no less than a minimum period of twelve months from the commencement of permanent employment.



During the Internship period, Wipro HR Services India Pvt. Ltd. will be at liberty to terminate this arrangement at its sole discretion by giving 15 days prior written notice at your above mentioned address.

However, Wipro HR Services India Pvt. Ltd. may terminate this arrangement immediately without notice thereof, for gross indiscipline or willful misconduct or for material breach of your duties or obligations as stated herein, breach of trust, breach of any applicable law or breach of the Company Policies and Code of Business Conduct. Aon also reserves its rights in law or equity to initiate other legal action as it deems fit to protect its interests.

Policies and Guidelines

You will be governed by the rules, regulations and other company policies (together the "Company Policy") as applicable, enforced, amended or altered from time to time during the course of your employment. Please read carefully the resources provided to you on the governing policies and regulations as applicable and undertake all certifications that may be required in this regard.

Transfers and Deputations

As a member of an organization that practices flexibility and continuous improvement in work processes and practices, your assignments may vary from time to time. You are required to report to our office in **Chennai**. You will be reporting to such person in Wipro HR Services India Pvt. Ltd. as may be indicated to you from time to time. However, if Wipro HR Services India Pvt. Ltd. so requires, you may be transferred or seconded or deputed by Wipro HR Services India Pvt. Ltd. to any other operations or operations of Wipro HR Services India Pvt. Ltd.'s associate companies in India or abroad. Wipro HR Services India Pvt. Ltd. further reserves the right to assign your Internship to any other company or legal entity, as part of any transfer of undertaking of Wipro HR Services India Pvt. Ltd. or as part of any restructuring or amalgamation or such other plan implemented by Wipro HR Services India Pvt. Ltd. or by which Wipro HR Services India Pvt. Ltd. is bound, on such terms and conditions as applicable to such plan.

Discharge of Duties

You will work on a full time basis during the Term of this arrangement and be required to devote your complete attention and time towards training and performance of work in the form and manner as required by the Company with diligence, devotion and discretion. During the Term, you will use your best endeavor to defend and promote the business interests of Wipro HR Services India Pvt. Ltd. and will not engage in or be concerned with, directly or indirectly, any business, employment or professional engagement with any third party.

Confidentiality Agreement

In the course of your assignment with us, you may acquire information, technical or otherwise, including any computer software, which is confidential or proprietary to Wipro HR Services India Pvt. Ltd. or its subsidiaries or affiliates, its customers, subcontractors or any other person or company having any kind of association or relationship with Wipro HR Services India Pvt. Ltd., and/or its affiliates or subsidiaries (together "Confidential Information"). You shall keep and maintain strict confidentiality of such Confidential Information and data that may come to your possession or knowledge by virtue of this engagement, use such information only as may be required in the normal course of your work and shall not disclose or divulge any such information or data, without prior written consent of an authorized officer of the Wipro HR Services India Pvt. Ltd.. You shall at all times, whether during or after the termination of this arrangement, act with utmost fidelity and shall not disclose or divulge any such information to third parties or make use of such information for your own benefit or otherwise howsoever. You will not reproduce, store in a retrieval system or transmit in any form or by any means – electronic, mechanical, photocopying, recording, scanning or otherwise – any copyrighted material or other Confidential



Information, for your own benefit or for the benefit of any third party, either during the term of your Internship or thereafter. Upon expiry or termination of your Internship with Wipro HR Services India Pvt. Ltd., you will return and surrender to Wipro HR Services India Pvt. Ltd., all such Confidential Information including without limitation, data, information, files, books, magazines, reports, documents, manuals, audio and video tapes, floppies and discs and any other knowledge databases that came to you or were entrusted to you in the course of your Internship and shall not retain any copy thereof in any form whatsoever. You may be required to execute such other or further agreements as Wipro HR Services India Pvt. Ltd. or its affiliates or customers may require in this regard, from time to time. Provisions of this paragraph will continue to be valid and binding on you notwithstanding cessation of your Internship with Wipro HR Services India Pvt. Ltd..

Non-Disclosure Agreement

You shall not disclose to any person papers, journals, pamphlets or leaflets, or cause to be disclosed at any time, any information or documents, official or otherwise relating to Wipro HR Services India Pvt. Ltd. or its subsidiaries or affiliates, customers, subcontractors or any other person or company having any kind of association or relationship with Wipro HR Services India Pvt. Ltd. and/or its subsidiaries or affiliates, except with prior written approval of Wipro HR Services India Pvt. Ltd.. Provisions of this paragraph will continue to be valid and binding on you notwithstanding cessation of your Internship with Wipro HR Services India Pvt. Ltd..

Relationship

It is expressly agreed that this arrangement does not create any relationship of partnership, joint venture, agency or employer and employee between the parties.

Intellectual Property Rights

All intellectual property rights in any work or material developed by you during the course of your Internship shall belong to and be the property of Wipro HR Services India Pvt. Ltd. and you confirm that you shall not be entitled to claim any rights over such intellectual property. If required by Wipro HR Services India Pvt. Ltd., during or after the Term, you shall assign and transfer in favor of Wipro HR Services India Pvt. Ltd. or, at the request of Wipro HR Services India Pvt. Ltd., in favor of any of its subsidiary, affiliate, customers or other persons, all intellectual property rights in such works or materials and shall execute such deeds and documents, as Wipro HR Services India Pvt. Ltd. may require, to effectually vest in Wipro HR Services India Pvt. Ltd., any of its subsidiary, affiliate or customers as Wipro HR Services India Pvt. Ltd. may require, any and all intellectual property rights and benefits in such works or materials. In performance of your duties and responsibilities, you shall not use or infringe any intellectual property properties or rights of any other persons.

Severability

The invalidity or unenforceability of any particular provision of this offer letter shall not affect the other provisions hereof, and this offer letter shall be construed in all respects as if such valid or unenforceable provisions were omitted.

We trust our relationship will be guided by a quest for excellence in all facets of our interactions as well as based on a foundation of mutual respect and sincerity in all dealings. Welcome aboard! Kindly return a copy of this letter duly counter signed by you in acceptance of the terms and conditions set out therein.



Verification Report

Your engagement with Wipro will be subject to receipt of satisfactory report with regard to verification of the particulars furnished by you in your application and information given at the time of Interview. If any declaration or information furnished to Wipro proves to be false or if you have willfully suppressed any material information, in such case, you will be liable to removal from training without any notice.

Date of commencement of training

In case the above terms and conditions are acceptable to you, you are required to return the duplicate copy of this letter of engagement within one week, duly signed by you, in token of your acceptance of the offer and report for training on or before the date of commencement of training. While reporting for training, please bring 3 copies of your latest passport size photographs and two copies each of your certificates and testimonials along with the originals. The original certificates will be returned to you after verification.

Yours sincerely,

For Wipro HR Services Private Limited

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

SANDESH KUMAR – Associate Vice President

Endorsement:

1. I accept the terms and conditions stipulated in the above letter of engagement.
2. I shall report for internship on _____.

Name:

Signature.....

Date:____/____/____

Place:



Compensation and Benefits Worksheet

A: Compensation

Stipend per month = Rs 15000

Medical Reimbursement = Rs 500

B: Other Benefits

Current benefits available to you are as follows. Please refer to the latest company policies**** (will be made available at the time of joining)

Sick Leaves - 3 Days

Study Leaves - 4 Days

Transportation would be provided to & from Work

06th September, 2018

Ms. Lavanya B
EEE Dept
Akshaya College of Engg. and Technology,
Pollachi

Dear Lavanya B,

Sub: Offer for the position of Associate

Further to our discussions, we have pleasure in provisionally offering you the position of Associate at Level C1 for IT Services. Your date of joining would be informed later.

Your Cost to the Company will be Rs.3,00,000/- PA. Gross (Inclusive of Rs.25,000/- performance pay). You will have to sign a commitment for 3 yrs for the job training and deployment into projects. Your work location will be informed prior at your time of joining.

Please submit the following documents on the day of joining.

1. Educational Certificates : Originals(for verification) & Photocopies
 - a. Secondary & Higher Secondary
 - b. UG & PG - Provisional/All Mark sheets/Degree Certificate
2. Additional relevant certifications
3. ID Proof(PAN Card/Voters ID/Passport/Driving License/Aadhar Card) - (Originals & Photocopies)
4. Address Proof(Ration Card/Voters ID/Aadhar Card/Passport) (only photocopy)
5. Recent colour photograph(Professional background)
 - a. Passport size - 5 nos
6. Medical examination report (Medical Letter will be issued by the HR)

Upon receipt of the above documents, an appointment letter with a detailed break up of your compensation and HR policy extracts will be issued to you on the date of joining. This offer is valid subject to the following:


- > Genuineness of the documents submitted by you;
- > Satisfactory reference checks and
- > Pre-employment medical health examination

Your commencement of employment with us is contingent upon your acceptance of this offer and our terms of employment.

Please feel free to contact for any further clarification.

Yours faithfully,

For eNoah iSolution India Private Limited.,


Rajesh Kumar G
Manager - Human Resources


06.09.18
Agreed & Accepted(Date)

eNoah iSolution India Private Limited

Regd. Office :

Elnet Software City, 3rd Floor,

Rajiv Gandhi Salai, Taramani, Chennai - 600113, India.

Phone : +91-44- 30686920 /30/40 Fax : +91-44- 30686948.

Coimbatore Office :

Classic Towers, 5th & 9th Floor, Door No.101,

1547, Trichy Road, Coimbatore - 641018, India.

Phone : +91-442-2301714

Indore Office :

NRK Business Park, 6th Floor,

603-B, Block No.B 1, Scheme No.54,

P.U. Indore - 452010, India

www.enoahisolution.com / CIN U72300TN2005PTC058178

6th Feb, 2019

Kathiravan M
EEE

Akshaya College of Engineering, Coimbatore

Dear Kathir,

Sub: Offer for the position of Associate

Further to our discussions, we have pleasure in provisionally offering you the position of Associate at Level C1 for IT Services. Your date of joining would be informed later.

Your Cost to the Company will be Rs.3,00,000/- PA. You will have to sign a commitment for 3 yrs for the job training and deployment into projects. Your work location will be informed prior at your time of joining.

Please submit the following documents on the day of joining.

7. Educational Certificates : Originals(for verification) & Photocopies
 - a. Secondary & Higher Secondary
 - b. UG & PG - Provisional/All Mark sheets/Degree Certificate
8. Additional relevant certifications
9. ID Proof(PAN Card/Voters ID/Passport/Driving License/Aadhar Card) - (Originals & Photocopies)
10. Address Proof(Ration Card/Voters ID/Aadhar Card/Passport) (only photocopy)
11. Recent colour photograph(Professional background)
 - a. Passport size - 5 nos
 - b. Stamp size - 5 nos
12. Medical examination report (Medical Letter will be issued by the HR)

Upon receipt of the above documents, an appointment letter with a detailed break up of your compensation and HR policy extracts will be issued to you on the date of joining. This offer is valid subject to the following:

- > Genuineness of the documents submitted by you;
- > Satisfactory reference checks and
- > Pre-employment medical health examination

Your commencement of employment with us is contingent upon your acceptance of this offer and our terms of employment.

Please feel free to contact for any further clarification.

Yours faithfully,

For eNoah iSolution India Private Limited.,


Rajesh Kumar G
Manager - Human Resources


Agreed & Accepted (Date)

eNoah iSolution India Private Limited

Regd. Office :

Elster Software City, 3rd Floor,
Rajin Gandhi Satal, Taramani, Chennai - 600113, India.
Phone : +91-44-30686829 (30/40) Fax : +91-44-30686848.

Coimbatore Office :

Classic Towers, 5th & 6th Floor, Door No.101,
1547, Trichy Road, Coimbatore - 641018, India.
Phone : +91-442-2301714

Indore Office :

NRK Business Park, 6th Floor,
603-B, Block No.B 1, Scheme No.54,
P.U. Indore - 452010, India

www.enoahisolution.com / CIN U72300TN2005PTC058178

06th September, 2018

Mr. Sethu Anand R
ECE Dept
Akshaya College of Engg. and Technology,
Pollachi

Dear Sethu Anand R,

Sub: Offer for the position of Associate

Further to our discussions, we have pleasure in provisionally offering you the position of **Associate at Level C1 for IT Services**. Your date of joining would be informed later.

Your Cost to the Company will be Rs.3,00,000/- PA. Gross (Inclusive of Rs.25,000/- performance pay). You will have to sign a commitment for 3 yrs for the job training and deployment into projects. Your work location will be informed prior at your time of joining.

Please submit the following documents on the day of joining.

1. Educational Certificates : Originals(for verification) & Photocopies
 - a. Secondary & Higher Secondary
 - b. UG & PG - Provisional/All Mark sheets/Degree Certificate
2. Additional relevant certifications
3. ID Proof(PAN Card/Voters ID/Passport/Driving License/Aadhar Card) - (Originals & Photocopies)
4. Address Proof(Ration Card/Voters ID/Aadhar Card/Passport) (only photocopy)
5. Recent colour photograph(Professional background)
 - a. Passport size - 5 nos
6. Medical examination report (Medical Letter will be issued by the HR)

Upon receipt of the above documents, an appointment letter with a detailed break up of your compensation and HR policy extracts will be issued to you on the date of joining. This offer is valid subject to the following:


- Genuineness of the documents submitted by you;
- Satisfactory reference checks and
- Pre-employment medical health examination

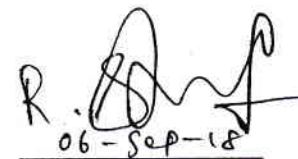
Your commencement of employment with us is contingent upon your acceptance of this offer and our terms of employment.

Please feel free to contact for any further clarification.

Yours faithfully,

For eNoah iSolution India Private Limited.,


Rajesh Kumar G
Manager - Human Resources


06-Sep-18
Agreed & Accepted(Date)

eNoah iSolution India Private Limited

Regd. Office :

Elnet Software City, 3rd Floor,
Rajiv Gandhi Salai, Taramani, Chennai - 600113, India.
Phone : +91-44- 30686920 /30/ 40 Fax : +91-44- 30686948.

Coimbatore Office :

Classic Towers, 5th & 9th Floor, Door No.101,
1547, Trichy Road, Coimbatore - 641018, India.
Phone : +91-442-2301714

Indore Office :

NRK Business Park, 6th Floor,
603-B, Block No.B 1, Scheme No.54,
P.U. Indore - 452010, India

6th Feb, 2019

Mukil G B
ECE
Akshaya College of Engineering, Coimbatore

Dear Mukil,

Sub: Offer for the position of Associate

Further to our discussions, we have pleasure in provisionally offering you the position of **Associate** at Level **C1** for **IT Services**. Your date of joining would be informed later.

Your Cost to the Company will be **Rs.3,00,000/- PA**. You will have to sign a commitment for 3 yrs for the job training and deployment into projects. Your work location will be informed prior at your time of joining.

Please submit the following documents on the day of joining.

1. Educational Certificates : Originals(for verification) & Photocopies
 - a. Secondary & Higher Secondary
 - b. UG & PG - Provisional/All Mark sheets/Degree Certificate
2. Additional relevant certifications
3. ID Proof(PAN Card/Voters ID/Passport/Driving License/Aadhar Card) - (Originals & Photocopies
4. Address Proof(Ration Card/Voters ID/Aadhar Card/Passport) (only photocopy)
5. Recent colour photograph(Professional background)
 - a. Passport size - 5 nos
 - b. Stamp size - 5 nos
6. Medical examination report (Medical Letter will be issued by the HR)

Upon receipt of the above documents, an appointment letter with a detailed break up of your compensation and HR policy extracts will be issued to you on the date of joining. This offer is valid subject to the following:

- Genuineness of the documents submitted by you;
- Satisfactory reference checks and
- Pre-employment medical health examination

Your commencement of employment with us is contingent upon your acceptance of this offer and our terms of employment.

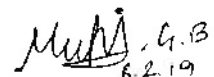
Please feel free to contact for any further clarification.

Yours faithfully,

For eNoah iSolution India Private Limited.,



Rajesh Kumar G
Manager - Human Resources



Agreed & Accepted (Date)

eNoah iSolution India Private Limited

Regd. Office :

Elnet Software City, 3rd Floor,
Rajiv Gandhi Salai, Taramani, Chennai - 600113, India.
Phone : +91-44- 30686920 /30/ 40 Fax : +91-44- 30686948.

Coimbatore Office :

Classic Towers, 5th & 9th Floor, Door No.101,
1547, Trichy Road, Coimbatore - 641018, India.
Phone : +91-442-2301714

Indore Office :

NRK Business Park, 6th Floor,
603-B, Block No.B 1, Scheme No.54,
P.U. Indore - 452010, India

06th September, 2018

Ms. Divya M
ECE Dept
Akshaya College of Engg. and Technology,
Pollachi

Dear Divya M,

Sub: Offer for the position of Associate

Further to our discussions, we have pleasure in provisionally offering you the position of Associate at Level C1 for IT Services. Your date of joining would be informed later.

Your Cost to the Company will be Rs.3,00,000/- PA. Gross (Inclusive of Rs.25,000/- performance pay). You will have to sign a commitment for 3 yrs for the job training and deployment into projects. Your work location will be informed prior at your time of joining.

Please submit the following documents on the day of joining.

1. Educational Certificates : Originals(for verification) & Photocopies
 - a. Secondary & Higher Secondary
 - b. UG & PG - Provisional/All Mark sheets/Degree Certificate
2. Additional relevant certifications
3. ID Proof(PAN Card/Voters ID/Passport/Driving License/Aadhar Card) - (Originals & Photocopies
4. Address Proof(Ration Card/Voters ID/Aadhar Card/Passport) (only photocopy)
5. Recent colour photograph(Professional background)
 - a. Passport size - 5 nos
6. Medical examination report (Medical Letter will be issued by the HR)

Upon receipt of the above documents, an appointment letter with a detailed break up of your compensation and HR policy extracts will be issued to you on the date of joining. This offer is valid subject to the following:

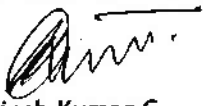
- Genuineness of the documents submitted by you;
- Satisfactory reference checks and
- Pre-employment medical health examination

Your commencement of employment with us is contingent upon your acceptance of this offer and our terms of employment.

Please feel free to contact for any further clarification.

Yours faithfully,

For eNoah iSolution India Private Limited.,


Rajesh Kumar G
Manager - Human Resources


M. Divya
06/09/2018
Agreed & Accepted(Date)

eNoah iSolution India Private Limited

Regd. Office :

Elnet Software City, 3rd Floor,
Rajiv Gandhi Salai, Taramani, Chennai - 600113, India.
Phone : +91-44- 30686920 /30/ 40 Fax : +91-44- 30686948.

Coimbatore Office :

Classic Towers, 5th & 9th Floor, Door No.101,
1547, Trichy Road, Coimbatore - 641018, India.
Phone : +91-442-2301714

Indore Office :

NRK Business Park, 6th Floor,
603-B, Block No.B 1, Scheme No.54,
P.U. Indore - 452010, India

06th September, 2018

Ms. Angala Parameswari K
ECE Dept
Akshaya College of Engg. and Technology,
Pollachi

Dear Angala Parameswari K,

Sub: Offer for the position of Associate

Further to our discussions, we have pleasure in provisionally offering you the position of Associate at Level C1 for IT Services. Your date of joining would be informed later.

Your Cost to the Company will be Rs.3,00,000/- PA. Gross (Inclusive of Rs.25,000/- performance pay). You will have to sign a commitment for 3 yrs for the job training and deployment into projects. Your work location will be informed prior at your time of joining.

Please submit the following documents on the day of joining.

1. Educational Certificates : Originals(for verification) & Photocopies
 - a. Secondary & Higher Secondary
 - b. UG & PG - Provisional/All Mark sheets/Degree Certificate
2. Additional relevant certifications
3. ID Proof(PAN Card/Voters ID/Passport/Driving License/Aadhar Card) - (Originals & Photocopies
4. Address Proof(Ration Card/Voters ID/Aadhar Card/Passport) (only photocopy)
5. Recent colour photograph(Professional background)
 - a. Passport size - 5 nos
6. Medical examination report (Medical Letter will be issued by the HR)

Upon receipt of the above documents, an appointment letter with a detailed break up of your compensation and HR policy extracts will be issued to you on the date of joining. This offer is valid subject to the following:

- Genuineness of the documents submitted by you;
- Satisfactory reference checks and
- Pre-employment medical health examination

Your commencement of employment with us is contingent upon your acceptance of this offer and our terms of employment.

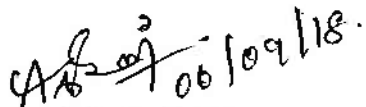
Please feel free to contact for any further clarification.

Yours faithfully,

For eNoah iSolution India Private Limited.,



Rajesh Kumar G
Manager - Human Resources


Agreed & Accepted(Date)

eNoah iSolution India Private Limited

Regd. Office :

Elnet Software City, 3rd Floor,
Rajiv Gandhi Salai, Taramani, Chennai - 600113, India.
Phone : +91-44- 30686920 /30/ 40 Fax : +91-44- 30686948.

Coimbatore Office :

Classic Towers, 5th & 9th Floor, Door No.101,
1547, Trichy Road, Coimbatore - 641018, India.
Phone : +91-442-2301714

Indore Office :

NRK Business Park, 6th Floor,
603-B, Block No.B 1, Scheme No.54,
P.U. Indore - 452010, India

Letter of Intent

14th Oct, 2018

Karshini S
Akshaya College of Engineering And Technology
Coimbatore

Dear Karshini S,

We are pleased to inform you that you have been provisionally short-listed for employment as "Software Engineer Trainee".

We will keep you posted with respect to the start of the training programme, wherein you will be commissioned to attend the Foundation Training Programme (FTP) at our Hexaware office in Siruseri, Chennai.

During the training period you will be entitled for a stipend of Rs.15000/-pm for the period of 6 months and on successful completion of your training you will be paid a salary of Rs.3.00 Lac per annum.

You are required to sign a service agreement for a period of 3 years before the start of training programme.

You will receive a formal letter of appointment (on probation basis) with all the terms and conditions post joining the organisation.


As a token of your acceptance, that you have read and understood this Letter of Intent, please send in your confirmation to campus2018@hexaware.com confirming your interest in joining Hexaware.

Truly yours,

For Hexaware Technologies Limited



Satish Warriar
Associate General Manager

Accepted


HEXAWARE TECHNOLOGIES LTD.

Regd. office: Bldg No. 152, Millennium Business Park, Sector - III, 'A' Block, TTC Industrial Area, Mahape,
Navi Mumbai, 400710, Tel.: +91 22 6791 9595, Fax: +91 22 6791 9500
(CIN) : L72900MH1992PLC069662 URL: www.hexaware.com

30th April 2019

Namita M
2, Vijayasree nagar,
Chettipalayam,
Coimbatore – 641 201.

Dear Namita,

With reference to your application and the subsequent interview you had with us, we are pleased to appoint you as **"Design Engineer"** as per the terms and conditions given below:

1. The salary and other emoluments and benefits are as per Annexure. The details pertaining to your appointment and salary are strictly confidential between you and the company and you should not discuss these details with anyone within or outside the company, except your Senior Manager or the HR in-charge.
2. You shall be on probation for a period of six months with effect from your date of joining with the company. Should your work be found satisfactory at the end of the period of probation, your appointment will be confirmed in writing. Unless so confirmed in writing, you shall continue to be on probation. The probation period is extendable at the sole discretion of the management.
3. From the date of joining, you will abide by the Provident Fund, Medical and LTA and Leave Rules, as applicable to you.
4. During the probationary period and after confirmation, your service will be terminable at the discretion of the company on giving ninety days of notice or on payment of ninety days pay in lieu of such notice. If you wish to resign from the services of the company during probation period and after confirmation, you will do so by giving ninety days prior notice.
5. During the period of your employment with the company you shall not secure or try to secure any other employment, whether full time or part time, or engage in any commercial business or pursuit on your own account or as an agent for others. During your employment with the company, you shall not undertake any course or study without getting permission from the management.
6. During the period of your employment with the company you may be required to work on customer projects. If you were to resign from the services of the company, you shall not work for the same customer or customer's customer (for the projects handled within last one year) either directly as an employee/contractor or through another organization, for a period of six months from your separation from the company.



placement a <placement@acetcbe.edu.in>

Greetings: Tessolve campus drive at Akshaya College - Results

Venkat Raman R(Tessolve) <venkatraman.r@tessolve.com>
To: placement@acetcbe.edu.in

Wed, Sep 5, 2018 at 7:01 PM

Hi Siva,

Congratulations !

We would like to inform you that Namita M(ECE) from Akshaya College of Engineering & Technology has been provisionally selected in our campus recruitment drive.

Thanks...

Regards,

VENKATRAMAN RENGANATHAN,
Tessolve Semiconductor Pvt.Ltd.,
"Excellence" 5th Floor, No. 104, Race Course Road,
Coimbatore - 641 018, TamilNadu, India.
Tel: +91-422-2221188 Mobile: 9791221430

E-mail id: venkatraman.r@tessolve.com
Skype: venkat_tessolve

OFFER OF APPOINTMENT

Ref: Vern/Sep 2018/OL - 481

Date: 24-Sep-18

To,
Ranjitha Rajan
No.43/38 h Angannagounder Street
Mettur, Podanur
Coimbatore, Tamilnadu - 641023

Dear Ms. Ranjitha,

This is with reference to the discussion we had with you in regards to a career with us. We are pleased to appoint you with Orion India Systems Private Limited (the "Company") on the terms and conditions detailed in this letter under Annexure A hereto.

1. DESIGNATION AND DATE OF JOINING:

You are appointed as Junior Associate Trainee with the Company with effect from **24-Sep-18** (the "Effective Date").

2. SALARY:

Your Salary will be as detailed under Annexure C to this letter (the "Salary").

3. DOCUMENTS:

On the date of appointment, you are required to furnish the documents as described under Annexure B to this letter.

**Orion India Systems Pvt. Ltd.**

Registered Office : 503, Power Plaza, Hiranandani Gardens, Powai, Mumbai - 400 076, India | ☎ +91-22-67226100 | 🌐 www.orioninc.com

Vernalis (a division of Orion)

Chennai : 32A & B, 7th Floor, Ambit IT
Park, Ambit Park Road, Ambattur
Industrial Estate, Chennai - 600 058, India
☎ +91-44-30206800

Madurai : Vikashni Building, 760
West, 80 Feet Road, Anna Nagar,
Madurai - 625 020, India
☎ +91-452-4391004

Coimbatore : 1 Gandhi Layout, 2nd Floor,
Sree Veera's Tower, Maruthamalai Main
Road, Vadavalli, Coimbatore - 641 046, India
☎ +91-422-4358230

4. DEDUCTIONS:

The Company shall be entitled to deduct from the Salary, the following amounts:

- Provident Fund;
- Income tax at source, at the rates applicable on your remuneration; and any other taxes or statutory dues/levies etc.;
- Employment / Professional tax; and
- All other dues from you to the Company such as, loans and advances given to you.

The Income Tax Liability with regards to your Salary and perks will be at your liability, and will be governed by the tax laws of the country where you are posted and as applicable from time to time.

5. OTHER TERMS AND CONDITIONS:

You shall be bound by the terms and conditions as set out under Annexure A hereto. We take this opportunity to welcome you to the Company and wish you a long and fruitful association with us.

Yours sincerely,

For Orion India Systems Private Limited

C. Balafar

Bala Chandra
Executive Vice President



I hereby accept your offer of appointment as on the terms and conditions enclosed and will report for duty on

Signature

Ranjitha X.
24/09/18

Ranjitha Rajan

ANNEXURE A**TERMS AND CONDITIONS OF THE APPOINTMENT****1. PROBATION & CONFIRMATION:**

You will be on probation for a period of **Twelve (12) months** from the date of joining which may be reduced or extended, if considered necessary by the Company, at its discretion or based upon your overall performance during the probationary period. On completion of **Twelve (12) months** of probation, unless your employment is confirmed in writing, your probation period shall be deemed to be extended.

During the probationary period, your service can be terminated with one (1) month notice or salary in lieu of such notice, on either side.

Upon successful completion of your probation, you will be advised in writing of your confirmation as a regular employee of the company.

On confirmation, your services can be terminated upon three months' notice or three (3) months' salary in lieu of such notice, strictly based on the Company's decision.

2. PLACE OF WORK:

You will be initially posted in Coimbatore however, you are liable to be transferred / deputed in the same position or in an equivalent position to any country, wherever the Company has business interests.

In the event your employment is transferred by the Company to a subsidiary or affiliated company, your employment with such company will, for the purpose of this offer of appointment, be considered as continued employment by the Company, unless and until you execute an agreement, substantially similar in substance to this offer of appointment, then in force in any such company for which you become employed.



3. EMPLOYMENT:

You hereby agree to work with the Company for a minimum period of Thirty (30) months from the Effective Date. After this period of Thirty (30) months, in case, you decide to terminate your employment with the Company, you agree to give a minimum notice of three (3) months after the expression of such intent to my higher authorities.

4. NON-COMPETE:

At the time you begin your employment and during the term of your employment by the Company, you will not, directly or indirectly engage in or become employed by or act on behalf of any other person, company or firm which is engaged in any business or activity similar to or competitive with that of, unless such employment/training has been approved by the Company in writing and signed by the appropriate authority of the Company.

5. INFORMATION FURNISHED REGARDING EMPLOYMENT:

This appointment is subject to your submitting relevant documents regarding your qualifications and past experience.

6. TERMINATION CLAUSE:

We are looking forward to a long and fruitful association, however in the event of unforeseen circumstances your employment with the Company can be terminated in the manner provided below:

- (a) The Company shall be entitled to terminate your services by giving three (3) months' written notice or salary in lieu of notice. In the event of termination on disciplinary grounds including but not limited to embezzlement, fraud, gross negligence, wilful misconduct, or a material violation of Company policies or any other reasons causing grievous loss / damage / disrepute to the Company / associates, your termination will be immediate and without any notice or compensation.
- (b) In the event of your resignation from the Company, the resignation will be accepted, subject to your giving the Company a notice period of three (3) months and proper



handing over of your assigned responsibilities to the Company. You shall, on ceasing to be the employee of the Company for any reason, forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession or prepared in connection with your employment with the Company.

The notice period has to be served in full, unless otherwise agreed by the Company in writing. It is clarified that you do not have the option to either adjust the notice period against any leave or pay compensation in lieu of the notice and the same shall be as per the discretion of the Company.

After being relieved from the Company, either after your termination or resignation, you agree that you will not join and/or work with any of the Company's current or previous business partners and/or clients for the next one (1) year from the date of being relieved from the Company.

7. COMPANY'S INTELLECTUAL PROPERTY RIGHTS:

All works such as development, modifications, improvisations in the form of programs, policies, studies, reports, manuals, products etc., carried out for the Company, with your involvement shall be the property of the Company. The intellectual property rights for such works shall be with the company and you will not have any claims on the same. Further you shall execute, acknowledge, make and deliver to the Company any and all instruments at any time, either during the term of employment or subsequently, which in the judgment of the Company may be necessary or desirable to vest in or secure for or maintain for the benefit of the Company adequate copyright, patent or design and other property rights in all jurisdictions with respect to any invention, claim or work including not limited to (i) copyright/patent/design applications; (ii) any other applications for securing, protecting or registering any property rights relating to such works; and (iii) powers of attorney, assignments, oaths or affirmations, supplemental oaths and sworn statements; and further agree to assist the Company as required to draft such instruments, to obtain and to enforce such rights.

The Company shall at all times have the right to access and monitor all data and e-mails created, sent / received or stored by you using Company facility and on Company's system, at any time, without giving you any prior notification. All such data and information shall be the property of the Company at all times.



8. COMPANY POLICIES:

You will be governed by the Company's policies, regulations and procedures on the office timings, leave, travel, transfers, misconduct, provident fund, bonus and ESI/medical reimbursement or/and other matters etc., presently in force or as introduced/amended from time to time. Further, during the employment period you shall perform your duties with honesty, diligence, orderliness, obedience and faithfulness towards the Company.

9. CONFIDENTIAL INFORMATION:

You shall not, whether during your employment with the Company, or after termination of your employment, for any reason, directly or indirectly, disclose, use for yourself or use for or disclose to any person/entity any Confidential Information other than for the benefit of Company and in the course of performing your duties and responsibilities.

"Confidential Information" means all information or data made available to you (whether furnished orally, in writing, electronically or through any other form or medium and regardless of whether it is specifically marked or identified as confidential) or which directly or indirectly comes to your knowledge, concerning or relating to the Company, including all analyses, reports, studies, designs, technologies, customer information, ideas, methodologies, agreements and other documents whether prepared by the Company, its executives or a third party.

Without prejudice to the generality of the foregoing, you shall:

- i. keep confidential the Confidential Information and not disclose the same to any third party or use the same for your benefit or for the benefit (financial or otherwise) of any third party, except as expressly permitted by an agreement or except with the prior written consent of the Company;
- ii. protect the Confidential Information received with all reasonable care so as to ensure that the same does not fall into the hands of third parties or is not put to unauthorized use; and



iii. not reproduce, copy or reverse engineer the Confidential Information except with the prior written consent of the Company. The provisions for the protection of the Confidential Information shall apply notwithstanding that you have in an unauthorized manner or inadvertently obtained access to or have otherwise come into possession of such Confidential Information.

The confidentiality obligations herein shall not prevent you from disclosing the Confidential Information if required by law or under the orders of any court of competent jurisdiction or other competent legal authority, provided that you give the Company notice of such intended disclosure and an opportunity to oppose the same.

In order to secure or preserve the Confidential Information, the Company shall have the right at all times to deactivate, disable, remove or prevent access to any Company property, including computers, servers, computer networks, email accounts, databases, storage, and vehicles.

You acknowledge that all the Confidential Information shall remain the sole and absolute property of the Company or any third party, as applicable. You shall, at the time of leaving the services of the Company, return all the Confidential Information and other Company property in your possession.

The provisions of this Clause shall survive the termination of your employment for any reason whatsoever.

10. GENERAL RESPONSIBILITIES:

You shall during the period of employment:

- a) Diligently and faithfully carry out all instructions given to you from time to time;
- b) You shall not engage in any other trade, business, service or profession directly or indirectly during the continuance of your employment with the Company;
- c) Endeavor to uphold the good image of the Company and shall not by your conduct adversely affect the reputation of the Company and bring disrepute to the Company, in any manner whatsoever. You shall not conduct yourself in any manner amounting to breach of confidence reposed in you or inconsistent with the position of responsibility occupied by you. You shall deal with the Company's money, material and documents with utmost honesty and professional ethics; and



- d) You shall guard all trade secrets that you may come to possess during the tenure of your employment with us and shall not divulge any information at any time to anyone, which may be detrimental to the interests of the company.

While in the service of the Company you are expected to endeavor your best to contribute towards the interests of the Company and maintain confidentiality related with your post. Your individual Salary is purely a matter between yourself and the Company and has been arrived at on the basis of our specific background and professional merit. The Company expects that you maintain this information and any future changes to your Salary, as strictly personal and confidential.

11. GOVERNING LAWS AND JURISDICTION:

These terms and conditions shall be governed and construed in accordance with the laws of India. Any dispute arising hereunder shall be resolved at Chennai, Tamil Nadu, India.

You acknowledge that this offer letter, represents the entire agreement between you and Company and that no verbal or written agreements, promises or representations that are not specifically stated in this offer, are or will be binding upon the Company.

Kindly note that, any action of yours, contrary to any of the abovementioned clauses shall render you liable to termination with immediate effect, notwithstanding any other terms and conditions or your appointment.

Please sign each page of this letter and return the duplicate of this letter as a token of acceptance of the terms of employment as set out herein before.

We will be proud to have you as a member of our team to enable us to achieve our professional goals and objectives.



ANNEXURE B

DOCUMENTS REQUIRED

A. Original/Immediately (Scanned)

- UG/PG Degree certificates;
- Marks cards/transcripts;
- Experience and relieving letters from previous employers;
- Five (5) passport size photographs;
- Two (2) photocopies each of your educational certificates, experience certificates, last drawn salary slip and proof of your age;
- Please show the original of the above certificates for verification;
- A copy of your valid passport; and
- Address proof.

B. Training will be given for the specified skill set you have been employed for.

C. Employment Background Verification

The Company is committed to provide a safe and productive working environment. Therefore, as part of the hiring process you will be required to successfully complete an employment background verification prior joining. Please note that in the event of failure in background verification will result in withdrawal of your offer of employment.



Date: 24-Sep-18

Name: Ranjitha Rajan

Designation: Junior Associate Trainee

Location: Coimbatore

Elements (Per Month)	CTC RS.
Basic	8,333.00
HRA	4,167.00
Special Allowance	3,386.00
Conveyance Allowance	1,600.00
Education Allowance	200.00
Medical Allowance	1,250.00
LTA	0.00
Food Coupons	0.00
Telephone Reimbursement	0.00
Books and Periodicals	0.00
Gross Salary (A)	18,936.00
PF Contribution (Employer)	1,000.00
ESI Contribution (Employer)	897.00
Employer Contribution (B)	1,897.00
CTC per month (A+B)	20,833.00
CTC Per annum	2,49,996.00

** The amount will be subject to applicable Statutory and Income Tax deductions

Yours sincerely,

For Orion India Systems Private Limited

C. Balafar

Bala Chandra
Executive Vice President





placement a <placement@acetcbe.edu.in>

Interview update

mervin <mervin@caliberinterconnect.net>
To: placement@acetcbe.edu.in

Wed, Dec 19, 2018 at 7:16 PM

Dear Sivakumar,

Please be updated that the below listed candidates were selected for the post of Trainee-Design during the Interview held between 07th to 14th December 2018.

1	SHANMUGASUNDARAM R	BE (ECE)	2019	AKSHAYA COLLEGE OF ENGINEERING & TECH
2	YUVARAJ E	BE (ECE)	2019	AKSHAYA COLLEGE OF ENGINEERING & TECH
3	LOKAPRIYA B	BE (ECE)	2019	AKSHAYA COLLEGE OF ENGINEERING & TECH

Considering the final year Exams and Projects, we are not able to appoint them at present. The first three months which is from January to March is the very important period for all those who join in the month of January as they would be under Training. The continuity of the Training will be missing and the Training would get delayed for all the candidates when they avail leave during the training period.

Hence, they will be called to join us by End of May or June 2019.

Best regards,

Mervin | +91 89048 31136

Caliber Interconnect Solutions Pvt Ltd

No.6, 1st Street, Gandhi Nagar,

Kavundampalayam,

Coimbatore – 641 029

+91 422 2448 557

www.caliberinterconnect.com

Disclaimer:

This email and any files transmitted with it are confidential and intended solely for the use of Caliber Interconnect Solutions. If you have received this email in error please notify the system manager. This message contains confidential information and is intended only for the individual named. If you are not the named addressee you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately by e-mail if you have received this e-mail by mistake and delete this e-mail from your system. If you are not the intended recipient you are notified that disclosing, copying, distributing or taking any action in reliance on the contents of this information is strictly prohibited.

January 05, 2019

Mr Akash. M
I/69, Balacola village,
Mudugula post,
The Nilgiris-643003.

Dear Akash. M,

Further to our interactions with you, we are pleased to offer you an Internship position in Training Department at Focus 4-D Career Education Pvt. Ltd (referred to as FACE – Focus Academy for Career Enhancement).

In addition to the duties that were outlined during your interview, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require. You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability. You agree not to engage in any other employment, occupation or consulting activity for any direct or indirect remuneration during your internship. You are required to be in formals (formal sari for women/business formals for men) for the period of the induction training and subsequently when you travel as a trainer. Your base location and date of joining will be announced shortly.

This internship is strictly full-time. During your internship, you will be paid stipend of Rs.8,000/- per month plus an accommodation allowance (In the range of Rs.2500 - Rs. 5000, depending upon your base location). A full time offer of employment with CTC of Rs.2.64 lacs per annum may be made based on your performance during the period of internship. It is possible that you may be posted to other base locations (different from your base location during internship) when being made a full-time offer.

Thank you.

Yours sincerely

For Focus 4 – D Career Education Pvt Ltd


Arumugam N Vadivelu
Manager- (HR Ops & Strategy)

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

Name & Signature of the candidate with date of acceptance



placement a <placement@acetcbe.edu.in>

Internship Interview at Hirotec India

5 messages

Fairoze Banu <fairozebanu@hirotecindia.com>

Mon, Oct 29, 2018 at 2:41 PM

To: placement a <placement@acetcbe.edu.in>

Hello Sir,

Greetings from Hirotec India!!!!

We are pleased to inform you that we are in process of selecting Internship Candidates.

Kindly plan to send only 10 best students from Mechanical Engineering with the mentioned criteria's on 2nd Nov @9.00am to the below address(route map given below)

Students should bring their color photo attached resume.

1. Good communication skills
2. Should have 75% aggregate marks (with nil history of arrears).
3. Willing to undergo internship for 6months.

Kindly find below the process involved in the interview at our premises

1. General aptitude test
2. Technical Aptitude test
3. Modeling(drawing) test(Pencil and Eraser is required)
4. Personal interview(Only the shortlisted students from the first three test)

Please send us the students details(in excel) through email by 31st of Oct. Also we request the students to come in formal dress code.

Please let me know if you have any questions

cid:image001.png@01D0BE2F.2FA44720**Thanks & Regards,****Fairoze Banu**

Human Resources

HIROTEC INDIA | 7/147, Power House Road | Keeranatham Post | Saravanampatti | Coimbatore – 641035 | URL : www.hirotecindia.com
Desk Phone +91 422 666 6777 | Handphone: +91 90252 15511

Please visit us on the web at <http://www.hirotecindia.com>

Please only print this email if it is necessary. Help spread environmental awareness.

This e-mail and any files transmitted with it are intended only for the person or entity to which it is addressed and may contain confidential material and/or material protected by law. Any retransmission or use of this information may be a violation of that law. If you received this in error, please contact the sender and delete the material.

placement a <placement@acetcbe.edu.in>
To: Fairoze Banu <fairozebanu@hirotecindia.com>

Tue, Oct 30, 2018 at 2:12 PM

Dear Mam

Thanks for your Mail. Please find the attached eligible students details.

Thank you.

Best Regards

K.Siva kumar MCA, ADA

Head-Training and Placement

Akshaya College of Engineering and Technology

Kinathukadavu, Coimbatore - 642 109

Mobile : +91 9597601860

Land line : 04259-242570 - 74

Email: placement@acetcbe.edu.in

placementinfo2009@gmail.com

Website: www.acetcbe.edu.in

<https://www.facebook.com/acetcbe>

https://www.facebook.com/acetcbe/photos_stream

https://www.youtube.com/channel/UCLVwZ-WR9K_SUMAUy5c8W0A

[Quoted text hidden]

3 attachments

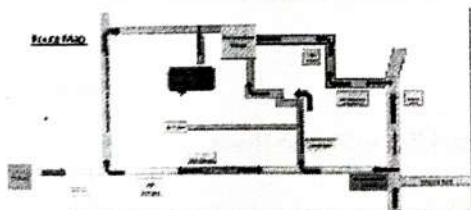


image001.png
32K

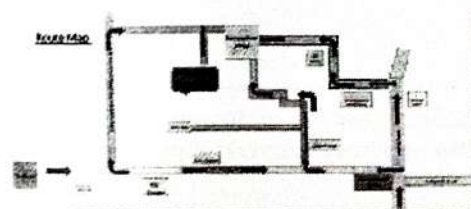



image001.png
32K

 **Hirotec - Eligible list - Akshaya college.xlsx**
119K

Fairoze Banu <fairozebanu@hirotecindia.com>
To: placement a <placement@acetcbe.edu.in>

Wed, Nov 14, 2018 at 5:21 PM

Hello Mr.Sivakumar,

Please find below the students shortlisted for the internship program.

Prakash B
Karthik P

Request the students to bring the below when they join us for internship on 10th Dec 2018 at 9.30am.

1. College Bonafide letter.
2. Two white background color photograph
2. One Photo & Address ID proof((Address & photo Identity card .. either Voters ID or Driving license).
3. One goggle(Safety spectacle -as an eye shield)).
4. Safety Shoe(should always be worn inside our facility)

Thanks & Regards,

Fairoze Banu

+91 90252 15511

[Quoted text hidden]

placement a <placement@acetcbe.edu.in>
To: Fairoze Banu <fairozebanu@hirotecindia.com>

Wed, Nov 14, 2018 at 5:24 PM

Dear Mam

Thanks for your response. We will inform the students to join on the same day.

Thank you

[Quoted text hidden]

Fairoze Banu <fairozebanu@hirotecindia.com>
To: placement a <placement@acetcbe.edu.in>

Wed, Dec 5, 2018 at 5:56 PM

Hello Sir,



07-Aug-18

To,

SARAVANA PRAKASH

AKSHAYA COLLEGE OF ENGINEERING

SUB: Letter of Intent

Congratulations!!!

Subsequent to the interview and the discussion you had with us, we are happy to welcome you to join MK Autocomponents.

You would be joining with us as an Intern for a period of 6 months and your internship starts from 16th August 2018.

You will be appointed as a full time employee after you receive your provisional certificate. Your appointment order will be issued at the time of your joining as a full time employee & you will be bound by Terms & Conditions of MK Autocomponents.

With best wishes

Mr. P.Sriram

Managing Director

*This is system generated communication hence signature not required.

Date: Feb 01, 2019

INTERNSHIP OFFER LETTER

Name and Address: **SIVAMANI V (ECE)**
Akshaya College of Engineering and Technology,
Kinathukadavu, Coimbatore,
Tamil Nadu.

Date: 01.02.2019

Dear Sivamani,

Congratulations! I am pleased to confirm your acceptance of an internship position as **Trainee** for **OMNIFIDENCE**. Your first day of the work will be Feb 1st 2019. Your duties and assignments for this position will be those described to you in your orientation with **JAYASUDHAN**.

We are delighted to make you the following training offer.

The internship period is for four months and based on your performance evaluation at the end of the four months, you will be offered to work with Omnifidence as permanent employee. You will be provided with a Stipend of (**TEN THOUSAND RUPEES**) Rs **10,000** per month based on the discipline and performance during internship program. Your working hours will be from 9.30 AM-7.00 PM (Monday to Friday).

We would like you to start work from 1st -FEB-19 at 9.30 AM.

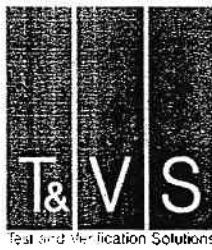
Terms and Conditions:

- I) You are required to perform all responsibilities effectively and diligently to ensure results. You will be expected to work extra hours to achieve the above whenever the job so requires.
- II) You might be required to undertake travel nationally or internationally on Company work for which you will be reimbursed travel expenses as per the Company policy applicable to you.
- III) During the term of your employment all developments developed or conceived by you solely or jointly with others and shall comply with the Policies of the Company in relation to Intellectual Property.
- IV) You are required to engage yourself exclusively in the work assigned by **OMNIFIDENCE** and shall not take up any independent or individual assignments directly or indirectly without the express written consent of your Business Unit Head.
- V) You are expected to comply with the policies of the company, including the Information Security Policy, Intellectual Property Protection policies, Internet Usage Policies and other policies as they form an integral part of the terms of employment with **OMNIFIDENCE**. The procedures and policies may be amended from time to time and such amendments are binding upon you.

- VI) A situation or incident that has resulted, or may result in any violation of the policies, you should immediately notify your supervisor or business head.
- VII) You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of **OMNIFICENCE**.
- VIII) You are to keep and render a faithful account of all properties and business secrets of the company entrusted to you in the course of your employment, and shall not disclose to anybody at any time, during your services or even after you leave the services of the company.
- IX) The company shall be entitled to terminate your services without notice on any of the following grounds:
- You are convicted of a criminal offense by a competent court of law/ Authority.
 - If misbehave, the disobey of refuse to carry out the work orders of your Superior/ Management or are irregular in attendance.
 - You are found guilty of committing a breach of any of the conditions of the employment or rules and regulations of the organization
 - You are declared medically unfit by the medical practitioner appointed by the company.
- X) Kindly go through the contents and return the duplicate copy of this letter duly signed by you as taken by your acceptance of the terms and conditions mentioned herein. We welcome you and wish you all the very best in your new assignment and looking for a long term relationship.

Sincerely yours,

Archana
HR Manager



2017-2018

Test and Verification Solutions India Pvt. Limited

Experts in Hardware Verification and Software Testing

Telephone: +91-44-2611 1841

<http://www.testandverification.com>

Date: 28th July 2017

To

AKILA.R

Akshaya College of Engineering and Technology,
Kinathukadavu,
Pollachi,

Dear AKILA.R,

Sub: Employment Offer – HW ENGINEER

We are pleased to inform you that you have been appointed as "Hardware Engineer" to work out of our Bangalore Office from 3rd Jan 2018. The First 9 Months of the Program will be "Training and Development on Live Projects". On Successful Completion of the Training Program your performance will be promoted to the level of HW Engineer for which the compensation benefits are mentioned in page 2 of this letter. During Training period remuneration will be INR 10,000/Month effect from 3rd Jan 2018

If you have any questions please contact Sumathi at Sumathi.k@testandverification.com

Yours truly,

Karthik Nagappan

Senior Director of Engineering and Operations

Test and Verification

Office: KADP Plot #8, 1st Cross, Sadamangalaya,
Bangalore - 560 075

India Pvt. Limited

Office: KADP Plot #8, 1st Cross, Sadamangalaya,
Bangalore - 560 075



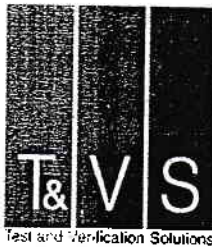
Terms and Conditions for this Offer:

- Your "Training Program" with T&VS will start on 3rd Jan 2018
- You will be trained and be given opportunities to work on cutting edge technologies for 9 months
- During the Training Program Period a Compensation of INR 10,000 will be paid per month. No payments will be made during your absence for College Exams and Project Viva Voce.
- All Joining Formalities with Provisional Degree Certificate and Marksheet should be submitted at the end of the Training Program for Continuation of Employment as HW Engineer including your Last Semester Mark Sheets.
- At the end of the of this Period you will be absorbed as full time employee and be paid the following benefits
 - INR 25,000 / Month + Health Insurance Benefits (1st Year) (Starting Oct -1-2018)
 - INR 32,000 / Month + Health Insurance Benefits (2nd Year)
 - INR 42,000 / Month + Health Insurance Benefits (3rd Year)
- 2nd and 3rd Year pay will be communicated to you after Appraisal on Annual Performance
- During this period your work location will be Anritsu, Bangalore or Hyderabad Office On Confirmation after the Internship period you will be requested to sign a 3 year bond

Candidate Acceptance

Name: R. Akila
Roll Number: 14 EC001 [Reg. no : T20314106001]
Date: 28.7.2017
Signature: R. Akila

Permanent Address: 2/178, Poltayarapalayam,
Thottampatti (Po), Udumalpet (TK)
Tiruppur (Dt) - 642205



Test and Verification Solutions India Pvt. Ltd.

Bangalore 48th F
Aurora - 560022
IN
Tel: 0844261841
INDIA - 560022

Specialized in Hardware Verification and Software Test

Telephone: +91444261841

<http://www.testandverification.com>

Date: 28th July 2017

To Nivedha.M.

Akshaya College of Engineering and Technology,
Kinathukadavu,
Pollachi,

Dear Nivedha.

Sub: **Employment Offer – HW ENGINEER**

We are pleased to inform you that you have been appointed as "Hardware Engineer" to work out of our Bangalore Office from 3rd Jan 2018. The First 9 Months of the Program will be "Training and Development on Live Projects". On Successful Completion of the Training Program your performance will be promoted to the level of HW Engineer for which the compensation benefits are mentioned in page 2 of this letter. During Training period remuneration will be INR 10,000/Month effect from 3rd Jan 2018

If you have any questions please contact Sumathi at Sumathi.k@testandverification.com

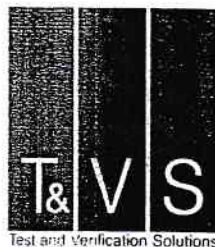
Yours truly,

Karthik Nagappan

Senior Director of Engineering and Operations

Test and Verification Solutions India Pvt. Limited

Regional Centre: NP-11, Outer Ring Road, Electronic City, Bangalore - 560075
Main Office: KIADB Plot #E, 1st Cross, Sadarainagara Ind. Estate, Old BTM, Managalore Post, Bangalore - 560022



Experts in Hardware Verification and Software Test

Telephone: +91444761 601
<http://www.testandverification.co.in>

Terms and Conditions for this Offer:

- Your "Training Program" with T&VS will start on 31st Jan 2018
- You will be trained and be given opportunities to work on cutting edge technologies for 9 months
- During the Training Program Period a Compensation of INR 10,000 will be paid per month. No payments will be made during your absence for College Exams and Project Viva Voce.
- All Joining Formalities with Provisional Degree Certificate and Marksheet should be submitted at the end of the Training Program for Continuation of Employment as HW Engineer including your Last Semester Mark Sheets.
- At the end of the of this Period you will be absorbed as full time employee and be paid the following benefits
 - INR 25,000 / Month + Health Insurance Benefits (1st Year) (Starting Oct -1-2018)
 - INR 32,000 / Month + Health Insurance Benefits (2nd Year)
 - INR 42,000 / Month + Health Insurance Benefits (3rd Year)
- 2nd and 3rd Year pay will be communicated to you after Appraisal on Annual Performance
- During this period your work location will be Anritsu, Bangalore or Hyderabad Office. On Confirmation after the Internship period you will be requested to sign a 3 year bond

Candidate Acceptance

Name: M. Nivedha
Roll Number: 720314106015
Date: 28.07.17
Signature: M. Nivedha

Permanent Address:

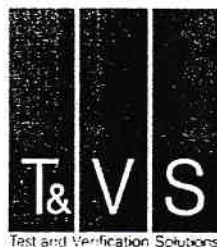
4/127, Reddiarur,
Reddiarur (Post),
Pollachi (TK), Coimbatore - 643007.

Test and Verification

Solutions India Pvt. Limited

Head Office: KIADB Plot #2, 1st Cross, Sadashivanpet, Bangalore - 560022

Branch Office: Anritsu Road, Bangalore - 560022



Test and Verification Solutions India Pvt. Limited

Plot No 489, 46th Street
Ashok Nagar
Chennai
Tamil Nadu
INDIA - 600 088

Expert in Hardware Verification and Software Testing

Telephone: +914442111841
<http://www.testandverification.com>

Date: 28th July 2017

To

SHANMATHI, B.

Akshaya College of Engineering and Technology,
Kinathukadavu,
Pollachi,

Dear SHANMATHI,

Sub: Employment Offer – HW ENGINEER

We are pleased to inform you that you have been appointed as "Hardware Engineer" to work out of our Bangalore Office from 3rd Jan 2018. The First 9 Months of the Program will be "Training and Development on Live Projects". On Successful Completion of the Training Program your performance will be promoted to the level of HW Engineer for which the compensation benefits are mentioned in page 2 of this letter. During Training period remuneration will be INR 10,000/Month effect from 3rd Jan 2018

If you have any questions please contact Sumathi at Sumathi.k@testandverification.com

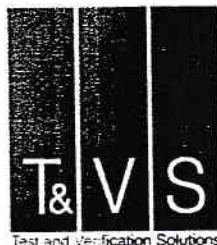
Yours truly,

Karthik Nagappan

Senior Director of Engineering and Operations

Test and Verification Solutions India Pvt. Limited

Head Office: Plot 11, 55th Street, 1st Cross, Sadashivan Nagar, Bangalore - 560 028
Branch Office: KAOB Plot #6, 1st Cross, Sadashivan Nagar, Bangalore - 560 028
Branch Office: MahadevaPura Post, Bangalore - 560 042



Test and Verification Solutions India Pvt. Limited

Plot No 489, 40th Street

Ashok Nagar

Chennai

Tamil Nadu

INDIA 600083

Experts in Hardware Verification and Software Testing

Telephone: +914442035841

<http://www.testandverification.com>

Terms and Conditions for this Offer:

- Your "Training Program" with T&VS will start on 3rd Jan 2018
- You will be trained and be given opportunities to work on cutting edge technologies for 9 months
- During the Training Program Period a Compensation of INR 10,000 will be paid per month. No payments will be made during your absence for College Exams and Project Viva Voce.
- All Joining Formalities with Provisional Degree Certificate and Marksheets should be submitted at the end of the Training Program for Continuation of Employment as HW Engineer including your Last Semester Mark Sheets.
- At the end of the of this Period you will be absorbed as full time employee and be paid the following benefits
 - INR 25,000 / Month + Health Insurance Benefits (1st Year) (Starting Oct -1-2018)
 - INR 32,000 / Month + Health Insurance Benefits (2nd Year)
 - INR 42,000 / Month + Health Insurance Benefits (3rd Year)
- 2nd and 3rd Year pay will be communicated to you after Appraisal on Annual Performance
- During this period your work location will be Anritsu, Bangalore or Hyderabad Office. On Confirmation after the Internship period you will be requested to sign a 3 year bond

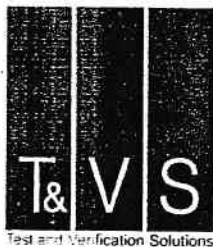
Candidate Acceptance

Name: B. SHANMATHI
Roll Number: 14E1027 (720314106027)
Date: 28/7/17
Signature: B. Shanathi

Permanent Address: 153, North Street, C. Velur,
Chattapatti (P.O), Oddanchatram (T. K.),
Dindigul - 624614

Test and Verification Solutions India Pvt. Limited

Project Centre: HPD Development Plot, Test and Verification Solutions, Ekkaduthangul, Chennai, Tamil Nadu, INDIA 600071.
Regional Office: KIADB Plot #6, 1st Cross, Sadarmangala Indigul, Bangalore. Off: ITPB, MahadevaPura Post, Bangalore - 560 040



Test and Verification Solutions India Pvt. Limited

Plot No 489, 46th Street
Aspek Nagar
Chennai
Tamil Nadu
INDIA 600 063

Experts in Hardware Verification and Software Testing

Telephone: +914442611411

<http://www.testandverification.com>

Terms and Conditions for this Offer:

- Your "Training Program" with T&VS will start on 3rd Jan 2018
- You will be trained and be given opportunities to work on cutting edge technologies for 9 months
- During the Training Program Period a Compensation of INR 10,000 will be paid per month. No payments will be made during your absence for College Exams and Project Viva Voce.
- All Joining Formalities with Provisional Degree Certificate and Marksheet should be submitted at the end of the Training Program for Continuation of Employment as HW Engineer including your Last Semester Mark Sheets.
- At the end of the of this Period you will be absorbed as full time employee and be paid the following benefits
 - INR 25,000 / Month + Health Insurance Benefits (1st Year) (Starting Oct -1-2018)
 - INR 32,000 / Month + Health Insurance Benefits (2nd Year)
 - INR 42,000 / Month + Health Insurance Benefits (3rd Year)
- 2nd and 3rd Year pay will be communicated to you after Appraisal on Annual Performance
- During this period your work location will be Anritsu, Bangalore or Hyderabad Office. On Confirmation after the Internship period you will be requested to sign a 3 year bond

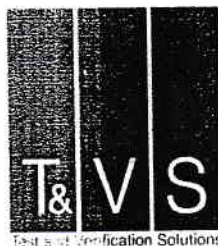
Candidate Acceptance

Name: D. SURENDER
Roll Number: 720314 106 036
Date: 28.07.2017
Signature: D. SURENDER

Permanent Address: 162, KAMARAJ NAGAR,
BACK SIDE OF SCHOOL,
2nd STREET (EAST), CHENNI MALAI,
ERODE - 638051

Test and Verification Solutions India Pvt. Limited

Head Office: Plot No 489, 46th Street, Aspek Nagar, Chennai, Tamil Nadu, INDIA 600 063
Branch Office: KIAOB Plot #8, 1st Cross, Sadarmangaiah Insamkudam, Bangalore, Off: ITPB, Mahadeva Pura Post, Bangalore - 560 041



Test and Verification Solutions India Pvt. Limited

Plot No 489, 1st Floor, 1st Stage,

Adarsh Nagar,

Chennai,

Tamil Nadu,

INDIA - 600 085

Hardware Verification and Software Testing

Telephone: +9144426 1441

<http://www.testandverification.com>

Date: 28th July 2017

To

SIVARANJANI R

Akshaya College of Engineering and Technology,
Kinathukadavu,
Pollachi,

Dear

SIVARANJANI R

Sub: Employment Offer – HW ENGINEER

We are pleased to inform you that you have been appointed as "Hardware Engineer" to work out of our Bangalore Office from 3rd Jan 2018. The First 9 Months of the Program will be "Training and Development on Live Projects". On Successful Completion of the Training Program your performance will promoted to the level of HW Engineer for which the compensation benefits are mentioned in page 2 of this letter. During Training period remuneration will be INR 10,000/Month effect from 3rd Jan 2018.

If you have any questions please contact Sumathi at Sumathi.k@testandverification.com

Yours truly,

Karthik Nagappan

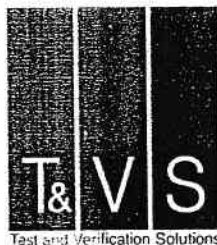
Senior Director of Engineering and Operations

Test and Verification S-

Software Center - 1B, 1st Floor, 1st Stage, Adarsh Nagar,
Chennai - 600 085, India

India Pvt. Limited

1st Floor, 1st Stage, Adarsh Nagar, Chennai - 600 085, India
and 1st Floor, 1st Stage, Adarsh Nagar, Chennai - 600 085, India



Expertise in Hardware Verification and Software Testing

Telephone: +91 44 4707 641

<http://www.testandverification.org>**Terms and Conditions for this Offer:**

- Your "Training Program" with T&VS will start on 3rd Jan 2018
- You will be trained and be given opportunities to work on cutting edge technology for 9 months
- During the Training Program Period a Compensation of INR 10,000 will be paid per month. No payments will be made during your absence for College Exams and Project Viva Voce.
- All Joining Formalities with Provisional Degree Certificate and Marksheets should be submitted at the end of the Training Program for Continuation of Employment as HW Engineer including your Last Semester Mark Sheets.
- At the end of the of this Period you will be absorbed as full time employee and be paid the following benefits
 - INR 25,000 / Month + Health Insurance Benefits (1st Year) (Starting Oct -1-2018)
 - INR 32,000 / Month + Health Insurance Benefits (2nd Year)
 - INR 42,000 / Month + Health Insurance Benefits (3rd Year)
- 2nd and 3rd Year pay will be communicated to you after Appraisal on Annual Performance
- During this period your work location will be Anritsu, Bangalore or Hyderabad Office. On Confirmation after the Internship period you will be requested to sign a 3 year bond

Candidate AcceptanceName: **R. SIVARANJINI**Roll Number: **720314106030**Date: **28.07.2017**Signature: **[Signature]**

Permanent Address: **3/172 KESAVPURAM STREET,
UDUMALAI ROAD, MINNAGAR,
POLLACHI -642003.**

Test and Verification

Solutions India Pvt. Limited

Bangalore Office: 11/11, Chennarayana Road, 1st Cross, Sadarmangala

Hyderabad Office: 11/11, Chennarayana Road, 1st Cross, Sadarmangala

Test & Verification Solutions

Training For Selected Candidates (17-18) Batch - Akshaya, Pollachi

Inbox X

karthik Nagappan <karthik@testandverification.com>

to Chandrashekar, me

Hello Shivakumar

Training for the following graduates will be conducted and Mr. Chandrashekar will share the training details. Schedule will be announced by him along with Webinar and Course Details as part of the Center of Excellence.

7	Sivaranjini R	Female	12-10-96	86.6	83.6	8.87	sivaranjiniravipet@gmail.com
9	Akila R	Female	07-01-97	93	92	8.47	akila071997@gmail.com
10	Nivedha M	Female	03-09-96	90.6	91.6	7.82	nivedhakumar96@rediffmail.com
11	Shanmathi B	Female	18/8/96	93.8	94.75	8.29	bshanmathi96@gmail.com
12	Surender D	Male	26/7/1997	90	81	6.44	surender2697@gmail.com
13	Soundarya M	Female	05-06-97	92	83	8.01	soundaryamurugan1997@gmail.com
14	Sivasathya S	Female	19/5/1997	92.2	89.9	7.95	sathyasiva369@gmail.com

Private & Confidential

Dated: 19 Jan 2018

S Sudevkrishna,
No.89, 2nd Street, Palani Samy Gounder Street
KK Pudur, Saibaba Colony
Coimbatore-641 038

Offer of Employment

Greetings from FocusR!!

Further to your application and subsequent discussions between us, we are pleased to offer you the post of **Trainee Consultant**.

Your base work location will be **Chennai**. You will be paid a consolidated amount of **Rs.12500/- (Rupees Twelve Thousand Five Hundred only)** during the training and probationary period of one year. Monthly PF will be deducted. Your salary will be revised after one year purely based on your performance as per the industry Standard. You will be paid Onsite allowance during project placements as per OSA policy.

Firm date of joining will be intimated later. Detailed Appointment letter will be issued to you upon joining and after completion of joining formalities.

Please note that this employment is subject to satisfactory Professional Reference checks and documentary evidence of your educational details.

You need to sign a Service Agreement with surety to serve the Company for 48 months from the date of completion of the initial training(03 Months).

Please submit the required documents as per the Annexure I at the time of joining FocusR.

Please revert to us with an acceptance of this letter at the earliest.

We look forward you to join FocusR family soon!!

Yours Sincerely,
For FocusR Consultancy and Technologies Pvt. Ltd.



Nadarajan S
Senior Manager- HR

Accepted

S Sudevkrishna

FocusR Consultancy and Technologies (P) Ltd.

#Y83, 1st Floor, 4th Street, Y Block, Anna Nagar, Chennai, Tamil Nadu - 600040, INDIA.

Contact: +91-41-4550 0999

E-mail: contact@focusrtech.com

Web: www.focusrtech.com

ANNEXURE – I

List Of Mandatory Documents (Photocopies)

S. No. Copies	PARTICULARS	No. of
EDUCATIONAL CERTIFICATES		
1	10th (Mark Sheets / Passing Certificate)	1
2	12th (Mark Sheets / Passing Certificate)	1
3	Graduation Degree / Provisional Certificate / Mark Sheets	1
4	PG Degree / Provisional Certificate / Mark Sheets (If Any)	1
5	Software Certificates (If Any)	1
RESIDENCE PROOF		
6	Ration card	1
7	Land line Telephone Bill / Electricity Bill / Gas Bill (Either in your name or in your parent's name)	1
IDENTITY PROOF		
8	Driving License	1
9	Voter Identity Card	1
NECESSARY DOCUMENTS		
10	Passport	2
11	PAN Card	2
12.	Aadhar	
OTHER DOCUMENTS		
13	Passport size Photograph (Colour)	5
14	Relieving Letters of all previous employments	1

Please note that it is mandatory to:

- Carry originals at the time of joining for cross verification.
- Submit the duly signed service agreement.
- Know your blood group and date of birth of parents.

ONSITE ALLOWANCE

Objective:-

The main objective of Onsite Allowance (OSA) is to meet the expenditures incurred by the consultants on accommodation, conveyance and food during project deployment. An employee is entitled to on-site allowance only when deployed on project and it can be categorized as follows:-

1. TN-Chennai
2. TN-Other than Chennai
3. South India (Bangalore and Hyderabad)
4. South India- Other Cities
5. NCR, Mumbai and Kolkata
6. Other non South cities in India

TN-Chennai Allowance:-

An OSA of Rs 5000/-p.m. would be paid, for projects in Chennai beyond 30 kms radius measured from residence to Client location. This is divided as follows:-

Food	-	2,500
Conveyance expenses	-	2,500

TN-Other than Chennai

An OSA of Rs 7,500/-p.m. would be paid, for projects in Tamil Nadu other than Chennai. This is divided as follows:-

Food	-	2,500
Conveyance expenses	-	2,500
Accommodation	-	2,500

South India (Bangalore and Hyderabad)

An OSA of Rs 10,000/-p.m. would be paid, for projects in Bangalore and Hyderabad. This is divided as follows:-

Food	-	2,500
Conveyance expenses	-	2,500
Accommodation	-	5,000

FocusR Consultancy and Technologies (P) Ltd.

FYS3, 1st Floor, 4th Street, Y Block, Anna Nagar, Chennai, Tamil Nadu - 600040, INDIA

Contact: +91-44-4550 0999

E-mail: contact@focusrtech.com

Web: www.focusrtech.com

South India- Other Cities

An OSA of Rs 9,000/-p.m. would be paid, for projects in South India other than Bangalore and Hyderabad. This is divided as follows:-

Food	-	3,000
Conveyance expenses	-	3,000
Accommodation	-	3,000

NCR, Mumbai and Kolkata

An OSA of Rs 15,000/-p.m. would be paid, for projects in Mumbai, Kolkata and NCR Region in North India. This is divided as follows:-

Food	-	5,000
Conveyance expenses	-	3,000
Accommodation	-	7,000

Other non South cities in India

An OSA of Rs 12,000/-p.m. would be paid, for projects in non South cities other than Mumbai, Kolkata and NCR Region. This is divided as follows:-

Food	-	3,000
Conveyance expenses	-	4,000
Accommodation	-	5,000

Deduction in Allowance

If the Client/Company is providing accommodation, food and/or commuting, then the proportionate amount for any/all of the above benefits as detailed will be deducted from the OSA payable.

Claiming of OSA

The amounts mentioned as OSA above are the upper limit in each region and the consultants are to claim the amount producing bills and supporting documents on actual not exceeding the upper limit. This allowance has to be claimed by consultants during onsite deployment. The bills and other supporting documents along with claim form are to be submitted to HR department duly approved by the Project Manager not later than 10th of every month. The amount claimed will be paid to consultants on 15th of every month. The claims forwarded to HR department after due date will be processed in subsequent month only.

**CENTRE FOR UNIVERSITY – INDUSTRY COLLABORATION
ANNA UNIVERSITY, CHENNAI – 600025**

**Dr. T. Thyagarajan
Professor & Director**

13.02.2018

**AU-CUIC-TNSLPP-INFOSYS-COIMBATORE ZONE- SELECTED STUDENTS LIST
(FINAL)**

The following is the final selected students list of the Tamil Nadu State Level Placement Programme (TNSLPP – Coimbatore Zone) conducted for M/s Infosys Limited by Centre for University – Industry Collaboration (CUIC), Anna University held at Sri Eshwar College of Engineering, Coimbatore during 12th – 13th February 2018.

First Name	Last Name	Roll No	Date of Birth
Aathira	Rajan	711514106001	22-Apr-96
Abilash	Ravi	14BEC2002	8-Jan-97
Abinaya	Dharmaraj	721714105001	7-Jan-97
Adnan	Sait	710614105001	21-Nov-96
Ahila G	Ganapathy N G	730314105001	8-Nov-96
Ajmalkhan	Sulthan Khan	14BME2004	10-Aug-97
Akash	Arumugam	14BME2005	20-Nov-97
Akshatha	Prakash	710114103006	1-Feb-95
Anand Krupa Harishbhai	ANAND	723914104003	16-Mar-97
Angeline	Benisha	710514106004	24-Oct-96
Anuilakkiya	Balasubramaniam	922514103006	17-Jul-97
Anusya	Gnanasekaran	922514106013	29-Dec-96
Aravinth	Sivajothi	715514114006	28-Oct-96
Archana	Sivaraman	720814106014	29-Jul-97
Ashwin	Vengatachalam	14BCE2013	13-Jun-96
Aswin	Prabhakaran	1415008	25-Oct-96
Balapriyadarshini	Balachandran	711114106007	15-Nov-96

Bharani	Sekar	922514105004	17-Aug-96
Chandrika	Devaraj	14EC014	3-Jun-97
Chenniyappan	Palanisamy	922514105006	3-Feb-97
Deepalakshmi	Radhakrishnan	721714104011	6-Apr-97
Deepika	Ramaraj	723714106007	28-Jun-97
Devaki	Varatharajan	14103010	12-Aug-97
Dhakshina Murthy	Baskaran	720814114022	26-Dec-96
Dhanalakshmi	Maruthamuthu	922514106029	21-Nov-96
Dhivya	Chandrasekaran	922514106032	12-Jul-97
Dinesh	Padmanaban	922514105013	12-Sep-96
Dinesh S	Sundarrajan	14BEE2028	21-May-97
Durga	Dhandapani	710314104016	28-Mar-97
Gejarajan	Margasagayam	922514114034	13-Jan-97
Girija	Selvam	720714104037	20-Nov-95
Gokila	Kanthavel	620814105012	15-Jun-97
Goutham Ram	Ramakrishna Moorthy	712214114019	4-Jul-97
Hari	Devarajan	722814114031	19-Feb-97
Hari	Padmanabhan	1413142	27-Oct-96
Hari	Raja	1413145	1-Aug-97
Hari Prasath	Sudhakar	711214105305	11-Jul-97
Haritha	Rameshkumar	14BEE2042	10-Dec-95
Harsh	T	922514104020	8-Jun-97
Indhumathi	P	710714106023	6-May-96
Indhumathi	Jaipalreddy	14104010	24-Mar-97
JaiGanesh	Rajamoney	731114104020	12-Apr-96
Janani	Tamilselvan	14BCS2033	2-Apr-97
Jasmine	Daniel Dhanaraj	711514106018	28-Aug-96
Jegan	Manickam	922514106057	2-Apr-97
Johns M P	Peter M V	713314114054	12-Nov-96

Kannabiran	Suresh	922514114052	4-Jul-97
Karpagam	Kanagaraj	15TCE002	24-Sep-96
Karthickraja	Rajasountherapan dian	922514114056	13-Jul-96
Karthik	Nandagopal	721814106004	7-May-97
Kavya	Kumaravel	14CS069	12-Jul-97
KAVYA KRISHNA.G.R		141EC182	17-Feb-97
Keerthika	Raju	723614105009	21-Oct-96
Kiruthika	Palanisamy	721714105018	23-Sep-97
Kiruthika	Kumarasamy	711514105014	12-Apr-97
Leelanjali	Palanisamy	720714106073	27-Oct-96
M Prakash Roy R Maria	Joseph Gnanaraj	732314114049	20-Nov-96
Mari	Kuppu Samy T	723714114036	21-Jul-97
Meena	Subramani	722014105014	27-May-96
Mehabooba	Mohamed Rafi	721714106054	13-Jun-96
Monica	Purushothaman	610514106052	22-Mar-97
Monica	Rajendren	922514106084	12-Jun-97
Monika	S	714014106066	22-Mar-97
Monisha	Chandrasekaran	721714105024	18-Apr-97
Monisha	R	14EC026	19-Jul-96
Muhilan	Ramesh	1415150	2-Dec-96
Nagapriya	Murugan	922514106088	27-Jan-97
Naveen	Subramani	922514114098	5-May-96
Naveenkumar	Samiappan	922514114104	9-Dec-96
Nithya	Balu	621614106039	16-Jul-97
Nivetha	Visveswaran	711514106045	10-May-97
Pavithra	Elangovan	722014103064	28-Apr-97
Pavithra	Ramalingam	922514106104	19-Aug-96
Pradeepa	Selvaraj	922514106108	21-Jul-96
Prikkruthi	S	722814106090	24-May-97

Priyadharshini	Murugesan	713314105027	18-Jul-97
Priyadharshini	Rajendiran	731114104039	21-Jul-97
Raguram	R	722014114101	3-Jan-97
Raihana	P.A	724014104006	9-Oct-96
Rajpriya	Mylsamy	720714104109	20-Nov-96
Ranganathan	S	723714114052	22-Apr-97
Renupriya	Ganesan	611214105071	3-Jan-97
Rosey	Ravichandran	723714106031	9-Dec-96
Sandeep	Kamalakaran	711314104047	21-Jan-97
Sangeetha	A	14CS136	25-Sep-96
Sangeetha	Murugesan	711514106059	8-Mar-97
Saranya G	Ganesan R	720714106111	7-Oct-96
Sasi Rekha	Ramamoorthy	1412214	28-Jun-97
Sathish Kumar R	Ravi	711314105043	11-May-97
Sathya	Kumaravel	922514106137	24-Oct-96
Shamyuktha	S M	922514103080	21-Jan-97
Shanthanalakshmi	Padmanabhan	14BEC2164	22-Oct-96
Sharmila	Velusamy	922514103082	12-Feb-97
Shruthi	Subramanian	922514106144	19-Nov-96
Sindhuja	Subbaiah	14BEC2172	28-Jul-97
Siva	Veerabaghu	611814104030	17-Dec-96
Siva Selva	Kandhasamy	14BME2184	11-Oct-95
Sivakumar	Manivannan	14BEC2173	29-Apr-96
Sivarenjini TM	Murugesan R	711114114084	22-Oct-96
Snegha	Kathiresan	714414205018	4-Sep-96
Soumia	Thomas	711514101019	9-May-95
Sowndharya	Vadivelu	720314106034	21-Nov-96
Sree Kruthika	Swaminathan	714014103086	14-Jan-97
Suba	Paramasivam	820414104069	21-Sep-96
Subhasini	Maiyalagan	610514106084	5-Aug-96

Sudha	Dhandapani	922514106151	2-Jun-97
Suprajha	Gunasekar	612314103028	8-Jul-96
Surya	Palanisamy	14cs164	23-Oct-97
Surya	Baskaran	922514205026	21-Jul-97
Tendulkar	Perumal	732414106086	30-Jun-97
Thilagaveni	Selvarangam	711114103090	30-May-97
Ubaidullah	Jaffar Ali	620814114177	21-Jul-96
Usha	Suthar J	732914104084	10-Aug-95
Velu	M R	710714114115	4-Sep-97
Vidhya	Sakthivel	922514205028	18-Nov-96
Vijay	Pandiyarajan	821314101009	17-Oct-97
Vijaykumar	N	720314115012	23-Dec-96
Vishnuvarthanan	Chandrasekaran	1411105	29-Apr-97
Yazhini	Rangaraj	922514205030	14-Oct-96
Yogalakshmi	Ravikumar	922514106164	24-May-97

DIRECTOR, CUIC
ANNA UNIVERSITY, CHENNAI

PROVISIONAL OFFER OF EMPLOYMENT

Dear

Mohanraj,

Congratulations on your selection with QuEST Global!

We are pleased to have you with us and are sure that you will make a very good addition to QuEST as the world's leading engineering services provider.

Please accept this letter as a provisional offer of employment for the role of **Trainee Engineer** with QuEST Global Engineering Services.

- **Total Cost to Company (TCTC): 3.14 LPA**
- **Location:** Bangalore/Belgaum/Trivandrum
- **Working Hours :** 47.5 hours/week (9.5 hours/day)

You will be entitled to allowances and other benefits as per QuEST Policies. You shall receive your salary payments on or before the 30th of every month.

This offer of employment is subject to successful completion of:

- Background Verification Check.
- Completion of your course program with an aggregate of 65% and no standing arrears on the Date of Joining

As per QuEST's hiring process we would conduct a detailed background verification check of all the information & documents submitted by you.

For any clarifications, offer acceptance, joining confirmation & BGC form please write back to:
university.relations@quest-global.com

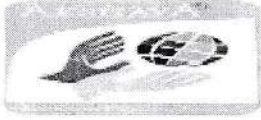
We eagerly look forward to welcome you at QuEST.

PS: This Offer stands cancelled in case of any discrepancy found during the Background Verification or based on Academic credentials

***Disclaimer:** The salary package and structure will be subject to changes on business situation at the time of onboarding.

For QuEST Global





placement a <placement@acetcbe.edu.in>

Fwd: Offer Letter - reg(Balakrishnan-IV CSE)

benazir begum a <benazirbeguma@acetcbe.edu.in>
To: placement <placement@acetcbe.edu.in>

Wed, Mar 14, 2018 at 9:47 AM

----- Forwarded message -----

From: bala krishnan <balakrishnan547@gmail.com>
Date: Mon, 6 Nov 2017 15:11:52 +0530
Subject: Fwd: Offer Letter - reg
To: benazirbeguma@acetcbe.edu.in

Hi mam
This is bala from final year cse

----- Forwarded message -----

From: "CEO Idli Dabba" <ceo@idlidabba.com>
Date: 4 Nov 2017 11:24 am
Subject: Offer Letter !!
To: <balakrishnan547@gmail.com>
Cc: "Palaniappan Nelliyan" <palaniappan.nelliyan@gmail.com>, "Marketing Idli Dabba" <director@idlidabba.com>

Hi Balakrishnan,

Greetings from Idli Dabba!!!

We would like to inform you that you have been selected for the role of IT Executive in our organization, IdliDabba Pvt Ltd, Coimbatore.

As discussed your job profile includes understanding of the existing gaps in the ERP modules that are under development and ensure end to end execution with in the fixed timelines.

Salary (in Rs)
Take Home : 10,017
ESI : 198
PF : 1085

Total CTC - 11300 / -

Date of Joining : 02/12/2017.

All the best !!!

--

With regards,
Vivek Chidambaram R || idlidabba.com || 0984-231-8000

--

With regards,
A.Benazir Begum,Assistant Professor,CSE,
Akshaya College of Engineering & Technology,
Coimbatore.



placement a <placement@acetcbe.edu.in>

Fwd: Nandha kumar Offer Letter !!

benazir begum a <benazirbeguma@acetcbe.edu.in>
To: placement <placement@acetcbe.edu.in>

Wed, Mar 14, 2018 at 9:47 AM

----- Forwarded message -----

From: benazir begum a <benazirbeguma@acetcbe.edu.in>
Date: Mon, 6 Nov 2017 21:32:59 +0530
Subject: Nandha kumar Offer Letter !!
To: damodharan@acetcbe.edu.in
Cc: Saravanakumar Kalyanasundaram <saravana.placement@gmail.com>

Respected sir

Herewith I had attached the mail which the student received offer letter
from altius technologies company..

Thank you

----- Forwarded message -----

From: "Zengvi" <nandhakm6197@gmail.com>
Date: Nov 6, 2017 6:50 PM
Subject: Fwd: Offer Letter !!
To: <benazirbeguma@acetcbe.edu.in>
Cc:

----- Forwarded message -----

From: "CEO Idli Dabba" <ceo@idlidabba.com>
Date: Nov 4, 2017 11:23 AM
Subject: Offer Letter !!
To: <nandhakm6197@gmail.com>
Cc: "Palaniappan Nelliyan" <palaniappan.nelliyan@gmail.com>, "Marketing
Idli Dabba" <director@idlidabba.com>

Hi Nandha Kumar,

Greetings from Idli Dabba!!!

We would like to inform you that you have been selected for the role of IT
Executive in our organization, IdliDabba Pvt Ltd, Coimbatore.

As discussed your job profile includes understanding of the existing gaps
in the ERP modules that are under development and ensure end to end
execution with in the fixed timelines.

Salary (in Rs)
Take Home : 10,017
ESI : 198
PF : 1085

Total CTC - 11300 / -

Date of Joining : 02/12/2017.

All the best !!!

--

With regards,
Vivek Chidambaram R || idlidabba.com || 0984-231-8000

--

With regards,
A.Benazir Begum, Assistant Professor, CSE,

18.12.2017

Mr. Sivaganesh Kumar D
CSE Dept
Akshaya College of Engineering & Technology
Coimbatore

Dear Shivganesh,

Sub : Offer for the position of Associate

Further to our discussions, we have pleasure in provisionally offering you the position of Associate at Level C1 for IT Services. Your date of joining would be informed later.

You will be initially placed at Chennai. Your Cost to the Company will be Rs.2,50,000/- PA. Gross (approx.). You will have to sign a commitment for 3 yrs for the job training and deployment into projects.

Please submit the following documents on the day of joining.

7. Educational Certificates : Originals(for verification) & Photocopies
 - a. Secondary & Higher Secondary
 - b. UG & PG - Provisional/All Mark sheets/Degree Certificate
8. Additional relevant certifications
9. ID Proof(PAN Card/Voters ID/Passport/Driving License/Aadhar Card) - (Originals & Photocopies
10. Address Proof(Ration Card/Voters ID/Aadhar Card/Passport) (only photocopy)
11. Recent colour photograph(Professional background)
 - a. Passport size - 5 nos
 - b. Stamp size - 5 nos
12. Medical examination report (Medical Letter will be issued by the HR)

Upon receipt of the above documents, an appointment letter with a detailed break up of your compensation and HR policy extracts will be issued to you on the date of joining. This offer is valid subject to the following:

- Genuineness of the documents submitted by you;
- Satisfactory reference checks and
- Pre-employment medical health examination

Your commencement of employment with us is contingent upon your acceptance of this offer and our terms of employment.

Please feel free to contact for any further clarification.

Yours faithfully,

For eNoah iSolution India Private Limited


Rajesh Kumar G
Manager - Human Resources


Agreed & Accepted (Date)

eNoah iSolution India Private Limited

Classic Towers, Door No.101, 5th Floor, 1547, Trichy Road, Coimbatore - 641 018 Phone : +0422 - 2301714

www.enoahisolution.com

CIN U72300TN2005PTC058178

18.12.2017

Ms. Pavithra P
ECE Dept
Akshaya College of Engineering & Technology
Coimbatore

Dear Pavithra,

Sub : Offer for the position of Associate

Further to our discussions, we have pleasure in provisionally offering you the position of Associate at Level C1 for IT Services. Your date of joining would be informed later.

You will be initially placed at Chennai. Your Cost to the Company will be Rs.2,50,000/- PA. Gross (approx.). You will have to sign a commitment for 3 yrs for the job training and deployment into projects.

Please submit the following documents on the day of joining.

1. Educational Certificates : Originals(for verification) & Photocopies
 - a. Secondary & Higher Secondary
 - b. UG & PG - Provisional/All Mark sheets/Degree Certificate
2. Additional relevant certifications
3. ID Proof(PAN Card/Voters ID/Passport/Driving License/Aadhar Card) - (Originals & Photocopies)
4. Address Proof(Ration Card/Voters ID/Aadhar Card/Passport) (only photocopy)
5. Recent colour photograph(Professional background)
 - a. Passport size - 5 nos
 - b. Stamp size - 5 nos
6. Medical examination report (Medical Letter will be issued by the HR)

Upon receipt of the above documents, an appointment letter with a detailed break up of your compensation and HR policy extracts will be issued to you on the date of joining. This offer is valid subject to the following:

- Genuineness of the documents submitted by you;
- Satisfactory reference checks and
- Pre-employment medical health examination

Your commencement of employment with us is contingent upon your acceptance of this offer and our terms of employment.

Please feel free to contact for any further clarification.

Yours faithfully,

For eNoah iSolution India Private Limited


Rajesh Kumar G
Manager - Human Resources


Agreed & Accepted (Date)

eNoah iSolution India Private Limited

Classic Towers, Door No.101, 5th Floor, 1547, Trichy Road, Coimbatore - 641 018 Phone : +0422 - 2301714

www.enoahisolution.com

CIN U72300TN2005PTC058178

Page 314 of 389

18.12.2017

Mr. Hariharan V,
B.E - Mechanical
Akshaya College of Engineering, Coimbatore

Dear Hariharan,

Congratulations on taking your first steps towards successful and rewarding career with eNoah. Further to our discussion, we have pleasure in provisionally offering you the position of Associate - **International Voice Process - US Shifts**. Subject to our business your joining date will be confirmed by us once after your successful completion of your graduation.

Your training period will be for 30days from the date of joining. After successful completion of training, you will become an employee of eNoah with regular salary. During the training period, you will be offered a stipend of Rs. 8000 /- as Nett Take home per month.

You will be initially placed at Coimbatore/Chennai in line with our business needs. Your overall earnings per year after absorption will be Rs.1,51,500/ P.a.(approx.) This will include your Annual CTC Rs.1,27,500/- p.a. + Night Shift Allowance (as per policy) Rs.24,000/- p.a. *(based on attendance). Additional Voice Allowances will be added once after your production is counted.

Please submit the following documents (size below 6MB) to recruitment@enoahisolution.com within 30 days from the date of this letter.

- Proof of Address & Identity PAN & AADHAR CARD Mandatory;
- Proof of educational qualifications till last semester mark sheet,
- Updated Resume & Passport size photograph (Softcopy);

Upon receipt of the above documents, an appointment letter with a detailed break up of your compensation and HR policy extracts will be issued to you after the completion of our training and you will have to sign a commitment for 2 yrs for the job training and deployment into projects. This offer is valid subject to the following:

- Genuinity of the documents submitted by you;
- Satisfactory reference checks and Acceptance to the work commitment
- Pre-employment medical health examination
- Ability to pass the initial pre assessment done during the training period.

In exceptional circumstances like breach of discipline, low productivity and poor quality of work eNoah reserves the right to rescind the offer of and eNoah will not be responsible for any liability arising thereof.

We look forward to welcome you on board!

Best Regards,
For eNoah iSolution India Private Limited



Rajesh Kumar G
Manager - Human Resource

Internship at Hirotec India

Fairoze Banu <fairozebanu@hirotecindia.com>

to me

Hello Mr. Sivakumar,

Shibu M and Mohankumar G have been selected to undergo internship training in our company.

We will let you know on the date of joining for the internship.

Thanks & Regards,

Fairoze Banu

----- Forwarded message -----

From: "Fairoze Banu" <fairozebanu@hirotecindia.com>

Date: 7 Jul 2017 18:43

Subject: Internship at Hirotec India

To: "Fairoze Banu" <fairozebanu@hirotecindia.com>

Cc:

Hello Sir,

Please come for the internship training from Tuesday(11th Jul) at 9.00am with the below items.

1. Two white background photograph
2. One Photo & Address ID proof((Address & photo Identity card ...either Voters ID or Driving license).
3. One goggle(Safety spectacle -as an eye shield)).
4. Safety Shoe(should always be worn inside our facility)

This internship training program will be for a six months period.

Please let me know if you have any clarification.

Reg: NDOT Technologies - Confirmation

Inbox x



Prabhakaran N <prabhakaran.n@ndot.in>

Se
p
14

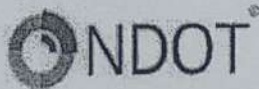
to placementinfo2., me, placement.cbe, HR/Operations

Dear Anand / Sivakumar

Hereby we are pleased to inform you that below candidates have been selected by **NDOT Technologies Pvt Ltd** through the campus drive held on **11-09-2017**.

- **Harikrishnan.P**

Herewith we are happy to offer you employment with us as **Software Engineer Trainee** at **NDOT Technologies Pvt Ltd**, Module 405, IV Floor, Tidel Park Electronics Corporation of Tamil Nadu, Vilankurichi Village, Aerodrome Post, Coimbatore - 641035.



NDOT Technologies Pvt Ltd (TM)

405, EL COSEZ, Aerodrome Post,
Coimbatore-641014.

tv@ndot.in

0422-2970042 | 0422-2970043

25.06.2018

Harikrishnan.P

Coimbatore

Internship Offer Letter

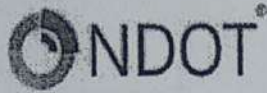
Dear **Harikrishnan.P**,

In reference to your application we would like to congratulate you on being selected for internship with **NDOT Technologies Pvt Ltd** based at **Coimbatore**. Your training is scheduled to start effective **5/28/2018** for a period of 10 months and it ends on **3/28/2019**. Your performance review will happen **in between 8 to 10 months**.

As such, your internship will include training/orientation and focus primarily on learning and developing new skills and gaining a deeper understanding of concepts through hands-on application of the knowledge.

The project details and technical platform will be shared with you during your training period. During your internship, you will be offered with the **salary 8000** per month. Your salary will be revised based upon the feedback from the managers and presentation feedback rating on the completion of training. Performance feedback rating includes your way of attitude, discipline and behavior towards the work environment. In terms of any negative feedback or any disciplinary issues will leads to termination.





NDOT Technologies Pvt Ltd (TM)

405, EL COSEZ, Aerodrome Post,
Coimbatore-641014.

hr@ndot.in

0422-2970042 | 0422-2970043

Please find the CTC split up details in the Annexure A

Annexure A:

CTC	8000
Basic	5552
HRA	1388
Employee EPF	666
Employee ESI	122
Gross Salary	6940

Again, congratulations and we look forward to working with you.

Yours sincerely,

for NDOT Technologies Pvt Ltd

Divya M

Manager -HRD

www.ndot.in

Date: 01-02-2018

LETTER OF INTENT

Dear V. Manju

Congratulations!!!

We are pleased to inform you that you have been short listed for an offer of employment with HGS. We request you to submit required document on the date specified below as discussed by your recruiter. Your permanent offer letter will be provided on the date of joining subjected to completion of documentation and clearing the required as prescribed by HGS.

Designation: - CRO Level: - DS1 Process Name: - CHN

Please bring along the following documents:

1. Updated copy of the resume.
2. 6 Passport size photographs with white background.
3. Photo ID proof. (Passport/ Pan Card/ Voter's ID/ Driving License/ Learner's License or any government issued document with full date of birth)
4. Address Proof
5. 10th, 12th & Highest Qualification Mark Sheets (Each Year/Each Semester wise), Highest Qualification Degree or Provisional Degree Certificate.
6. PAN Card.
7. All employment service/experience letters.

Proposed salary: - Annual cost to the company.

Compensation	
Annual CTC	INR. 1,01,580 - 1,56,000
Monthly Gross	INR.
Fixed	INR.
Incentives (Applicable from 3rd month)	INR.

Deduction	
PF (Employee)	INR.
PF (Employer)	INR.
Insurance	INR.
ESI	INR.

Note: → Monthly gross salary of INR 15000/- and above is not eligible for ESI benefit.

→ Professional tax of INR 150 is applicable for salary range of INR 10000 – 14999 and INR 200 for INR 15000 & above.

I hereby declare that I have clearly understood the above mentioned aspects regarding my job.

Name of the Employee: -

Signature: -

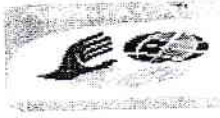
Recruiter Name & Sign.:-

Date: -

Contact Number:-

Please note that this LOI is subjected to review and change as per company HR policies.

Work Location: Hinduja Global Solutions - #5th Floor, Jayanth Tech Park, Padmini Gardens, Mount Poonamallee Road, Nandambakkam, Chennai 600 089, Diagonal Opposite to Chennai Trade Centre. Contact HR: 9500088018.



placement a <placement@acetcbe.edu.in>

Request to send the students selected confirmation mail - Akshaya College of Engineering coimbatore.

3 messages

placement a <placement@acetcbe.edu.in>
To: Sivakumar Lakshmanan <siva@insmagro.com>

Wed, Mar 14, 2018 at 10:54 AM

Dear sir

Greetings!

Thanks for your support. Our company has completed the campus recruitment drive on 13th-Sep-2017 at akshaya college of engineering coimbatore. The final three students got selected. Herewith i request you to send the students selected list.

720314104012	Manju V	CSE
720314106028	Shanmuga Priya S	ECE
720314115001	Abhijith suresh kumar	MECHATRONICS

Kindly revert me the same. Thank you....

Best Regards

K.Siva kumar MCA, ADA
Head-Training and Placement
Akshaya College of Engineering and Technology
Kinathukadavu, Coimbatore - 642 109
Mobile : +91 9597601860
Land line : 04259-242570 - 74
Email: placement@acetcbe.edu.in
placementinfo2009@gmail.com
Website: www.acetcbe.edu.in
<https://www.facebook.com/acetcbe>
https://www.facebook.com/acetcbe/photos_stream
<https://www.youtube.com/channel/UCLVwZ-WR9K-SUMAUy5c8W0A>

Wed, Mar 14, 2018 at 4:08 PM

Sivakumar Lakshmanan <siva@insmagro.com>
To: placement a <placement@acetcbe.edu.in>
Cc: rs reddy <rsreddy@insmagro.com>, Monica Swapna <monica@insmagro.com>, lakshmi@insmagro.com

Dear Mr. Sivakumar,

Warm Greetings from Insmagro Global Solutions Private Limited !!!

Hereby I would like to confirm that candidates list specified in the trailing mail has got selected for joining our company.

They will be called for certificate verification shortly. Once they completed the verification formalities, Letter of Offer and Official Joining Date will be intimated to the candidates. Thank you.

Thanks and Regards,

Sivakumar Lakshmanan,
Insmagro Global Solutions Private Limited,
Prince Infocity II - Regus, 283/3 & 283/4, Unit No. 1, 1st Floor,
Rajiv Gandhi Salai (OMR), Chennai, Tamil Nadu - 600096, INDIA.
Voice: 044 4042 3122 | 044 4042 3110 | 822 0000 622

<https://mail.google.com/mail/u/1/?ui=2&ik=5f2feff23e&jsver=kBTGkPpgMA.en.&view=pt&search=inbox&th=16224181e8279444&siml=162227913b7...> 1/2



Sub: Offer Letter

Mr. Manobala S
Aadhaar No: - 321585278964
UID: - 9092944

Dated: 29-Nov-2017

Dear Manobala,

We are pleased to offer you a position with Outworks Solutions Pvt. Ltd. as **Process Associate**. You will be deputed to our client **Accenture Solutions Pvt. Ltd., Bangalore**.

Your appointment shall be effective from **4-Dec-2017**.

As agreed and accepted by you, your gross annual compensation, inclusive of all the benefits shall be **INR 223956/-**. Refer attached Annexure – A

Please note that all the applicable taxes shall be deducted at source from your salary, under the Central & the State Laws. Also your Salary will be subject to deductions, on account of your contribution to employees' provident fund (PF) and LWF deductions.

Your employment with Outworks Solutions Pvt. Ltd. will have an initial probation period of three (3) months during which your performance will be evaluated. At the end of your probation period, on satisfactory performance, your employment with Outworks Solutions Pvt. Ltd. will be confirmed.

Your employment will be subject to successful clearance of background verification. In case you fail in the BGV, your services will be terminated without notice and you will not receive any salary for the period you have worked.

We are pleased that you are interested in Outworks Solutions Pvt. Ltd., realizing this is an important decision for you in your career. We believe this position is an excellent opportunity, and we are confident that it will provide you with the personal challenge and potential growth opportunity that you seek.

TERMINATION BY THE COMPANY:

The company may terminate your services with or without cause under the following conditions:

With Cause: The Company may, immediately and without notice, terminate your services with "Cause". The term "Cause" shall, as used in this Document, mean (1) the commission of a crime involving moral turpitude, theft, fraud or deceit; (2) conduct that has an adverse effect on the Company's reputation; (3) substantial or continued unwillingness or inability to perform duties assigned to the EMPLOYEE; (4) gross negligence or deliberate misconduct; (5) any material breach of terms and conditions specified in this letter; (6) Unauthorized absence from work for a period of three or more consecutive days without due consent or notifying your superior officer. (7) Providing any false information to the company.

Without Cause: In the event that the employment is terminated without Cause, the EMPLOYEE will be provided with a 15 days written notice prior to such termination or paid severance pay in lieu thereof equivalent to the consolidated compensation package for a period of 15 days, calculated on the basis of the last basic salary.

Under no circumstances you shall be considered as an employee of any of the Customers of Outworks Solutions Pvt. Ltd. Notwithstanding your deputation at any of our Customer's premises at all-time Outworks Solutions Pvt. Ltd shall be your employer, and shall be the sole deciding authority on your terms of employment and be responsible to settle your employment claims, including your supervision at the Customer premises.

Your work contract start date is 4-Dec-2017 and is valid for 06months, post that on the basis of your performance it will be subject to renewal as per process and business requirement.

Outworks Solutions P Ltd

H-195, Sec-63,

Noida-201309

Ph: 0120-4994700

www.outworx.com



TERMINATION BY EMPLOYEE:

If you wish to leave the services of the Company, a clear written notice of 30 days has to be given to the Company. In case of failure to give such written notice within the prescribed time, you are bound to make good the loss suffered by the Company and any other charges/liabilities Company incurs consequent to the failure to give required written notice.

However, due to exigencies of business the Company may at its sole discretion reject the salary in lieu of notice and ask you to serve the entire or part of the notice period

We are pleased that you are interested in Outworks Solutions Pvt. Ltd., realizing this is an important decision for you in your career. We believe this position is an excellent opportunity, and we are confident that it will provide you with the personal challenge and potential growth opportunity that you seek.

You need to confirm your joining to us, by mailing a under signed copy of this letter within 3 days of receiving this offer.

We appreciate your entrepreneurial instincts and welcome your decision to join our organization. We endeavor to build this organization to be a global player. In doing so together we will preserve the core values that we stand for.

EXHIBIT A

DOCUMENTS REQUIRED

On the date of joining you would need to submit the photocopies of the following documents (Please do bring the original testimonials).

1. Signed offer letter.
2. Hard Copy of Resume
3. High School Certificate
4. Educational Certificates with Mark sheets.
5. All technical qualifications certificate with Mark sheets
6. Relieving/Experience Certificate from the previous employer.
7. Income Certificate with TDS details for the current financial year
8. Last 2 month's Salary Slip from the previous employer.
9. 4 Passport size photographs.
10. Form 16 of Previous employer
11. 2 Photocopies of Passport
12. Photocopy of the Driving License
13. Copy of RC of you vehicle in your name
14. Copy of PAN card
15. Aadhar Card

I accept this offer of Employment with Outworks Solutions Pvt. Ltd., I agree to comply with the terms and conditions of this offer.

Manobala S

Date



Please make sure that you have the copies of all these documents with you. Other than this you also have to give the references asked for the official records by the HR Department. Any false document presented by you could lead to suspension of your Appointment with OutworX.

Office timings will be communicated one day prior to your joining.

Thanks and Regards,
Kumar Gaurav
Assistant Manager – HR

ANNEXURE – A

"ANNEXURE-A"		
Name:	Manobala S	
Date of Joining	04-Dec-17	
Salary	Amount (in Rs.) Per Month	Amount (in Rs.) Per Annum
Basic & DA	9700	116400
HRA	4750	57000
Statutory Bonus	750	9000
Other allowance	1415	16973
Gross Salary	16615	199373
Employee PF Contribution @ 12%	1164	13968
Employee ESIC deduction @ 1.75%	291	3489
LWF Employee Contribution	6	72
Professional Tax (If Applicable)	200	2400
Net Take home	14954	179444
Employer PF contribution @ 12%	1164	13968
Employer ESIC Contribution @ 4.75%	789	9471
Loyalty Bonus	83	1000
LWF Employer Contribution	12	144
CTC	18664	223956

Manobala S

Date

OFFER OF APPOINTMENT

Ref: Vern/Oct 2017/OL - 379

Date: 04-Oct-17

To,

Sahana Raga saini Babu

5/86, Poonga Nagar, J N Palayam, Thoppampatti post, Coimbatore North

kurudampalayam Vadamadurai

Coimbatore-641017

Dear Ms. Sahana Raga saini,

This is with reference to the discussion we had with you in regards to a career with us. We are pleased to appoint you with Orion India Systems Private Limited (the "Company") on the terms and conditions detailed in this letter under Annexure A hereto.

1. DESIGNATION AND DATE OF JOINING:

You are appointed as Junior Associate Trainee with the Company with effect from 04-Oct-17 (the "Effective Date").

2. SALARY:

Your Salary will be as detailed under Annexure C to this letter (the "Salary").

3. DOCUMENTS:

On the date of appointment, you are required to furnish the documents as described under Annexure B to this letter.

**Orion India Systems Pvt. Ltd.**

Registered Office 503, Powai Plaza, Hiranandani Gardens, Powai, Mumbai - 400 076, India | ☎ +91-22-67226100 | 🌐 www.orioninc.com

Vernalis (a division of Orion)

Chennai - 32A & B, 7th Floor, Ambit IT Park, Ambit Park Road, Ambattur Industrial Estate, Chennai - 600 058, India
☎ +91-44-30206800

Madurai - Vikashni Building, 760 West, 80 Feet Road, Anna Nagar, Madurai - 625 020, India
☎ +91-452-4391004

Coimbatore - 11 Gandhi Layout, 2nd Floor, Sree Veera's Tower, Maruthamalai Main Road, Vadavalli, Coimbatore - 641 046, India
☎ +91-422-4358230

4. DEDUCTIONS:

The Company shall be entitled to deduct from the Salary, the following amounts:

- Provident Fund;
- Income tax at source, at the rates applicable on your remuneration; and any other taxes or statutory dues/levies etc.;
- Employment / Professional tax; and
- All other dues from you to the Company such as, loans and advances given to you.

The Income Tax Liability with regards to your Salary and perks will be at your liability, and will be governed by the tax laws of the country where you are posted and as applicable from time to time.

5. OTHER TERMS AND CONDITIONS:

You shall be bound by the terms and conditions as set out under Annexure A hereto. We take this opportunity to welcome you to the Company and wish you a long and fruitful association with us.

Yours sincerely,

For Orion India Systems Private Limited

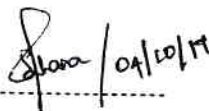
C. Balaga.

Bala Chandra
Executive Vice President



I hereby accept your offer of appointment as on the terms and conditions enclosed and will report for duty on

Signature

 09/10/11

Sahana Raga saini Babu

ANNEXURE A**TERMS AND CONDITIONS OF THE APPOINTMENT****1. PROBATION & CONFIRMATION:**

You will be on probation for a period of Six (6) months from the date of joining which may be reduced or extended, if considered necessary by the Company, at its discretion or based upon your overall performance during the probationary period. On completion of Six (6) months of probation, unless your employment is confirmed in writing, your probation period shall be deemed to be extended.

During the probationary period, your service can be terminated with one (1) month notice or salary in lieu of such notice, on either side.

Upon successful completion of your probation, you will be advised in writing of your confirmation as a regular employee of the company.

On confirmation, your services can be terminated upon three months' notice or three (3) months' salary in lieu of such notice, strictly based on the Company's decision.

2. PLACE OF WORK:

You will be initially posted in Coimbatore however, you are liable to be transferred / deputed in the same position or in an equivalent position to any country, wherever the Company has business interests.

In the event your employment is transferred by the Company to a subsidiary or affiliated company, your employment with such company will, for the purpose of this offer of appointment, be considered as continued employment by the Company, unless and until you execute an agreement, substantially similar in substance to this offer of appointment, then in force in any such company for which you become employed.



3. EMPLOYMENT:

You hereby agree to work with the Company for a minimum period of Thirty (30) months from the Effective Date. After this period of Thirty (30) months, in case, you decide to terminate your employment with the Company, you agree to give a minimum notice of three (3) months after the expression of such intent to my higher authorities.

4. NON-COMPETE:

At the time you begin your employment and during the term of your employment by the Company, you will not, directly or indirectly engage in or become employed by or act on behalf of any other person, company or firm which is engaged in any business or activity similar to or competitive with that of, unless such employment/training has been approved by the Company in writing and signed by the appropriate authority of the Company.

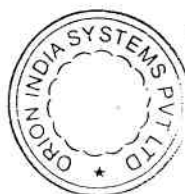
5. INFORMATION FURNISHED REGARDING EMPLOYMENT:

This appointment is subject to your submitting relevant documents regarding your qualifications and past experience.

6. TERMINATION CLAUSE:

We are looking forward to a long and fruitful association, however in the event of unforeseen circumstances your employment with the Company can be terminated in the manner provided below:

- (a) The Company shall be entitled to terminate your services by giving three (3) months' written notice or salary in lieu of notice. In the event of termination on disciplinary grounds including but not limited to embezzlement, fraud, gross negligence, wilful misconduct, or a material violation of Company policies or any other reasons causing grievous loss / damage / disrepute to the Company / associates, your termination will be immediate and without any notice or compensation.
- (b) In the event of your resignation from the Company, the resignation will be accepted, subject to your giving the Company a notice period of three (3) months and proper handing over of your assigned responsibilities to the Company. You shall, on ceasing to be



the employee of the Company for any reason, forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession or prepared in connection with your employment with the Company.

The notice period has to be served in full, unless otherwise agreed by the Company in writing. It is clarified that you do not have the option to either adjust the notice period against any leave or pay compensation in lieu of the notice and the same shall be as per the discretion of the Company.

After being relieved from the Company, either after your termination or resignation, you agree that you will not join and/or work with any of the Company's current or previous business partners and/or clients for the next one (1) year from the date of being relieved from the Company.

7. COMPANY'S INTELLECTUAL PROPERTY RIGHTS:

All works such as development, modifications, improvisations in the form of programs, policies, studies, reports, manuals, products etc., carried out for the Company, with your involvement shall be the property of the Company. The intellectual property rights for such works shall be with the company and you will not have any claims on the same. Further you shall execute, acknowledge, make and deliver to the Company any and all instruments at any time, either during the term of employment or subsequently, which in the judgment of the Company may be necessary or desirable to vest in or secure for or maintain for the benefit of the Company adequate copyright, patent or design and other property rights in all jurisdictions with respect to any invention, claim or work including not limited to (i) copyright/patent/design applications; (ii) any other applications for securing, protecting or registering any property rights relating to such works; and (iii) powers of attorney, assignments, oaths or affirmations, supplemental oaths and sworn statements; and further agree to assist the Company as required to draft such instruments, to obtain and to enforce such rights.

The Company shall at all times have the right to access and monitor all data and e-mails created, sent / received or stored by you using Company facility and on Company's system, at any time, without giving you any prior notification. All such data and information shall be the property of the Company at all times.



8. COMPANY POLICIES:

You will be governed by the Company's policies, regulations and procedures on the office timings, leave, travel, transfers, misconduct, provident fund, bonus and ESI/medical reimbursement or/and other matters etc., presently in force or as introduced/amended from time to time. Further, during the employment period you shall perform your duties with honesty, diligence, orderliness, obedience and faithfulness towards the Company.

9. CONFIDENTIAL INFORMATION:

You shall not, whether during your employment with the Company, or after termination of your employment, for any reason, directly or indirectly, disclose, use for yourself or use for or disclose to any person/entity any Confidential Information other than for the benefit of Company and in the course of performing your duties and responsibilities.

"Confidential Information" means all information or data made available to you (whether furnished orally, in writing, electronically or through any other form or medium and regardless of whether it is specifically marked or identified as confidential) or which directly or indirectly comes to your knowledge, concerning or relating to the Company, including all analyses, reports, studies, designs, technologies, customer information, ideas, methodologies, agreements and other documents whether prepared by the Company, its executives or a third party.

Without prejudice to the generality of the foregoing, you shall:

- i. keep confidential the Confidential Information and not disclose the same to any third party or use the same for your benefit or for the benefit (financial or otherwise) of any third party, except as expressly permitted by an agreement or except with the prior written consent of the Company;
- ii. protect the Confidential Information received with all reasonable care so as to ensure that the same does not fall into the hands of third parties or is not put to unauthorized use; and
- iii. not reproduce, copy or reverse engineer the Confidential Information except with the prior written consent of the Company. The provisions for the protection of the Confidential Information shall apply notwithstanding that you have in an unauthorized manner or



any time to anyone, which may be detrimental to the interests of the company.

While in the service of the Company you are expected to endeavor your best to contribute towards the interests of the Company and maintain confidentiality related with your post. Your individual Salary is purely a matter between yourself and the Company and has been arrived at on the basis of our specific background and professional merit. The Company expects that you maintain this information and any future changes to your Salary, as strictly personal and confidential.

11. GOVERNING LAWS AND JURISDICTION:

These terms and conditions shall be governed and construed in accordance with the laws of India. Any dispute arising hereunder shall be resolved at Chennai, Tamil Nadu, India.

You acknowledge that this offer letter, represents the entire agreement between you and Company and that no verbal or written agreements, promises or representations that are not specifically stated in this offer, are or will be binding upon the Company.

Kindly note that, any action of yours, contrary to any of the abovementioned clauses shall render you liable to termination with immediate effect, notwithstanding any other terms and conditions or your appointment.

Please sign each page of this letter and return the duplicate of this letter as a token of acceptance of the terms of employment as set out herein before.

We will be proud to have you as a member of our team to enable us to achieve our professional goals and objectives.



ANNEXURE B

DOCUMENTS REQUIRED

A. Immediately (Scanned)

- UG/PG Degree certificates;
- Marks cards/transcripts;
- Experience and relieving letters from previous employers;
- Five (5) passport size photographs;
- Two (2) photocopies each of your educational certificates, experience certificates, last drawn salary slip and proof of your age;
- Please show the original of the above certificates for verification;
- A copy of your valid passport; and
- Address proof.

B. Training will be given for the specified skill set you have been employed for.

C. Employment Background Verification

The Company is committed to provide a safe and productive working environment. Therefore, as part of the hiring process you will be required to successfully complete an employment background verification prior joining. Please note that in the event of failure in background verification will result in withdrawal of your offer of employment.



ANNEXURE C
SALARY

Date: 04-Oct-17

Name: Sahana Raga saini Babu

Designation: Junior Associate Trainee

Location: Coimbatore

Orion - CTC	
Elements (Per Month)	CTC Rs.
Basic	7,000.00
HRA	3,500.00
Special Allowance	2,356.00
Conveyance Allowance	1,600.00
Education Allowance	200.00
Medical Allowance	1,250.00
LTA	0.00
Food Coupons	0.00
Telephone Reimbursement	0.00
Books and Periodicals	0.00
Gross Salary (A)	15,906.00
PF Contribution (Employer)	840
ESI Contribution (Employer)	754.00
Employer Contribution (B)	1,594.00
CTC per month (A+B)	17,500.00
CTC Per annum **	2,10,000.00

** The amount will be subject to applicable Statutory and Income Tax deductions

Yours sincerely,

For Orion India Systems Private Limited

C. Balafar

Bala Chandra
Executive Vice President



LETTER OF INTENT

Date: 14-Nov-17

Name: KAVIYA. M

Dear KAVIYA,

With reference to your application and subsequent assessments you had with us, we are pleased to inform you that you have been shortlisted for the position of *Customer Service Associate* at Coimbatore facility of Amazon Development Center India Pvt. Ltd. (the "company").

Please treat this as a letter of intent ("LOI") valid for a period of 365 days from the date of issue of this letter upon expiry of which the letter of intent will expire without any further conditions or liabilities on your or our side unless an Offer Letter duly executed by the Company is issued to you before the expiry of the aforesaid 365 day period. The issue of an Offer Letter to you is subject to the Company's future business requirements and will be issued at the sole discretion of Amazon. Upon issue of the Offer Letter, this LOI stand automatically terminated. This LOI shall also be terminated automatically in the event you take up employment with another person (other than the company) before issue of the Offer Letter.

You are required to submit the following documents:

- Copies of the Educational Certificate (from Class 10th till the highest education)
- Relieving letter from the previous employer/s (if applicable)
- Service letter from the previous employer/s (if applicable)
- Last payslip from the previous employer/s (if applicable)
- Form 16 (if applicable)
- Address Proof
- Passport Size Photographs (6)
- Copy of PAN card

Upon signing the Offer Letter, you would be eligible to receive Total Compensation of INR 1,62,000/- (Rupees), payable as per the following structure:

1. Annual Base Pay of INR 1,37,700/- (Rupees) per annum payable in arrears in accordance with Amazon India's standard payroll practice and subject to all lawful deductions of income tax, provident fund contribution (if any), insurances or otherwise
2. Variable Pay of INR 24,300/- (Rupees) per annum, payable on quarterly basis and subject to meeting performance levels as per the company standards and policy.

Your attention is drawn to make note that Variable Pay will be payable only upon successfully meeting the requirements as per company policy and also subject to (a) your continuing employment with Amazon on the date of payout.

The same may be revised at the time of the issuance of an Offer Letter as per prevailing levels of pay at the time of issue of the Offer Letter. The amounts stated herein are only indicative and in no way a binding commitment on the Company's part. In addition, you will be eligible for benefits as per company policies.

Tower B – 3rd Floor, India Land Tech Park Private Limited
CHIL SEZ Area, Keeranatham Village, Saravanampatti, Coimbatore – 641 035, Tamil Nadu.
Tel. : +91 - 422 - 666 5000

www.amazon.com

CIN: U72200KA2004FTC034233

You are hereby notified that you are not employed in the absence of a signed Offer Letter. This LOI relates only to your potential employment with the Company and does not constitute an offer of employment with respect to the Company or any affiliate or related entity. Further, this LOI does not create or vest any rights in you to be issued an Offer Letter whether within the 365 day period referred to herein or thereafter or with respect to the base pay as mentioned herein.

In the event that you receive an offer of employment from any other employer (apart from the Company), you are requested to immediately intimate the Company in writing of such offer.

You are required to return the duplicate copy of this letter duly signed indicating your acceptance of the terms and conditions stated above. Acceptance of this LOI will be construed as a confirmation that you do not have any obligations arising from any contract or otherwise in favor of a prior employer or third party, which would impose restrictions on your ability to accept employment with the Company and carry out your Company related functions and duties upon employment, if and once the Offer Letter is issued.

For any queries, please feel free to write to us on csrecruiting-coimbatore@amazon.com

Yours sincerely,

For AMAZON DEVELOPMENT CENTRE (INDIA) PVT LTD


Zonunmawii Renthlei
SR. HR Business Partner

ACCEPTANCE OF LOI

I accept the terms set forth in this letter with the company:

Signature

Date

Tower B – 3rd Floor, India Land Tech Park Private Limited
CHIL SEZ Area, Keeranatham Village, Saravanampatti, Coimbatore – 641 035, Tamil Nadu.
Tel. : +91 – 422 – 666 5000

www.amazon.com

CIN: U72200KA2004FTC034233

Date: 01-02-2018

LETTER OF INTENT

Dear Aiswarya K.S

Congratulations!!!

We are pleased to inform you that you have been short listed for an offer of employment with HGS. We request you to submit required document on the date specified below as discussed by your recruiter. Your permanent offer letter will be provided on the date of joining subjected to completion of documentation and clearing the required as prescribed by HGS.

Designation: - CRO Level:- DS 1 Process Name: - CHN

Please bring along the following documents:

1. Updated copy of the resume.
2. 6 Passport size photographs with white background.
3. Photo ID proof. (Passport/ Pan Card/ Voter's ID/ Driving License/ Learner's License or any government issued document with full date of birth)
4. Address Proof
5. 10th, 12th & Highest Qualification Mark Sheets (Each Year/Each Semester wise), Highest Qualification Degree or Provisional Degree Certificate.
6. PAN Card.
7. All employment service/experience letters.

Proposed salary: - Annual cost to the company.

Compensation	
Annual CTC	INR. <u>1,01,680,-1,66,000</u>
Monthly Gross	INR.
Fixed	INR.
Incentives	INR.
(Applicable from 3rd month)	

Deduction	
PF (Employee)	INR.
PF (Employer)	INR.
Insurance	INR.
ESI	INR.

Note:→ Monthly gross salary of INR 15000/- and above is not eligible for ESI benefit.

→ Professional tax of INR 150 is applicable for salary range of INR 10000 – 14999 and INR 200 for INR 15000 & above.

I hereby declare that I have clearly understood the above mentioned aspects regarding my job.

Name of the Employee: -

Signature: -

Recruiter Name & Sign.:-

Date: -

Contact Number:-

Please note that this LOI is subjected to review and change as per company HR policies.

Work Location: Hinduja Global Solutions - #5th Floor, Jayanth Tech Park, Padmini Gardens, Mount Poonamallee Road, Nandambakkam, Chennai 600 089, Diagonal Opposite to Chennai Trade Centre. Contact HR: 9500088018.

Date: 01-02-2018

LETTER OF INTENT

Dear Avialash Kumar . N

Congratulations!!!

We are pleased to inform you that you have been short listed for an offer of employment with HGS. We request you to submit required document on the date specified below as discussed by your recruiter. Your permanent offer letter will be provided on the date of joining subjected to completion of documentation and clearing the required as prescribed by HGS.

Designation: - CRO Level:- DS 1 Process Name: - CHN

Please bring along the following documents:

1. Updated copy of the resume.
2. 6 Passport size photographs with white background.
3. Photo ID proof. (Passport/ Pan Card/ Voter's ID/ Driving License/ Learner's License or any government issued document with full date of birth)
4. Address Proof
5. 10th, 12th & Highest Qualification Mark Sheets (Each Year/Each Semester wise), Highest Qualification Degree or Provisional Degree Certificate.
6. PAN Card.
7. All employment service/experience letters.

Proposed salary: - Annual cost to the company.

Compensation	
Annual CTC	INR. <u>1,01,580 - 1,56,000</u>
Monthly Gross	INR.
Fixed	INR.
Incentives (Applicable from 3rd month)	INR.

Deduction	
PF (Employee)	INR.
PF (Employer)	INR.
Insurance	INR.
ESI	INR.

Note: → Monthly gross salary of INR 15000/- and above is not eligible for ESI benefit.

→ Professional tax of INR 150 is applicable for salary range of INR 10000 – 14999 and INR 200 for INR 15000 & above.

I hereby declare that I have clearly understood the above mentioned aspects regarding my job.

Name of the Employee: -

Signature: -

Recruiter Name & Sign.:-

Date: -

Contact Number:-

Please note that this LOI is subjected to review and change as per company HR policies.

Work Location: Hinduja Global Solutions - #5th Floor, Jayanth Tech Park, Padmini Gardens, Mount Poonamallee Road, Nandambakkam, Chennai 600 089, Diagonal Opposite to Chennai Trade Centre. Contact HR: 9500088018.

Date: 01-02-2018

LETTER OF INTENT

Dear Dhayan S

Congratulations!!!

We are pleased to inform you that you have been short listed for an offer of employment with HGS. We request you to submit required document on the date specified below as discussed by your recruiter. Your permanent offer letter will be provided on the date of joining subjected to completion of documentation and clearing the required as prescribed by HGS.

Designation: - CRO Level: - DS 1 Process Name: - CHAN

Please bring along the following documents:

1. Updated copy of the resume.
2. 6 Passport size photographs with white background.
3. Photo ID proof. (Passport/ Pan Card/ Voter's ID/ Driving License/ Learner's License or any government issued document with full date of birth)
4. Address Proof
5. 10th, 12th & Highest Qualification Mark Sheets (Each Year/Each Semester wise), Highest Qualification Degree or Provisional Degree Certificate.
6. PAN Card.
7. All employment service/experience letters.

Proposed salary: - Annual cost to the company.

Compensation	
Annual CTC	INR. 1,01,580 - 1,56,000
Monthly Gross	INR.
Fixed	INR.
Incentives (Applicable from 3rd month)	INR.

Deduction	
PF (Employee)	INR.
PF (Employer)	INR.
Insurance	INR.
ESI	INR.

Note: → Monthly gross salary of INR 15000/- and above is not eligible for ESI benefit.

→ Professional tax of INR 150 is applicable for salary range of INR 10000 – 14999 and INR 200 for INR 15000 & above.

I hereby declare that I have clearly understood the above mentioned aspects regarding my job.

Name of the Employee: -

Signature: -

Recruiter Name & Sign.:-

Date: -

Contact Number:-

Please note that this LOI is subjected to review and change as per company HR policies.

Work Location: Hinduja Global Solutions - #5th Floor, Jayanth Tech Park, Padmini Gardens, Mount Poonamallee Road, Nandambakkam, Chennai 600 089, Diagonal Opposite to Chennai Trade Centre. Contact HR: 9500088018.

Date: 01-02-2018

LETTER OF INTENT

Dear KEERTHI . N

Congratulations!!!

We are pleased to inform you that you have been short listed for an offer of employment with HGS. We request you to submit required document on the date specified below as discussed by your recruiter. Your permanent offer letter will be provided on the date of joining subjected to completion of documentation and clearing the required as prescribed by HGS.

Designation: - CRO Level:- DS 1 Process Name: - CHN

Please bring along the following documents:

1. Updated copy of the resume.
2. 6 Passport size photographs with white background.
3. Photo ID proof. (Passport/ Pan Card/ Voter's ID/ Driving License/ Learner's License or any government issued document with full date of birth)
4. Address Proof
5. 10th, 12th & Highest Qualification Mark Sheets (Each Year/Each Semester wise), Highest Qualification Degree or Provisional Degree Certificate.
6. PAN Card.
7. All employment service/experience letters.

Proposed salary: - Annual cost to the company.

Compensation	
Annual CTC	INR. <u>1,01,580/-</u> <u>1,56,000/-</u>
Monthly Gross	INR.
Fixed	INR.
Incentives	INR.
(Applicable from 3rd month)	

Deduction	
PF (Employee)	INR.
PF (Employer)	INR.
Insurance	INR.
ESI	INR.

Note: → Monthly gross salary of INR 15000/- and above is not eligible for ESI benefit.

→ Professional tax of INR 150 is applicable for salary range of INR 10000 – 14999 and INR 200 for INR 15000 & above.

I hereby declare that I have clearly understood the above mentioned aspects regarding my job.

Name of the Employee: -

Signature: -

Recruiter Name & Sign.:-

Date: -

Contact Number:-

Please note that this LOI is subjected to review and change as per company HR policies.

Work Location: Hinduja Global Solutions - #5th Floor, Jayanth Tech Park, Padmini Gardens, Mount Poonamallee Road, Nandambakkam, Chennai 600 089, Diagonal Opposite to Chennai Trade Centre. Contact HR: 9500088018.

Date: 01-02-2018

LETTER OF INTENT

Dear Paarkavi . V

Congratulations!!!

We are pleased to inform you that you have been short listed for an offer of employment with HGS. We request you to submit required document on the date specified below as discussed by your recruiter. Your permanent offer letter will be provided on the date of joining subjected to completion of documentation and clearing the required as prescribed by HGS.

Designation: - CRO Level: - DSI Process Name: - CHN

Please bring along the following documents:

1. Updated copy of the resume.
2. 6 Passport size photographs with white background.
3. Photo ID proof. (Passport/ Pan Card/ Voter's ID/ Driving License/ Learner's License or any government issued document with full date of birth)
4. Address Proof
5. 10th, 12th & Highest Qualification Mark Sheets (Each Year/Each Semester wise), Highest Qualification Degree or Provisional Degree Certificate.
6. PAN Card.
7. All employment service/experience letters.

Proposed salary: - Annual cost to the company.

Compensation	
Annual CTC	INR. <u>1,01,680 - 1,56,000</u>
Monthly Gross	INR.
Fixed	INR.
Incentives (Applicable from 3rd month)	INR.

Deduction	
PF (Employee)	INR.
PF (Employer)	INR.
Insurance	INR.
ESI	INR.

Note: → Monthly gross salary of INR 15000/- and above is not eligible for ESI benefit.

→ Professional tax of INR 150 is applicable for salary range of INR 10000 – 14999 and INR 200 for INR 15000 & above.

I hereby declare that I have clearly understood the above mentioned aspects regarding my job.

Name of the Employee: -

Signature: -

Recruiter Name & Sign.:-

Date: -

Contact Number:-

Please note that this LOI is subjected to review and change as per company HR policies.

Work Location: Hinduja Global Solutions - #5th Floor, Jayanth Tech Park, Padmini Gardens, Mount Poonamallee Road, Nandambakkam, Chennai 600 089, Diagonal Opposite to Chennai Trade Centre. Contact HR: 9500088018.

Date: 01-02-2018

LETTER OF INTENT

Dear V. Manju

Congratulations!!!

We are pleased to inform you that you have been short listed for an offer of employment with HGS. We request you to submit required document on the date specified below as discussed by your recruiter. Your permanent offer letter will be provided on the date of joining subjected to completion of documentation and clearing the required as prescribed by HGS.

Designation: - CRO Level: - DS1 Process Name: - CHN

Please bring along the following documents:

1. Updated copy of the resume.
2. 6 Passport size photographs with white background.
3. Photo ID proof. (Passport/ Pan Card/ Voter's ID/ Driving License/ Learner's License or any government issued document with full date of birth)
4. Address Proof
5. 10th, 12th & Highest Qualification Mark Sheets (Each Year/Each Semester wise), Highest Qualification Degree or Provisional Degree Certificate.
6. PAN Card.
7. All employment service/experience letters.

Proposed salary: - Annual cost to the company.

Compensation	
Annual CTC	INR. 1,01,580 - 1,56,000
Monthly Gross	INR.
Fixed	INR.
Incentives	INR.
(Applicable from 3rd month)	

Deduction	
PF (Employee)	INR.
PF (Employer)	INR.
Insurance	INR.
ESI	INR.

Note: → Monthly gross salary of INR 15000/- and above is not eligible for ESI benefit.

→ Professional tax of INR 150 is applicable for salary range of INR 10000 – 14999 and INR 200 for INR 15000 & above.

I hereby declare that I have clearly understood the above mentioned aspects regarding my job.

Name of the Employee: -

Signature: -

Recruiter Name & Sign.:-

Date: -

Contact Number:-

Please note that this LOI is subjected to review and change as per company HR policies.

Work Location: Hinduja Global Solutions - #5th Floor, Jayanth Tech Park, Padmini Gardens, Mount Poonamallee Road, Nandambakkam, Chennai 600 089, Diagonal Opposite to Chennai Trade Centre. Contact HR: 9500088018.

Offer cum Employment Agreement

April 10, 2017

Dear Hemanth Raj V,

Thank you for your interest in working for our organization. Having successfully passed the interviews we are pleased to offer you a position with Juspay Technologies Private Limited ("Juspay" or "Company"). It is my pleasure to extend the following offer of employment ("Offer") to you on behalf of Juspay. If you accept this Offer you will be designated as **"Associate Software Development Engineer (ASDE)"** and you will join us at our Bangalore office.

This Offer will be subject to the execution of the Agreement and the Proprietary Information and Invention Agreement. Your employment with the Company will also be governed by the policies, rules and guidelines of the Company as may be formulated by the Company from time to time.

The overall CTC offered to you is **INR. 6,50,000 per Annum (Six Lakh Fifty Thousand Only)**. Detailed break up available in the Agreement a copy of which has been annexed as Annexure 1 hereto.

This Offer with Juspay is subject to the successful verification of information provided by you.

By accepting this Offer you are also confirming that: -

1. You have terminated your employment with your previous employer (if any) in compliance with their terms and conditions;
2. There are no contractual obligations with respect to your earlier contracts that would prevent you from delivering your responsibilities with the Company or taking up this position with this Company;
3. Juspay is not liable for any past dues owed by you as part of termination of any previous employments;
4. You are not bringing in any Intellectual Property that you do not have sole ownership of.

This Offer will be valid for 1 weeks from the date of this letter. If this Offer is acceptable to you, please convey your acceptance to the Company by (a) email or telephone; and (b) providing a signed copy of this Offer letter by post or email. If we do not hear back from you within a period of 2 weeks from the date of this Offer, this Offer will be deemed to be cancelled and we are not obliged to hold the position open for you.

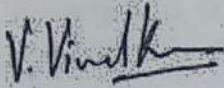
If you accept this Offer you are required to join on **May 01, 2017 ("Joining Date")**. It is clarified that your joining will be subject to the execution of the Agreement and the Proprietary Information and Invention Agreement. If you are unable to report on the Joining Date you are requested to inform the Company in writing of the delay.

The following documents are required to be produced at the time of joining of the Company. Please provide originals and self-attested Xerox copies; originals will be returned after verification.

1. Relieving Letter from all your previous employers;
2. Salary slip or salary certificate from most recent employer;
3. Experience Certificate from all previous employers;
4. Proof of Academic Qualification (Class 10th Equivalent and above);

5. Proof of identity i.e. PAN card, driving license, Electoral card;
6. Photographs (3 copies).

We take great pleasure in welcoming you to the Company and sincerely hope that your period of service with us will be long, pleasant and of mutual benefit. We hope you will find this Offer acceptable and wait to welcome you to the Juspay family.



For Juspay Technologies Private Limited
Vimal Kumar, Director

Acceptance of Offer

I understand and accept the Offer along with terms and conditions, and annexure(s) set forth herein by signing at the end of this document and here under.

Candidate Signature

Name

Place and Date

Annexure 1

EMPLOYMENT AGREEMENT

This contract of employment ("**Agreement**") is made and entered into between Juspay Technologies Private Limited ("**Company**"), with its place of business at 3rd Floor, Girija Building, #817, Ganapathi Temple Road, Near Federal Bank, 8th Block, Koramangala, Bengaluru, Karnataka 560095, India and **Hemanth Raj V**, an individual ("**you**"). You are required to initial all pages and sign at the end of this document to signify your acceptance of the terms contained under this Agreement.

1. Commencement and Terms of Employment

- a. Your effective date of employment will be **May 01, 2017** ("**Effective Date**").
- b. You agree that you will at all times faithfully, industriously, and to the best of your skill, ability, experience and talents, perform all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with this Agreement, all company policies, procedures, rules and regulations, both written and oral, as are announced by the Company, from time to time. It is also understood and agreed to by you that your assignment, duties and responsibilities and reporting arrangements may be changed by the Company, in its sole discretion, without causing termination of this Agreement. This Agreement provides a summary of the main terms and conditions of your employment with the Company. You will be required to comply with Company policies and procedures with respect to reimbursement claims, Leave & Holidays, Sexual Harassment, Use of Technology and such other policies as the Company may bring into effect during anytime of your employment.

2. Place of Posting and Assignment: Your regular place of work will be the Bangalore, India. However, you may be required to travel to other places for induction, training or for other official purpose.

3. Probation: You will initially be on probation for a period of six months from your date of joining. Based on satisfactory performance, you will be considered and confirmed at the end of six months unless otherwise communicated. During the probation period you will be eligible for select benefits.

4. Compensation:

- (a) Your CTC will be **INR 6,50,000 per annum (Six Lakh Fifty Thousand Only)**. The CTC is payable subject to deductions under applicable laws, including without limitation the usual deductions for taxation. You will find the detailed break-up of your CTC in Annexure 1 hereto. Your CTC may be varied by the Company from time to time at the sole discretion of the Company.
- (b) In addition, you will be eligible for an annual performance bonus of up to **INR 1,50,000 per annum (One Lakh Fifty Thousand Only)**. The bonus payout will be at the discretion of the company and will be determined based upon your performance on the established goals.

5. Incentives and Benefits: The Company may grant you bonus, royalty, commission, and/or any other incentive, at its sole discretion. You shall also be entitled to receive benefits applicable

generally to the Company's employees (including without limitation coverage under a health insurance for employees, etc.) and other benefits provided to persons at the same level as you.

6. Past Record: If any declaration given or information furnished by you in the form of degree certificates or other documents to the Company is false and/or if you have wilfully suppressed any material information, you may be removed from services without any notice or compensation in lieu, anytime after the joining date.

7. Termination:

(a) Your employment with the Company is at will and is not for a specified term. During the period of probation, the Company can terminate your employment by giving a written notice or salary in lieu of 14 days. On confirmation, this period shall be 30 days. However, in the event of gross misconduct or breach of the terms and conditions, the Company is entitled to terminate your employment with immediate effect. In this case the Company may offset and/or withhold any payment made or due to you.

(b) Notice Period: In case you wish to terminate or formally resign from the employment with the Company you must serve a 60 days' notice period in writing to the Company. The Company may, at its sole discretion relieve you in less than 60 days, i.e. the stipulated notice period. Company may at its discretion permit you to (a) adjust vacation adjusted to the part of notice period (b) Pay the CTC in lieu of serving the requisite notice period prior to resignation.

(c) Consequences of Termination. In the event of termination of this Agreement for any reason whatsoever, you will do the following:

- a) handover charge to such person or persons as may be nominated by the Company in that behalf;
- b) surrender to the management of the Company or any person nominated/authorised by it, all confidential information and property owned by the Company and which is in your possession or custody pertaining to or connected with the business of the Company or any subsidiary, associate or affiliate of the Company;
- c) you shall duly certify in writing that (i) all confidential information and all properties belonging to the Company have been duly returned to the Company; and (ii) you acknowledge that you are not entitled to any severance upon termination of your employment and that except the unpaid remuneration for that particular month you have no claims against the Company and waive any claim you had or may have had against the Company.

8. Work Place Ethics: You will conform to industry standard Code of Business Conduct and comply with the policies and procedures lay down in the Company and communicated to you from time to time. These include guidelines on dual employment policy, leave policy, information technology policy, workplace harassment policy amongst others. You will maintain a professional work culture in the organization in terms of attire, company property maintenance and use.

9. Confidentiality: You shall not disclose any confidential information of the Company, trade secrets or know-how to any entity or any other third Party. You shall observe and abide by all the terms of the Proprietary Information and Invention Agreement attached as Annexure 2. Breach of

any of the terms provided therein, will lead to immediate termination of your employment, in addition to pursuing any other remedies that the Company may have.

10. Vacation Policy: You are eligible for 18 days of privilege/earned leave every calendar year (January to December) and 12 days of sick leave every calendar year (January to December)

If you are employed for a portion of the year, this number is adjusted downwards accordingly and rounded up to the next whole number. Unused vacation/sick/festival leaves cannot be rolled into the next calendar year.

11. Office hour policy: 5 day work weeks. Work timings shall start not later than at 9.00 AM and you shall be required to work for nine (9) hours per day.

12. Non-compete clause: You shall not during the term of this Agreement, engage, directly or indirectly, either personally or through an agent, company or through a partnership or as a shareholder, employee, consultant, advisor, principal contractor or sub-contractor, director, or agent or in any other manner whatsoever, whether for profit or otherwise, in any business which competes with the business of the Company or which is a direct competitor of the Company. This clause shall also be applicable for a period of [6 months] from the date of termination of this Agreement, for any reason whatsoever. You agree and acknowledge that no separate non-compete fees is payable to you, and the consideration for the non-compete restriction contained herein is deemed to have been received under this Agreement. You also acknowledge the receipt and sufficiency of such consideration received towards the non-compete restriction contained herein.

13. Non-Solicitation: During the term of your employment and for one (1) year thereafter, you will not encourage or solicit any employee of the Company to leave the Company for any reason or to accept employment with any other Company. As part of this restriction, you will not interview or provide any input to any third party regarding any such person during the period in question. However, this obligation shall not affect any responsibility you may have as an employee of the Company with respect to the bona fide hiring and firing of Company personnel.

14. No Consultancy: You agree to devote all your business time and attention to the business and affairs of the Company and shall make best endeavours in promoting the Company's interests. You further agree that, during your employment with the Company, you will not provide consulting services to or become an employee of, any other firm or person whether engaged in a business in any way competitive with the Company or not, without first informing the Company of the existence of such proposed relationship and obtaining the prior written consent of your reporting manager and the human resource manager responsible in the Company.

15. You agree that you are employed on an "at-will" basis. This means that you have the right to resign and the Company has the right to terminate your employment at anytime for any reason with or without cause. You further agree that this term of this Agreement can only be modified by the Company and shall be duly executed by you and the Company.

16. Governing Law and Dispute Resolution. This Agreement shall be governed by the laws of India. You agree that the courts in Bangalore, Karnataka shall have exclusive jurisdiction in the event of any and all disputes that you have with the Company which arise out of your employment or under the terms of your employment.

17. If one or more provisions of this Agreement are held to be unenforceable under applicable law, such provisions shall be excluded from this Agreement and the balance of the Agreement shall be interpreted as if such provisions were so excluded and shall be enforceable in accordance with its terms.

18. You hereby authorize the Company to notify your new employer about your rights and obligations under this Agreement following the termination of your employment with the Company.

19. This Agreement read with the Proprietary Information and Invention Agreement and the ESOP Plan sets forth the entire agreement and understanding between the Company and you relating to the subject matter herein and merges all prior discussions, including but not limited to any and all statements made by any officer, employee or representative of the Company regarding the Company's financial condition or future prospects. You understand and acknowledge that, except as set forth in this Agreement read with the Proprietary Information and Invention Agreement (i) no other representation or inducement has been made to you, (ii) you have relied on your own judgment and investigation in accepting the employment with the Company, and (iii) you have not relied on any representation or inducement made by any officer, employee or representative of the Company.

20. **Modification.** No modification of or amendment to this Agreement, nor any waiver of any rights under this Agreement, will be effective unless in writing signed by both the Parties. You understand and agree that any subsequent change or changes in your role, duties, salary or compensation will not affect the validity or scope of this Agreement.

21. This Agreement shall be effective as of the first day of your employment with the Company and shall be binding upon you, your heirs, executor, assigns, and administrators, and shall inure to the benefit of the Company, its subsidiaries, successors and assigns.

22. This Agreement along with the Proprietary Information and Invention Agreement attached as Annexure 2 to the offer letter supersedes any oral communications, commitments made by the company representatives in any of the clauses mentioned above.

23. **Notice.** Any notice or other communication to be given by either party to the other pursuant to this Agreement shall be made in writing and signed by or on behalf of the party giving it. It shall be served by letter or facsimile transmission or email and shall be deemed to be duly given or made when delivered (in the case of personal delivery), at the time of transmission (in the case of facsimile transmission or email, provided that the sender has received a receipt indicating proper transmission and a hard copy of such notice or communication is forthwith sent by prepaid post to the relevant address set out below) or 5 (five) days after being dispatched in the post, postage prepaid, by registered mail to such party at its address or facsimile number specified herein or at such other address or facsimile number as such party may hereafter specify for such purpose. The addresses, email address and fax numbers of the parties for the purpose of notices are as follows:

(a) Employee: Hemanth Raj V

E-mail: raj84325@gmail.com

(b) Company: Juspay Technologies Pvt. Ltd.

Attention: Vimal Kumar

Address: 3rd Floor, Girija Building, #817, Ganapathi Temple Road, Near
Federal Bank, 8th Block, Koramangala, Bengaluru, Karnataka
560095, India

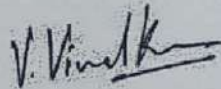
Email: vimal.kumar@juspay.in

A party may change or supplement the addresses given above, or designate additional addresses, for purposes of this clause 23, by giving the other party written notice of the new address in the manner set forth above.

24. **Survival.** Clauses 12 and 13 (Non-compete and Non-solicitation Obligations), Clause 9 (Confidentiality), Clause 23 (Notices) and Clause 16 (Governing Law & Dispute Resolution) shall survive termination of this Agreement.

IN WITNESS WHEREOF, the Parties have entered into this Agreement on the day and year first above written:

Signed & delivered for and on behalf of)
the within named Company by its)
Authorised Representative)
Vimal Kumar, Director)



Signed and delivered by the within)
named Hemanth Raj V)

ANNEXURE 1 to the Agreement

CTC Break- Up:

Salary structure		
Salary structure		
CTC(INR)	6,50,000	
CTC(In Hand)	6,28,400	
Per Month	52,367	
Component	Per Annum	Per Month
Basic	3,25,000	27,083
House Rent allowance	1,30,000	10,833
Conveyance allowance	19,200	1,600
Medical reimbursement	15,000	1,250
Other allowance	1,39,200	11,600
Employer's contribution to PF	21,600	-
Total earnings (A)	6,50,000	1,14,866
Less: Deduction per month:		
Employees contribution to PF		1,800
Professional tax		200
Tax deducted at source *		
Total Deduction (B)		2,000
Net take home (C = A-B)		50,366
* Based on total income at applicable income tax rates		

Reg - Final Selected List

Greetings!!!

Congratulations!!!

With Reference to the campus recruitment program for 2017 batch.

It is our pleasure to share the final selected list of students.

MYTHILI	SUBRAMANI	<u>mythili30.sr@gmail.com</u>	9944232
PRIYADHARSHINI			

NOTE: Java certification is must for all the selected candidates at the time of joining.

Kindly Update the status about java certification on April'2017.

Certification Name: Oracle Certified Professional, Java SE 8 Programmer (OCPJP 8)

Oracle URL: https://education.oracle.com/pls/web_prod-plq-dad/db_pages.getpage?page_id=654&get_params=p_id:357&p_org_id=1080544&lang=US#tabs-2-1

OCPJP 8 Certification Exam Curriculum

- Java Class Design
- Advanced Java Class Design
- Generics and Collections
- Lambda Built-in Functional Interfaces
- Java Stream API
- Exceptions and Assertions
- Use Java SE 8 Date/Time API
- Java I/O Fundamentals
- Java File I/O (NIO.2)
- Java Concurrency
- Building Database Applications with JDBC
- Localization

IVTL Infoview Technologies Pvt.Ltd.
Vishranthi Melaram Towers, IInd Floor
No.2/319 , Rajiv Gandhi Salai(OMR)
Karapakkam, Chennai - 600097.

NTT DATA Global Delivery Services Private Limited

18 & 18/1, South End Road
Basavanagudi, Bangalore 560 004 India
Tel: +91.80.2665.9482 Fax: +91.80.2653.0912

29th September 2016

Abishek Saitesh

Akshaya College Of Engineering And Technology

Dear Abishek Saitesh,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you **Sr. Associate Consultant** with NTT DATA Global Delivery Services Private Limited (hereinafter referred to as "the Company") subject to below terms and condition. Please note that your subsequent employment with the Company is subject to your completing the training as given below.

Please note that this offer does not give you the employee status of the Company. Your appointment as trainee comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This communication does not confer you with any right against the company until you join for training.

You will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project, domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. On your start date, please bring the documents as per Annexure A.

During the training you will be given a stipend of **Rs.12,000** per month.

Please note that the offer of appointment and continuation of employment thereof is subject to successful completion of your:

- Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
- Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.

On successful completion of your training, you will be appointed as a **Sr. Associate Consultant in Grade 5** and will be on probation for an initial period of 6 months. Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your services will be confirmed, extended or terminated in writing. Till such letter is issued, you will continue to be on probation.

Your total compensation inclusive of all benefits will be **Grade 5** during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws.

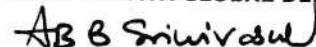
The retirement age is 58 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A.

You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

Yours sincerely,

FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED



B B SRINIVASULU

VICE PRESIDENT - TALENT ACQUISITION

We request you to please read and sign the enclosed copy of this letter and return it by **29th September 2016** to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: 

(Abishek Saitesh)

Date: 13/10/2016

NTT DATA Global Delivery Services Private Limited

18 & 18/1, South End Road
Basavanagudi, Bangalore 560 004 India
Tel: +91.80.2665.9482 Fax: +91.80.2653.0912

29th September 2016**Tamilselvan T****Akshaya College Of Engineering And Technology**

Dear Tamilselvan T,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you **Sr. Associate Consultant** with NTT DATA Global Delivery Services Private Limited (hereinafter referred to as "the Company") subject to below terms and condition. Please note that your subsequent employment with the Company is subject to your completing the training as given below.

Please note that this offer does not give you the employee status of the Company. Your appointment as trainee comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This communication does not confer you with any right against the company until you join for training.

You will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project, domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. On your start date, please bring the documents as per Annexure A.

During the training you will be given a stipend of **Rs.12,000** per month.

Please note that the offer of appointment and continuation of employment thereof is subject to successful completion of your:

- Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
- Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.

On successful completion of your training, you will be appointed as a **Sr. Associate Consultant in Grade 5** and will be on probation for an initial period of 6 months. Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your services will be confirmed, extended or terminated in writing. Till such letter is issued, you will continue to be on probation.

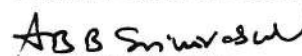
Your total compensation inclusive of all benefits will be **Grade 5** during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws.

The retirement age is 58 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A.

You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

Yours sincerely,
FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED


B B SRINIVASULU
VICE PRESIDENT - TALENT ACQUISITION

We request you to please read and sign the enclosed copy of this letter and return it by **29th September 2016** to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: **(Tamilselvan T)**Date: 13/10/2016

NTT DATA Global Delivery Services Private Limited

18 & 18/1, South End Road
Basavanagudi, Bangalore 560 004 India
Tel: +91.80.2665.9482 Fax: +91.80.2653.0912

29th September 2016

Anna Treesa Joy

Akshaya College Of Engineering And Technology

Dear Anna Treesa Joy,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you **Sr. Associate Consultant** with NTT DATA Global Delivery Services Private Limited (hereinafter referred to as "the Company") subject to below terms and condition. Please note that your subsequent employment with the Company is subject to your completing the training as given below.

Please note that this offer does not give you the employee status of the Company. Your appointment as trainee comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This communication does not confer you with any right against the company until you join for training.

You will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project, domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. On your start date, please bring the documents as per Annexure A.

During the training you will be given a stipend of **Rs.12,000** per month.

Please note that the offer of appointment and continuation of employment thereof is subject to successful completion of your:

- Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
- Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.

On successful completion of your training, you will be appointed as a **Sr. Associate Consultant in Grade 5** and will be on probation for an initial period of 6 months. Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your services will be confirmed, extended or terminated in writing. Till such letter is issued, you will continue to be on probation.

Your total compensation inclusive of all benefits will be **Grade 5** during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws.

The retirement age is 58 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A.

You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

Yours sincerely,

FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED



B B SRINIVASULU

VICE PRESIDENT - TALENT ACQUISITION

We request you to please read and sign the enclosed copy of this letter and return it by **29th September 2016** to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: Anna Treesa Joy
(Anna Treesa Joy)

Date: 13.10.16

NTT DATA Global Delivery Services Private Limited

18 & 18/1, South End Road
Basavanagudi, Bangalore 560 004 India
Tel: +91.80.2665.9482 Fax: +91.80.2653.0912

29th September 2016

Naga Abirami N

Akshaya College Of Engineering And Technology

Dear Naga Abirami N,

With reference to your application and the subsequent discussion(s) that we had, we are pleased to offer you **Sr. Associate Consultant** with NTT DATA Global Delivery Services Private Limited (hereinafter referred to as "the Company") subject to below terms and condition. Please note that your subsequent employment with the Company is subject to your completing the training as given below.

Please note that this offer does not give you the employee status of the Company. Your appointment as trainee comes into effect only after completing the joining formalities with the Company and subject to the below Terms and Conditions. This communication does not confer you with any right against the company until you join for training.

You will be undergoing a training program anywhere in India and at the end of which, you will be evaluated. Company shall determine as necessary, the period of training on the basis of your performance during the training period. Please note that the duration of the training period shall depend on our evaluation of your skill, project, domain, etc. during the evaluation tests conducted by the Company. The discretion with respect to determining the duration of training period shall vest solely with the Company. On your start date, please bring the documents as per Annexure A.

During the training you will be given a stipend of **Rs.12,000** per month.

Please note that the offer of appointment and continuation of employment thereof is subject to successful completion of your:

- Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears on completion of course and having minimum of 60% aggregate.
- Induction training on joining the Company with a minimum score of 65% in the final evaluation on completion of the training.

On successful completion of your training, you will be appointed as a **Sr. Associate Consultant** in **Grade 5** and will be on probation for an initial period of 6 months. Your confirmation is subject to evaluation of performance, which will happen subsequent to completion of the probation period. Your services will be confirmed, extended or terminated in writing. Till such letter is issued, you will continue to be on probation.

Your total compensation inclusive of all benefits will be **Grade 5** during probation and on confirmation and the same will be subject to a deduction of tax at source in accordance with the prevailing laws.

The retirement age is 58 years. This contract of employment can be terminated by either party by giving a notice period of 30 days for employees on probation and 60 days for employees who have been confirmed in your Salary Grade. Either party is not bound to give any reasons thereof.

A formal letter communicating your location (anywhere in India and can include Company's affiliate offices across India) and date of joining will be sent to you at a later period. We will endeavor to give you adequate notice so that you can make necessary arrangements and travel plan. At the time of joining, you are requested to submit the documents as per Annexure A.

You shall be on the rolls of companies establishment at Bangalore and this offer shall be subject to jurisdiction of Bangalore, Karnataka. This is an offer of appointment. On your acceptance, a detailed formal letter of appointment will be issued to you at the time of joining.

Yours sincerely,

FOR NTT DATA GLOBAL DELIVERY SERVICES PRIVATE LIMITED

B B Srinivasulu

B B SRINIVASULU

VICE PRESIDENT - TALENT ACQUISITION

We request you to please read and sign the enclosed copy of this letter and return it by **29th September 2016** to indicate your acceptance of this Offer. I agree & accept employment on the terms and conditions mentioned in this letter.

Signature: *N. Naga Abirami N*
(Naga Abirami N)

Date: 13.10.16

CIN No: U72200TZ2003PTC010618

Dated: 24th November 2016

Ms. MEENAMBIKA A

Address:

Elippara,
Kanakkankalam, Kolippara(PO),
Palakkad

Email: meenaru.19@gmail.com

Mobile: +91 9095586921

Dear Ms. MEENAMBIKA A,

Greetings from Skava Systems!!

Skava Systems Pvt. Ltd., a wholly owned subsidiary of Infosys Limited, (hereafter Skava Systems or Company) is pleased to offer you employment as **"Software Engineer Trainee"**.

Remuneration

Your joining date in Skava Systems is on **1st June 2017**

Your remuneration will be based on total cost to company (CTC) of INR 315,000 per annum (Rupees Three Lakh Fifteen Thousand only per annum).

Location

You will be based at our Development center at TIDEL PARK at Coimbatore. You may be required to relocate to any of our units, departments or the offices of our affiliates and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the company in that work location. Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

Background Check

Your employment is contingent upon the successful completion of our screening process. You must provide

- Three passport size color photographs of yourself
- All your original certificates / testimonials, in support of your age, qualifications, relevant work experience, etc., for verification along with one set of photocopies
- Identity proof (Passport , Voter ID , IT PAN Card, Driving License)

Initials _____

CIN No: U72200TZ2003PTC010618

If Skava Systems is not satisfied, in its sole discretion, with the outcome of the screening process, Skava Systems reserves the right to withdraw this Offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

Probation

You will be under Probation for a period of six (6) months from the date of joining which might extend depending upon your performance.

Notice Period

During probation, your services can be terminated with one month's notice or salary thereof by either parties. On confirmation, you will be required to give three (3) months' notice or salary thereof in case you decide to leave our services, subject to Skava Systems' discretion. Where circumstances make it necessary, Skava Systems will have the discretion to relieve you only at the end of the three (3) months' notice period. Similarly, Skava Systems can terminate your services by giving three (3) months' notice or salary thereof.

Other Terms & Conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member /Employee of any other organization / entity engaged in any form of business activity without the consent of Skava Systems. The consent may be given subject to any terms and conditions that Skava Systems may think fit and may be withdrawn at any time at the discretion of Skava Systems.

On your first day of work, you must sign, without modification, a (i) Skava Systems Proprietary Information and Inventions Agreement, (Annexure 1) , which includes standard provisions regarding Confidentiality, Intellectual Property and Competitive activities and (ii) the Code of Business Conduct and Ethics. Your employment shall be governed by all the rules and regulations, as amended from time to time, of Skava Systems as applicable to your category of employees.

This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure 2). If you have any questions regarding these agreements, please feel free to discuss it with us.

As a Skava Systems employee, you will be expected to abide by all Skava Systems rules, policies and procedures. Your working hours are subject to change as and when considered necessary by the management. You will have to make your own arrangements as regards stay and conveyance to and from the place of work.

This letter, including the enclosures, sets forth the entire terms of your employment with Skava Systems and supersedes any prior representations or agreements, whether written or oral concerning your employment at Skava Systems.

Initials _____

CIN No: U72200TZ2003PTC010618

The terms contained in this offer letter may not be modified or amended except in writing, signed by the Chief Executive Officer of Skava Systems or their designee, and by you.

This Offer of Employment shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Tamil Nadu, India.

If you wish to accept this employment kindly revert to us within 5 days from the date of receiving the offer letter. You are welcome to join on or before **1st June 2017**. Kindly sign a duplicate copy of this letter and return to us on the date of joining.

We look forward to a favorable reply and welcoming you to a productive and exciting work relationship in Skava Systems.

Thanking you,

Sincerely,

For Skava Systems Pvt. Ltd


Murali Krishna U N
VP Offshore Delivery

Agreed and Accepted

Date

Start Date

Enclosures:

- Annexure 1 – Confidential Information and Inventions Agreement
- Annexure 2 – Non Compete Agreement

Initials _____

January 19, 2017

Mr. Dwarakeesh G
9/5, Maariyappan street,
Raja mill road,
Pollachi-642001

Dear Dwarakeesh ,

Offer of Appointment

Welcome to the Servion Family!

This has reference to the various discussions you had with the company and based on the same, we are pleased to offer you an employment with the company. Your initial place of posting will be at Chennai and the same is transferable to any location within / outside India.

Your employment with the company is subject to successful completion of your graduation and your performance in the pre employment training as detailed in the Curriculum / Training calendar shared with you.

After the successful completion of your graduation and training you will be designated as an **Engineer Trainee** and placed under the band **Individual Contributor Band IC3 Level** for all your employment related benefits. You will be on a probation for a period of six months from the date of joining the company. The period of probation can be extended at the discretion of the company. If the performance is found to be unsatisfactory, the company is at liberty to terminate your services as it may deem fit. On successful completion of your probation, you will be confirmed as a permanent employee of the company.

You are entitled to receive a sum of **Rs.50,000/-** (Rupees Fifty thousand only) as a stipend upon completion of the pre-employment training and the same would be paid only on the date of joining.

Your total fixed cost to the company will be **Rs.280,000/-** (Rupees Two Lakhs and Eighty Thousand only) per annum, which includes perquisites and allowances as detailed in the Annexure-1.

On the date of your joining, you would be advised to sign a contract of employment specifying the terms and conditions of the employment as applicable from time to time. The agreement will come into effect not later than **June 05, 2017**.

You would be entitled to gratuity benefits as per the Payment of Gratuity Act and be covered under the Provident Fund Scheme, Group Mediciam Policy, Group term life Insurance and Personal Accident Insurance coverage.

Your employment with the company can be terminated by either side without assigning any reasons, but by giving a notice period of 30 days during probation and 90 days post your confirmation.

January 19, 2017

Mr. Vasudevan Nampoothiri P P
Puthen madom, Kairali Nagar,
Pottore po, Thrissur, Kerala

Dear Vasudevan ,

Offer of Appointment

Welcome to the Servion Family!

This has reference to the various discussions you had with the company and based on the same, we are pleased to offer you an employment with the company. Your initial place of posting will be at Chennai and the same is transferable to any location within / outside India.

Your employment with the company is subject to successful completion of your graduation and your performance in the pre employment training as detailed in the Curriculum / Training calendar shared with you.

After the successful completion of your graduation and training you will be designated as an Engineer Trainee and placed under the band **Individual Contributor Band IC3 Level** for all your employment related benefits. You will be on a probation for a period of six months from the date of joining the company. The period of probation can be extended at the discretion of the company. If the performance is found to be unsatisfactory, the company is at liberty to terminate your services as it may deem fit. On successful completion of your probation, you will be confirmed as a permanent employee of the company.

You are entitled to receive a sum of **Rs.50,000/-** (Rupees Fifty thousand only) as a stipend upon completion of the pre-employment training and the same would be paid only on the date of joining.

Your total fixed cost to the company will be **Rs.280,000/-** (Rupees Two Lakhs and Eighty Thousand only) per annum, which includes perquisites and allowances as detailed in the Annexure-1.

On the date of your joining, you would be advised to sign a contract of employment specifying the terms and conditions of the employment as applicable from time to time. The agreement will come into effect not later than **June 05, 2017**.

You would be entitled to gratuity benefits as per the Payment of Gratuity Act and be covered under the Provident Fund Scheme, Group Mediclaim Policy, Group term life insurance and Personal Accident Insurance coverage.

Your employment with the company can be terminated by either side without assigning any reasons, but by giving a notice period of 30 days during probation and 90 days post your confirmation.

During the course of your employment with the company, you may be transferred/assigned and / or deputed to any other company within the Group viz, its Branch, Subsidiaries and/ or Associates whether in India or abroad as the company deems fit.

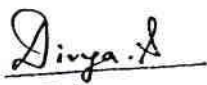
This offer is further subject to your successful completion of background verification process and obtaining a clearance certificate.

If you are agreeable to the above mentioned terms of employment you are advised to sign a copy of this letter as a token of your acceptance.

Looking forward to a long and mutually beneficial association, as a member of the "Servion" family.

Yours sincerely

for Servion¹ Global Solutions Ltd.

A handwritten signature in black ink, appearing to read "Divya Sathyan", with a horizontal line underneath.

Divya Sathyan
Associate Vice President

January 19, 2017

Ms.Sreeja R
22 ,vijayalakshmi layout ,
2 nd street,ganapathy,
Coimbatore pincode 641006

Dear Sreeja ,

Offer of Appoinment

Welcome to the Servion Family!

This has reference to the various discussions you had with the company and based on the same, we are pleased to offer you an employment with the company. Your initial place of posting will be at Chennai and the same is transferable to any location within / outside India.

Your employment with the company is subject to successful completion of your graduation and your performance in the pre employment training as detailed in the Curriculum / Training calendar shared with you.

After the successful completion of your graduation and training you will be designated as an Engineer Trainee and placed under the band Individual Contributor Band IC3 Level for all your employment related benefits. You will be on a probation for a period of six months from the date of joining the company. The period of probation can be extended at the discretion of the company. If the performance is found to be unsatisfactory, the company is at liberty to terminate your services as it may deem fit. On successful completion of your probation, you will be confirmed as a permanent employee of the company.

You are entitled to receive a sum of Rs.50,000/- (Rupees Fifty thousand only) as a stipend upon completion of the pre-employment training and the same would be paid only on the date of joining.

Your total fixed cost to the company will be Rs.280,000/- (Rupees Two Lakhs and Eighty Thousand only) per annum, which includes perquisites and allowances as detailed in the Annexure-1.

On the date of your joining, you would be advised to sign a contract of employment specifying the terms and conditions of the employment as applicable from time to time. The agreement will come into effect not later than June 05, 2017.

You would be entitled to gratuity benefits as per the Payment of Gratuity Act and be covered under the Provident Fund Scheme, Group Mediciam Policy, Group term life insurance and Personal Accident Insurance coverage.

Your employment with the company can be terminated by either side without assigning any reasons, but by giving a notice period of 30 days during probation and 90 days post your confirmation.

Annexure-1

Name		Dwarakeesh G	
Designation		Engineer Trainee	
Band		Individual Contributor	
Level		IC3	
Location		Chennai	
S.No.	Components	Monthly	Annual
1	Basic	15000	180000
2	Conveyance	1600	19200
3	Provident Fund	1800	21600
4	Mediclaim Insurance	476	5707
5	Gratuity	722	8658
Total Fixed Portion of FCTC		19597	235165
Flexi Benefit Plan Basket		3736	44835
Total Fixed CTC		23333	280000
Gross CTC Per annum			280000

At the time of joining, you are requested to submit the following documents:

1. All certificates supporting your educational qualification along with marks sheet.
2. Schooling certificate (**SSLC / ICSE**) in support of your age.
3. Five color passport size photographs with **white back ground**.
4. 2 Copies of your latest passport / visa.
5. 2 Copies of your PAN card

January 19, 2017

Ms.Monisha B
129 gee:halayalam,
guruswamy pillai street Uthami nagar,
podanur

Dear Monisha ,

Offer of Appointment

Welcome to the Servion Family!

This has reference to the various discussions you had with the company and based on the same, we are pleased to offer you an employment with the company. Your initial place of posting will be at Chennai and the same is transferable to any location within / outside India.

Your employment with the company is subject to successful completion of your graduation and your performance in the pre employment training as detailed in the Curriculum / Training calendar shared with you.

After the successful completion of your graduation and training you will be designated as an **Engineer Trainee** and placed under the band **Individual Contributor Band IC3 Level** for all your employment related benefits. You will be on a probation for a period of six months from the date of joining the company. The period of probation can be extended at the discretion of the company. If the performance is found to be unsatisfactory, the company is at liberty to terminate your services as it may deem fit. On successful completion of your probation, you will be confirmed as a permanent employee of the company.

You are entitled to receive a sum of **Rs.50,000/-** (Rupees Fifty thousand only) as a stipend upon completion of the pre-employment training and the same would be paid only on the date of joining.

Your total fixed cost to the company will be **Rs.280,000/-** (Rupees Two Lakhs and Eighty Thousand only) per annum, which includes perquisites and allowances as detailed in the Annexure-1.

On the date of your joining, you would be advised to sign a contract of employment specifying the terms and conditions of the employment as applicable from time to time. The agreement will come into effect not later than **June 05, 2017**.

You would be entitled to gratuity benefits as per the Payment of Gratuity Act and be covered under the Provident Fund Scheme, Group Mediclaim Policy, Group term life insurance and Personal Accident Insurance coverage.

Your employment with the company can be terminated by either side without assigning any reasons, but by giving a notice period of 30 days during probation and 90 days post your confirmation.

During the course of your employment with the company, you may be transferred/assigned and / or deputed to any other company within the Group viz, its Branch, Subsidiaries and/ or Associates whether in India or abroad as the company deems fit.

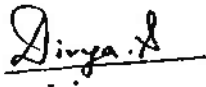
This offer is further subject to your successful completion of background verification process and obtaining a clearance certificate.

If you are agreeable to the above mentioned terms of employment you are advised to sign a copy of this letter as a token of your acceptance.

Looking forward to a long and mutually beneficial association, as a member of the "Servion" family.

Yours sincerely

for Servion¹ Global Solutions Ltd.

A handwritten signature in black ink, appearing to read 'Divya Sathyan', with a horizontal line drawn underneath it.

Divya Sathyan
Associate Vice President



LETTER OF INTENT

Date: 11-Jan-2017

Name:

ABHISHEK MANIKANDAN

Dear

With reference to your application and subsequent assessments you had with us, we are pleased to inform you that you have been shortlisted for the position of **Customer Service Associate** at Coimbatore facility of Amazon Development Center India Pvt. Ltd. (the "company").

Please treat this as a letter of intent ("LOI") valid for a period of 365 days from the date of issue of this letter upon expiry of which the letter of intent will expire without any further conditions or liabilities on your or our side unless an **Offer Letter** duly executed by the Company is issued to you before the expiry of the aforesaid 365 day period. The issue of an Offer Letter to you is subject to the Company's future business requirements and will be issued at the sole discretion of Amazon. Upon issue of the Offer Letter, this LOI stand automatically terminated. This LOI shall also be terminated automatically in the event you take up employment with another person (other than the company) before issue of the Offer Letter.

You are required to submit the following documents:

- Copies of the Educational Certificate (from Class 10th till the highest education)
- Relieving letter from the previous employer/s (if applicable)
- Service letter from the previous employer/s (if applicable)
- Last payslip from the previous employer/s (if applicable)
- Form 16 (if applicable)
- Address Proof
- Passport Size Photographs (6)
- Copy of PAN card

Upon signing the Offer Letter, you would be eligible to receive Total Compensation of INR 1,62,000/- (Rupees), payable as per the following structure:

1. Annual Base Pay of INR 1,37,700/- (Rupees) per annum payable in arrears in accordance with Amazon India's standard payroll practice and subject to all lawful deductions of income tax, provident fund contribution (if any), insurances or otherwise
2. Variable Pay of INR 24,300/- (Rupees) per annum, payable on quarterly basis and subject to meeting performance levels as per the company standards and policy.

Your attention is drawn to make note that Variable Pay will be payable only upon successfully meeting the requirements as per company policy and also subject to (a) your continuing employment with Amazon on the date of payout.

The same may be revised at the time of the issuance of an Offer Letter as per prevailing levels of pay at the time of issue of the Offer Letter. The amounts stated herein are only indicative and in no way a binding commitment on the Company's part. In addition, you will be eligible for benefits as per company policies.



LETTER OF INTENT

Date: 11-JAN-2017

Name:

VINAY. DEEPAK,

Dear

With reference to your application and subsequent assessments you had with us, we are pleased to inform you that you have been shortlisted for the position of *Customer Service Associate* at *Coimbatore* facility of Amazon Development Center India Pvt. Ltd. (the "company").

Please treat this as a letter of intent ("LOI") valid for a period of 365 days from the date of issue of this letter upon expiry of which the letter of intent will expire without any further conditions or liabilities on your or our side unless an Offer Letter duly executed by the Company is issued to you before the expiry of the aforesaid 365 day period. The issue of an Offer Letter to you is subject to the Company's future business requirements and will be issued at the sole discretion of Amazon. Upon issue of the Offer Letter, this LOI stand automatically terminated. This LOI shall also be terminated automatically in the event you take up employment with another person (other than the company) before issue of the Offer Letter.

You are required to submit the following documents:

- Copies of the Educational Certificate (from Class 10th till the highest education)
- Relieving letter from the previous employer/s (if applicable)
- Service letter from the previous employer/s (if applicable)
- Last payslip from the previous employer/s (if applicable)
- Form 16 (if applicable)
- Address Proof
- Passport Size Photographs (6)
- Copy of PAN card

Upon signing the Offer Letter, you would be eligible to receive Total Compensation of INR 1,62,000/- (Rupees), payable as per the following structure:

1. Annual Base Pay of INR 1,37,700/- (Rupees) per annum payable in arrears in accordance with Amazon India's standard payroll practice and subject to all lawful deductions of income tax, provident fund contribution (if any), insurances or otherwise
2. Variable Pay of INR 24,300/- (Rupees) per annum, payable on quarterly basis and subject to meeting performance levels as per the company standards and policy.

Your attention is drawn to make note that Variable Pay will be payable only upon successfully meeting the requirements as per company policy and also subject to (a) your continuing employment with Amazon on the date of payout.

The same may be revised at the time of the issuance of an Offer Letter as per prevailing levels of pay at the time of issue of the Offer Letter. The amounts stated herein are only indicative and in no way a binding commitment on the Company's part. In addition, you will be eligible for benefits as per company policies.



You are hereby notified that you are not employed in the absence of a signed Offer Letter. This LOI relates only to your potential employment with the Company and does not constitute an offer of employment with respect to the Company or any affiliate or related entity. Further, this LOI does not create or vest any rights in you to be issued an Offer Letter whether within the 365 day period referred to herein or thereafter or with respect to the base pay as mentioned herein.

In the event that you receive an offer of employment from any other employer (apart from the Company), you are requested to immediately intimate the Company in writing of such offer.

You are required to return the duplicate copy of this letter duly signed indicating your acceptance of the terms and conditions stated above. Acceptance of this LOI will be construed as a confirmation that you do not have any obligations arising from any contract or otherwise in favor of a prior employer or third party, which would impose restrictions on your ability to accept employment with the Company and carry out your Company related functions and duties upon employment, if and once the Offer Letter is issued.

For any queries, please feel free to write to us on cscampus-coimbatore@amazon.com

Yours sincerely,

For AMAZON DEVELOPMENT CENTRE (INDIA) PVT LTD

Vaibava Karnalasanan
Manager-Recruitment

ACCEPTANCE OF LOI

I accept the terms set forth in this letter with the company:

Signature

Date



LETTER OF INTENT

Date: 11-JAN-2017

Name:

SELVA HUTHU KUMAR SUBRAMANIAN,

Dear

With reference to your application and subsequent assessments you had with us, we are pleased to inform you that you have been shortlisted for the position of **Customer Service Associate** at Coimbatore facility of Amazon Development Center India Pvt. Ltd. (the "company").

Please treat this as a letter of intent ("LOI") valid for a period of 365 days from the date of issue of this letter upon expiry of which the letter of intent will expire without any further conditions or liabilities on your or our side unless an **Offer Letter** duly executed by the Company is issued to you before the expiry of the aforesaid 365 day period. The issue of an Offer Letter to you is subject to the Company's future business requirements and will be issued at the sole discretion of Amazon. Upon issue of the Offer Letter, this LOI stand automatically terminated. This LOI shall also be terminated automatically in the event you take up employment with another person (other than the company) before issue of the Offer Letter.

You are required to submit the following documents:

- Copies of the Educational Certificate (from Class 10th till the highest education)
- Relieving letter from the previous employer/s (if applicable)
- Service letter from the previous employer/s (if applicable)
- Last payslip from the previous employer/s (if applicable)
- Form 16 (if applicable)
- Address Proof
- Passport Size Photographs (6)
- Copy of PAN card

Upon signing the Offer Letter, you would be eligible to receive Total Compensation of INR 1,87,000/- (Rupees), payable as per the following structure:

1. Annual Base Pay of INR 1,58,950/- (Rupees) per annum payable in arrears in accordance with Amazon India's standard payroll practice and subject to all lawful deductions of income tax, provident fund contribution (if any), insurances or otherwise
2. Variable Pay of INR 28,050/- (Rupees) per annum, payable on quarterly basis and subject to meeting performance levels as per the company standards and policy.

Your attention is drawn to make note that Variable Pay will be payable only upon successfully meeting the requirements as per company policy and also subject to (a) your continuing employment with Amazon on the date of payout.

The same may be revised at the time of the issuance of an Offer Letter as per prevailing levels of pay at the time of issue of the Offer Letter. The amounts stated herein are only indicative and in no way a binding commitment on the Company's part. In addition, you will be eligible for benefits as per company policies.

Raheja Mindspace, Building No. 9, Level 10, Madhapur, Hyderabad 500 081, Telangana, India

Tel: +91-40-4345 1111 Fax: +91-40-4345 1454

www.india.amazon.com

CIN: U72200KA2004FTC034233



LETTER OF INTENT

Date: 11 - JAN - 2017

Name: ARTJUN SURESH,

Dear

With reference to your application and subsequent assessments you had with us, we are pleased to inform you that you have been shortlisted for the position of *Customer Service Associate* at Coimbatore facility of Amazon Development Center India Pvt. Ltd. (the "company").

Please treat this as a letter of intent ("LOI") valid for a period of 365 days from the date of issue of this letter upon expiry of which the letter of intent will expire without any further conditions or liabilities on your or our side unless an Offer Letter duly executed by the Company is issued to you before the expiry of the aforesaid 365 day period. The issue of an Offer Letter to you is subject to the Company's future business requirements and will be issued at the sole discretion of Amazon. Upon issue of the Offer Letter, this LOI stand automatically terminated. This LOI shall also be terminated automatically in the event you take up employment with another person (other than the company) before issue of the Offer Letter.

You are required to submit the following documents:

- Copies of the Educational Certificate (from Class 10th till the highest education)
- Relieving letter from the previous employer/s (if applicable)
- Service letter from the previous employer/s (if applicable)
- Last payslip from the previous employer/s (if applicable)
- Form 16 (if applicable)
- Address Proof
- Passport Size Photographs (6)
- Copy of PAN card

Upon signing the Offer Letter, you would be eligible to receive Total Compensation of INR 1,62,000/- (Rupees), payable as per the following structure:

1. Annual Base Pay of INR 1,37,700/- (Rupees) per annum payable in arrears in accordance with Amazon India's standard payroll practice and subject to all lawful deductions of income tax, provident fund contribution (if any), insurances or otherwise
2. Variable Pay of INR 24,300/- (Rupees) per annum, payable on quarterly basis and subject to meeting performance levels as per the company standards and policy.

Your attention is drawn to make note that Variable Pay will be payable only upon successfully meeting the requirements as per company policy and also subject to (a) your continuing employment with Amazon on the date of payout.

The same may be revised at the time of the issuance of an Offer Letter as per prevailing levels of pay at the time of issue of the Offer Letter. The amounts stated herein are only indicative and in no way a binding commitment on the Company's part. In addition, you will be eligible for benefits as per company policies.



You are hereby notified that you are not employed in the absence of a signed Offer Letter. This LOI relates only to your potential employment with the Company and does not constitute an offer of employment with respect to the Company or any affiliate or related entity. Further, this LOI does not create or vest any rights in you to be issued an Offer Letter whether within the 365 day period referred to herein or thereafter or with respect to the base pay as mentioned herein.

In the event that you receive an offer of employment from any other employer (apart from the Company), you are requested to immediately intimate the Company in writing of such offer.

You are required to return the duplicate copy of this letter duly signed indicating your acceptance of the terms and conditions stated above. Acceptance of this LOI will be construed as a confirmation that you do not have any obligations arising from any contract or otherwise in favor of a prior employer or third party, which would impose restrictions on your ability to accept employment with the Company and carry out your Company related functions and duties upon employment, if and once the Offer Letter is issued.

For any queries, please feel free to write to us on cscampus-coimbatore@amazon.com

Yours sincerely,

For AMAZON DEVELOPMENT CENTRE (INDIA) PVT LTD

Vaibava Kamalasanan
Manager-Recruitment

ACCEPTANCE OF LOI

I accept the terms set forth in this letter with the company:

Signature

Date



LETTER OF INTENT

Date: 3/2/17

Name: D. Sabari Krishnan

Dear

With reference to your application and subsequent assessments you had with us, we are pleased to inform you that you have been shortlisted for the position of **Customer Service Associate** at Coimbatore facility of Amazon Development Center India Pvt. Ltd. (the "company").

Please treat this as a letter of intent ("LOI") valid for a period of 365 days from the date of issue of this letter upon expiry of which the letter of intent will expire without any further conditions or liabilities on your or our side unless an Offer Letter duly executed by the Company is issued to you before the expiry of the aforesaid 365 day period. The issue of an Offer Letter to you is subject to the Company's future business requirements and will be issued at the sole discretion of Amazon. Upon issue of the Offer Letter, this LOI stand automatically terminated. This LOI shall also be terminated automatically in the event you take up employment with another person (other than the company) before issue of the Offer Letter.

You are required to submit the following documents:

- Copies of the Educational Certificate (from Class 10th till the highest education)
- Relieving letter from the previous employer/s (if applicable)
- Service letter from the previous employer/s (if applicable)
- Last payslip from the previous employer/s (if applicable)
- Form 16 (if applicable)
- Address Proof
- Passport Size Photographs (6)
- Copy of PAN card

Upon signing the Offer Letter, you would be eligible to receive Total Compensation of INR 162000/- ,
(Rupees), payable as per the following structure:

1. Annual Base Pay of INR 137700/- , (Rupees) per annum payable in arrears in accordance with Amazon India's standard payroll practice and subject to all lawful deductions of income tax, provident fund contribution (if any), insurances or otherwise
2. Variable Pay of INR 24300/- , (Rupees) per annum, payable on quarterly basis and subject to meeting performance levels as per the company standards and policy.

Your attention is drawn to make note that Variable Pay will be payable only upon successfully meeting the requirements as per company policy and also subject to (a) your continuing employment with Amazon on the date of payout.

The same may be revised at the time of the issuance of an Offer Letter as per prevailing levels of pay at the time of issue of the Offer Letter. The amounts stated herein are only indicative and in no way a binding commitment on the Company's part. In addition, you will be eligible for benefits as per company policies.

D. Sabari Krishnan

ASIC Design And Verification Research Labs

To,

July-17-2016
Bangalore

Ishwarya A
#105, Kottur road,
Pollachi-642001(TN).

Dear Ishwarya A,

I am pleased to offer you employment with SmartDV Technologies India Private Limited ("the Company") as **Verification Engineer Trainee** at our development office located in Bangalore, India on the following terms and conditions:

1. Your appointment will be effective from the date of your joining the Company.
2. This offer is valid only after you signing 3 years Bond with SmartDV Technologies India Private Limited ("the Company")
3. Pursuant to this appointment, you will carry out all the work and services that will be entrusted to you by the Company and shall devote your entire time and effort to the same. You will not be entitled to render any work or services to any others, unless so requested by the Company.
4. Your position is subject to your commitment of service for 3 years during which your performance and suitability for employment will be evaluated. Employment may be terminated at any time in this period without notice or pay in lieu of such notice.
5. Your appointment will continue unless terminated by company by one month written notice, once your completion of 3 years of bond period. Should you desire to resign from the Company you shall provide the company with a prior written notice of three months after your completion of such resignation or payment in lieu thereof compensation equal to the consideration then payable to you for a period of three months. However, in case any disciplinary proceedings are either contemplated or pending against you, the company shall have the right not to accept your resignation.
6. Company will not provide relieving or experience letter until you serve the company for 3 years as per your commitment.
7. Compensation:
 - a) During first 3 months of training, you will be paid Rs.16,000 per month and later on you will be paid Rs.20,000 per month without any deductions.
 - b) Other benefits paid by company will be your Professional Tax, Health Insurance and Refreshments.

Accepted

A. Ishwarya.

ASIC Design And Verification Research Labs

8. You will be entitled to leave and other employee benefits as per the rules framed by the Company from time to time and the policies of the Company.
9. In consideration of your appointment as aforesaid and the consideration paid to you, you agree, that all rights, title and interest in any intellectual property whatsoever, pertaining to any matters, made, created, developed, written or conceived by you during the term of your appointment with this Company, whether within or outside the Company's office premises or your normal working hours, will belong to the Company and, to the extent it does not or cannot so belong to the Company, is hereby assigned by you in the Company's favor. You further agree, that you will keep completely confidential all information pertaining to the Company, its directors, employees and clients and its and their respective business, activities, income, accounts etc. and shall not disclose the same to any person except those legitimately concerned with Company and who have a need to know the same for the business of the Company. On joining the Company, a formal agreement to effect non-disclosure of confidential information and intellectual property etc. shall be executed by you. You will also keep us informed if you are bound by any confidentiality agreements with any other of your previous employers, you hereby indemnify us and shall keep us fully indemnified and harmless against any breach by you of such agreements.
10. You will abide by rules and regulations of the Company, which are in force from time to time and breach by you of any terms and conditions contained herein will result in termination of your employment without notice or compensation in lieu thereof.
11. In case any information furnished by you during the selection process is found to be incorrect or false, and / or it is found that you have suppressed any information in respect of your qualifications and past experience, the Company reserves the right to terminate your services at anytime without notice or compensation in lieu thereof.

We take great pleasure in welcoming you to SmartDV Technologies and we feel that your skills and experience will be a valuable asset to our technical team.

Please acknowledge receipt and confirm the above terms by signing and returning the duplicate copy of this letter.

Sincerely,

S. Surga Lakshmi

SmartDV Technologies India Private Limited
Bangalore



Accepted

A. Nishant

ASIC Design And Verification Research Labs

To,

July-17-2016
Bangalore

Swetha.P
Coimbatore.

Dear Swetha P,

I am pleased to offer you employment with SmartDV Technologies India Private Limited ("the Company") as **Verification Engineer Trainee** at our development office located in Bangalore, India on the following terms and conditions:

1. Your appointment will be effective from the date of your joining the Company.
2. This offer is valid only after you signing 3 years Bond with SmartDV Technologies India Private Limited ("the Company")
3. Pursuant to this appointment, you will carry out all the work and services that will be entrusted to you by the Company and shall devote your entire time and effort to the same. You will not be entitled to render any work or services to any others, unless so requested by the Company.
4. Your position is subject to your commitment of service for 3 years during which your performance and suitability for employment will be evaluated. Employment may be terminated at any time in this period without notice or pay in lieu of such notice.
5. Your appointment will continue unless terminated by company by one month written notice, once your completion of 3 years of bond period Should you desire to resign from the Company you shall provide the company with a prior written notice of three months after your completion of such resignation or payment in lieu thereof compensation equal to the consideration then payable to you for a period of three month. However, in case any disciplinary proceedings are either contemplated or pending against you, the company shall have the right not to accept your resignation.
6. Company will not provide relieving or experience letter until you serve the company for 3 year as per your commitment.
7. Compensation:
 - a) During first 3 months of training, you will be paid Rs.16,000 per month and later on you will be paid Rs.20,000 per month without any deductions.
 - b) Other benefits paid by company will be your Professional Tax, Health Insurance and Refreshments.

Accepted


ASIC Design And Verification Research Labs

8. You will be entitled to leave and other employee benefits as per the rules framed by the Company from time to time and the policies of the Company.
9. In consideration of your appointment as aforesaid and the consideration paid to you, you agree, that all rights, title and interest in any intellectual property whatsoever, pertaining to any matters, made, created, developed, written or conceived by you during the term of your appointment with this Company, whether within or outside the Company's office premises or your normal working hours, will belong to the Company and, to the extent it does not or cannot so belong to the Company, is hereby assigned by you in the Company's favor. You further agree, that you will keep completely confidential all information pertaining to the Company, its directors, employees and clients and its and their respective business, activities, income, accounts etc. and shall not disclose the same to any person except those legitimately concerned with Company and who have a need to know the same for the business of the Company. On joining the Company, a formal agreement to effect non-disclosure of confidential information and intellectual property etc. shall be executed by you. You will also keep us informed if you are bound by any confidentiality agreements with any other of your previous employers, you hereby indemnify us and shall keep us fully indemnified and harmless against any breach by you of such agreements.
10. You will abide by rules and regulations of the Company, which are in force from time to time and breach by you of any terms and conditions contained herein will result in termination of your employment without notice or compensation in lieu thereof.
11. In case any information furnished by you during the selection process is found to be incorrect or false, and / or it is found that you have suppressed any information in respect of your qualifications and past experience, the Company reserves the right to terminate your services at anytime without notice or compensation in lieu thereof.

We take great pleasure in welcoming you to SmartDV Technologies and we feel that your skills and experience will be a valuable asset to our technical team.

Please acknowledge receipt and confirm the above terms by signing and returning the duplicate copy of this letter.

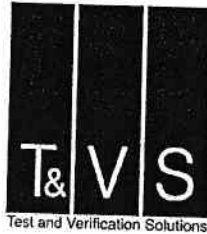
Sincerely,

S. Surga Lakshmi

SmartDV Technologies India Private Limited.
Bangalore



Accepted.
[Signature]



Test and Verification Solutions India Pvt. Limited

Plot No 489, 46th Street
Ashok Nagar
Chennai
Tamil Nadu
INDIA 600083

Experts in Hardware Verification and Software Testing

Telephone: +914442636841
<http://www.testandverification.com>

Date: 10-Nov-2016

To SYAAM KRISHNAA.S

Akshaya College of Engineering & Technology,
Kinathukadavu,
Coimbatore,
Tamil Nadu.

Dear Syaam

Sub: Employment Offer – Wireless Protocol Development Engineer

We are pleased to inform you that you have been appointed as "Wireless Protocol Development Engineer" to work out of our Bangalore Office from 11/12/2016. The First 6 Months of the Program will be "Training and Development". On Successful Completion of the Training Program your performance will promoted to the level of Engineer for which the compensation benefits are mentioned in page 2 of this letter. During Training period remuneration will be INR 10,000/Month effect from 11/12/2016.

If you have any questions please contact me at +91 8033451857 or by email:
suresh.ca@testandverification.com

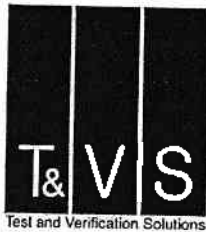
Yours truly,

Suresh. C A

Executive – Human Resources

Test and Verification Solutions India Pvt. Limited

Development Centre: NP-11 Developed Plot, Thiru-Vi-Ka Industrial Estate, Ekkaduthangal, Chennai, Tamil Nadu, INDIA 600032
Branch Office: KIADB Plot #8, 1st Cross, Sadamangala Industrial Estate, Off: ITPB, MahadevaPura Post, Bangalore - 560 048



Test and Verification Solutions India Pvt. Limited

Plot No 489, 46th Street
Ashok Nagar
Chennai
Tamil Nadu
INDIA 600083

Experts in Hardware Verification and Software Testing

Telephone: +914442636841
<http://www.testandverification.com>

Terms and Conditions for this Offer:

- Your "Training Program" with Anritsu India via T&VS will start on 1/12/2016
- You will be trained and be given opportunities to work on cutting edge technologies
- During the Training Program Period a Compensation of INR 10,000 will be paid per month
- All Joining Formalities with Provisional Degree Certificate and Marksheets should be submitted at the end of the Training Program for Continuation of Employment as Wireless Protocol Development – Engineer including your Last Semester Mark Sheets.
- At the end of the of this Period you will be absorbed as full time employee and be paid the following benefits
 - INR 22,500 / Month + Health Insurance Benefits (1st Year)
 - INR 30,000 / Month + Health Insurance Benefits (2nd Year)
 - INR 40,000 / Month + Health Insurance Benefits (3rd Year)
- 2nd and 3rd Year pay will be communicated to you after Appraisal on Annual Performance
- During this period your work location will be T&VS, Bangalore or Hyderabad Office. On Confirmation after the Internship period you will be requested to sign a 3 year bond

Candidate Acceptance

Name: S. SYAAM KRISHNAN

Roll Number: 1HECL19

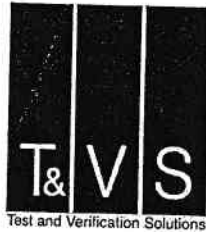
Date: 10.11.2016

Signature: S. Syam

Permanent Address: 5A, KOLUAM ROAD,
MANDHINAGAR,
UDUMALPET, 642154
88077 58576

Test and Verification Solutions India Pvt. Limited

Development Centre: NP-11 Developed Plot, Thiru-Vi-Ka Industrial Estate, Ekkaduthangal, Chennai, Tamil Nadu, INDIA 600032
Branch Office: KIADB Plot #8, 1st Cross, Sadannangala Industrial Estate, Off: ITPB, MahadevaPura Post, Bangalore - 560 048



Test and Verification Solutions India Pvt. Limited

Plot No 489, 46th Street
Ashok Nagar
Chennai
Tamil Nadu
INDIA 600083

Experts in Hardware Verification and Software Testing

Telephone: +914442636841
<http://www.testandverification.com>

Date: 10-Nov-2016

To VINUMALA. K
Akshaya College of Engineering & Technology,
Kinathukadavu,
Coimbatore,
Tamil Nadu.

Dear Vinumala,

Sub: Employment Offer – Wireless Protocol Development Engineer

We are pleased to inform you that you have been appointed as "Wireless Protocol Development Engineer" to work out of our Bangalore Office from 1/12/2016. The First 6 Months of the Program will be "Training and Development". On Successful Completion of the Training Program your performance will be promoted to the level of Engineer for which the compensation benefits are mentioned in page 2 of this letter. During Training period remuneration will be INR 10,000/Month effect from 1/12/2016.

If you have any questions please contact me at +91 8033451857 or by email:
suresh.ca@testandverification.com

Yours truly,

Suresh. CA

Executive – Human Resources

Test and Verification Solutions India Pvt. Limited

Development Centre: NP-11 Developed Plot, Thiru-Vi-Ka Industrial Estate, Ekkaduthangal, Chennai, Tamil Nadu, INDIA 600032
Branch Office: KIADB Plot #8, 1st Cross, Sadarmangala Industrial Estate, Off: ITPB, MahadevaPura Post, Bangalore - 560 048



Test and Verification Solutions India Pvt. Limited

Plot No 489, 46th Street
Ashok Nagar
Chennai
Tamil Nadu
INDIA 600083

Experts in Hardware Verification and Software Testing

Telephone: +914442636841
<http://www.testandverification.com>

Terms and Conditions for this Offer:

- Your "Training Program" with Anritsu India via T&VS will start on 11/12/2016
- You will be trained and be given opportunities to work on cutting edge technologies
- During the Training Program Period a Compensation of INR 10,000 will be paid per month
- All Joining Formalities with Provisional Degree Certificate and Marksheet should be submitted at the end of the Training Program for Continuation of Employment as Wireless Protocol Development - Engineer including your Last Semester Mark Sheets.
- At the end of the of this Period you will be absorbed as full time employee and be paid the following benefits
 - INR 22,500 / Month + Health Insurance Benefits (1st Year)
 - INR 30,000 / Month + Health Insurance Benefits (2nd Year)
 - INR 40,000 / Month + Health Insurance Benefits (3rd Year)
- 2nd and 3rd Year pay will be communicated to you after Appraisal on Annual Performance
- During this period your work location will be T&VS, Bangalore or Hyderabad Office
- On Confirmation after the Internship period you will be requested to sign a 3 year bond

Candidate Acceptance

Name: K. Vinumala
Roll Number: T20313106061
Date: 10/11/16
Signature: K. K. V.

Permanent Address: Attayampathi, velanthavalam (po)
Kolipara (via), Kolizhampari,
palakkad (dist), Kerala

Phone No: 9865976443

Test and Verification Solutions India Pvt. Limited

Development Centre: NP-11 Developed Plot, Thiru-Vi-Ka Industrial Estate, Ekkaduthangal, Chennai, Tamil Nadu, INDIA 600032
Branch Office: KIADB Plot #8, 1st Cross, Sadamangala Industrial Estate, Off: ITPB, Mahadeva Pura Post, Bangalore - 560 048



Test and Verification Solutions India Pvt. Limited

Plot No 489, 46th Street
Ashok Nagar
Chennai
Tamil Nadu
INDIA 600083

Experts in Hardware Verification and Software Testing

Telephone: +914442636841
<http://www.testandverification.com>

Date: 10-Nov-2016

To PAVITHRA. M

Akshaya College of Engineering & Technology,
Kinathukadavu,
Coimbatore,
Tamil Nadu.

Dear Pavithra,

Sub: Employment Offer – IC Verification Engineer

We are pleased to inform you that you have been appointed as "IC Verification Engineer" to work out of our Bangalore Office from 1/12/2016. The First 6 Months of the Program will be "Training and Development". On Successful Completion of the Training Program your performance will be promoted to the level of Engineer for which the compensation benefits are mentioned in page 2 of this letter. During Training period remuneration will be INR 10,000/Month effect from 1/12/2016.

If you have any questions please contact me at +91 8033451857 or by email:
suresh.ca@testandverification.com

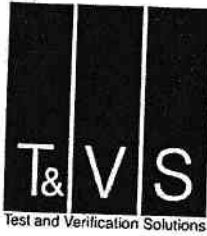
Yours truly,

Suresh. CA

Executive – Human Resources

Test and Verification Solutions India Pvt. Limited

Development Centre: NP-11 Developed Plot, Thiru-Vi-Ka Industrial Estate, Ekkaduthangal, Chennai, Tamil Nadu, INDIA 600032
Branch Office: KIADB Plot #8, 1st Cross, Sadamangala Industrial Estate, Off: ITPB, MahadevaPura Post, Bangalore - 560 048



Test and Verification Solutions India Pvt. Limited

Plot No 489, 46th Street
Ashok Nagar
Chennai
Tamil Nadu
INDIA 600083

Experts in Hardware Verification and Software Testing

Telephone: +914442636841

<http://www.testandverification.com>

Terms and Conditions for this Offer:

- Your "Training Program" with T&VS will start on 1/12/2016
- You will be trained and be given opportunities to work on cutting edge technologies
- During the Training Program Period a Compensation of INR 10,000 will be paid per month
- All Joining Formalities with Provisional Degree Certificate and Marksheet should be submitted at the end of the Training Program for Continuation of Employment as IC Verification – Engineer including your Last Semester Mark Sheets.
- At the end of the of this Period you will be absorbed as full time employee and be paid the following benefits
 - INR 22,500 / Month + Health Insurance Benefits (1st Year)
 - INR 30,000 / Month + Health Insurance Benefits (2nd Year)
 - INR 40,000 / Month + Health Insurance Benefits (3rd Year)
- 2nd and 3rd Year pay will be communicated to you after Appraisal on Annual Performance
- During this period your work location will be T&VS, Bangalore or Chennai Office
On Confirmation after the Internship period you will be requested to sign a 3 year bond

Candidate Acceptance

Name: Pavithra.M
Roll Number: 13F0031
Date: 10/11/2016
Signature: *Pavithra*

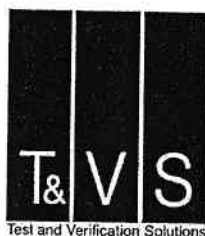
Permanent Address:

Pavithra. M D/o Manikandan. K
Lakshminaidu, Padur (PO)
Attappady, Palakkad (dt)
Kerala - 688581

Mobile No: 8547994039, 9086859678

Test and Verification Solutions India Pvt. Limited

Development Centre: NP-11 Developed Plot, Thiru-Vi-Ka Industrial Estate, Ekkaduthangal, Chennai, Tamil Nadu, INDIA 600032
Branch Office: KIADB Plot #8, 1st Cross, Sadamangala Industrial Estate, Off: ITPB, MahadevaPura Post, Bangalore - 560 048



Test and Verification Solutions India Pvt. Limited

Plot No 489, 46th Street
Ashok Nagar
Chennai
Tamil Nadu
INDIA 600083

Experts in Hardware Verification and Software Testing

Telephone: +914442636841
<http://www.testandverification.com>

Date: 10-Nov-2016

To
SAM DANIEL JABA SELVAN. K
Akshaya College of Engineering & Technology,
Kinathukadavu,
Coimbatore,
Tamil Nadu.

Dear Sam Daniel,

Sub: Employment Offer – IC Verification Engineer

We are pleased to inform you that you have been appointed as "IC Verification Engineer" to work out of our Bangalore Office from 11/2/2016. The First 6 Months of the Program will be "Training and Development". On Successful Completion of the Training Program your performance will be promoted to the level of Engineer for which the compensation benefits are mentioned in page 2 of this letter. During Training period remuneration will be INR 10,000/Month effect from 11/2/2016.

If you have any questions please contact me at +91 8033451857 or by email:
suresh.ca@testandverification.com

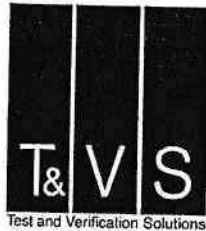
Yours truly,

Suresh. C A

Executive – Human Resources

Test and Verification Solutions India Pvt. Limited

Development Centre: NP-11 Developed Plot, Thiru-Vi-Ka Industrial Estate, Ekkaduthangal, Chennai, Tamil Nadu, INDIA 600032
Branch Office: KIADB Plot #8, 1st Cross, Sadanmangala Industrial Estate, Off: ITPB, MahadevaPura Post, Bangalore - 560 048



Test and Verification Solutions India Pvt. Limited

Plot No 489, 46th Street
Ashok Nagar
Chennai
Tamil Nadu
INDIA 600083

Experts in Hardware Verification and Software Testing

Telephone: +914442636841
<http://www.testandverification.com>

Terms and Conditions for this Offer:

- Your "Training Program" with T&VS will start on 1/12/2016
- You will be trained and be given opportunities to work on cutting edge technologies
- During the Training Program Period a Compensation of INR 10,000 will be paid per month
- All Joining Formalities with Provisional Degree Certificate and Marksheets should be submitted at the end of the Training Program for Continuation of Employment as IC Verification – Engineer including your Last Semester Mark Sheets.
- At the end of the of this Period you will be absorbed as full time employee and be paid the following benefits
 - INR 22,500 / Month + Health Insurance Benefits (1st Year)
 - INR 30,000 / Month + Health Insurance Benefits (2nd Year)
 - INR 40,000 / Month + Health Insurance Benefits (3rd Year)
- 2nd and 3rd Year pay will be communicated to you after Appraisal on Annual Performance
- During this period your work location will be T&VS, Bangalore or Chennai Office
On Confirmation after the Internship period you will be requested to sign a 3 year bond

Candidate Acceptance

Name: K. SAM DANIEL JABA SELVAN

Roll Number: 720313106042

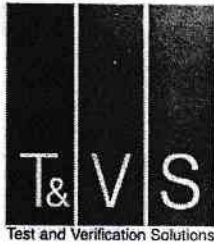
Date: 10.11.2016

Signature: K. Sam Daniel

Permanent Address: 200, Vellalore Road
K.V palayam, Pondanur(Po,
Coimbatore - 641023

Test and Verification Solutions India Pvt. Limited

Development Centre: NP-11 Developed Plot, Thiru-Vi-Ka Industrial Estate, Ekkaduthangal, Chennai, Tamil Nadu, INDIA 600032
Branch Office: KIADB Plot #8, 1st Cross, Sadamangala Industrial Estate, Off: ITPB, MahadevaPura Post, Bangalore - 560 048



Test and Verification Solutions India Pvt. Limited

Plot No 489, 46th Street
Ashok Nagar
Chennai
Tamil Nadu
INDIA 600083

Experts in Hardware Verification and Software Testing

Telephone: +914442636841

<http://www.testandverification.com>

Date: 9-Jan-2017

To

R SUBAGANGADHARAN

Akshaya College of Engineering and Technology
Kinathukadavu, Coimbatore - 642 109

Dear Subagangadharan,

Sub: Internship – IC Verification Engineer

We are pleased to inform you that you have been appointed as "Internship: IC Verification Engineer" to work out of our Bangalore Office from 16/01/2017 as an Internship program. The First 3 months will be considered as "Training and Development" program and no remuneration is provided. On Successful Completion of your Training Program your performance will be promoted to the level of Engineer for which the compensation benefits are mentioned in page 2 of this letter. After Completion of your training Period remuneration will be INR 10,000/Month

If you have any questions please contact me at +91 9916380144 or by email:
suresh.ca@testandverification.com

Yours truly,

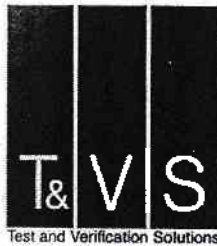


Suresh CA

Talent Acquisition Head

Test and Verification Solutions India Pvt. Limited

Development Centre : NP-11 Developed Plot, Thiru-Vi-Ka Industrial Estate, Ekkaduthangal, Chennai, Tamil Nadu, INDIA 600032
Branch Office: KIADB Plot #8, 1st Cross, Sadarmangala Industrial Estate, Off: ITPB, MahadevaPura Post, Bangalore - 560 048



Test and Verification Solutions India Pvt. Limited

Plot No 489, 46th Street
Ashok Nagar
Chennai
Tamil Nadu
INDIA 600083

Experts in Hardware Verification and Software Testing

Telephone: +914442636841

<http://www.testandverification.com>

Terms and Conditions for this Offer:

- Your "Training Program" with T&VS India will start on 16/01/2017
- You will be trained and be given opportunities to work on cutting edge technologies
- During the Training Program Period for 3months there will be no salary compensation paid.
- All Joining Formalities with Provisional Degree Certificate and Marksheets should be submitted at the end of the Training Program for Continuation of Employment as Wireless Protocol Development – Engineer including your Last Semester Mark Sheets.
- At the end of the of this Period you will be absorbed as full time employee and be paid the following benefits
 - INR 10,000 / Month + Health Insurance Benefits (6th Month)
 - INR 22,500 / Month + Health Insurance Benefits (10th Month)
 - INR 30,000 / Month + Health Insurance Benefits (1st Year)
 - INR 40,000 / Month + Health Insurance Benefits (2nd Year)
- 1st and 2nd Year pay will be communicated to you after Appraisal on Annual Performance
- During this period your work location will be Anritsu, Bangalore or Hyderabad Office On Confirmation after the Internship period you will be requested to sign a 3 year bond
- If you have breach the terms of the agreement so you are liable to pay Five Lakhs rupees as a Bond amount
- The company may terminate this agreement at any time before the expiry of the stipulated term by giving one month's notice in writing. The company can terminate your contract any time if you-
 - Commit any material or persistent breach of any of the provisions contained.
 - Be guilty of any default, misconduct or neglect in the discharge of your duties affecting the business of the company.

Candidate Acceptance

Name:

Roll Number:

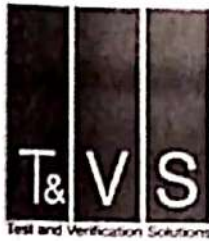
Date:

Signature:

Permanent Address:

Test and Verification Solutions India Pvt. Limited

Development Centre: NP-11 Developed Plot, Thiru-Vi-Ka Industrial Estate, Ekkaduthangal, Chennai, Tamil Nadu, INDIA 600032
Branch Office: KIADB Plot #8, 1st Cross, Sadamangala Industrial Estate, Off: ITPB, MahadevaPura Post, Bangalore - 560 048



Test and Verification Solutions India Pvt. Limited

Plot No 489, 46th Street
Ashok Nagar
Chennai
Tamil Nadu
INDIA 600083

Experts in Hardware Verification and Software Testing

Telephone: +914442636841

<http://www.testandverification.com>

Date: 9-Jan-2017

To
VIGNESHWARAN s
Akshaya College of Engineering and Technology
Kinathukadavu, Coimbatore - 642 109

Dear Vigneshwaran,

Sub: Internship – IC Verification Engineer

We are pleased to inform you that you have been appointed as "Internship: IC Verification Engineer" to work out of our Bangalore Office from 16/01/2017 as an Internship program. The First 6months will be considered as "Training and Development "program and no remuneration is provided. On Successful Completion of your Training Program your performance will promoted to the level of Engineer for which the compensation benefits are mentioned in page 2 of this letter. After Completion of your training Period remuneration will be INR 10,000/Month

If you have any questions please contact me at +91 9916380144 or by email:
suresh.ca@testandverification.com

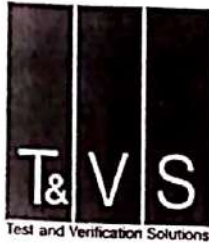
Yours truly,




Suresh CA
Talent Acquisition Head

Test and Verification Solutions India Pvt. Limited

Development Centre: NP-11 Developed Plot, Thiru-Vi-Ka Industrial Estate, Ekkaduthangal, Chennai, Tamil Nadu, INDIA 600032
Branch Office: KIADB Plot #8, 1st Cross, Sadarmangala Industrial Estate, Off: ITPB, MahadevaPura Post, Bangalore - 560 048



Test and Verification Solutions India Pvt. Limited

Plot No 489, 46th Street
Ashok Nagar
Chennai
Tamil Nadu
INDIA 600083

Experts in Hardware Verification and Software Testing

Telephone: +914442636841

<http://www.testandverification.com>

Terms and Conditions for this Offer:

- Your "Training Program" with T&VS India will start on 16/01/2017
- You will be trained and be given opportunities to work on cutting edge technologies
- During the Training Program Period for 6months there will be no salary compensation paid.
- All Joining Formalities with Provisional Degree Certificate and Marksheets should be submitted at the end of the Training Program for Continuation of Employment as Wireless Protocol Development – Engineer including your Last Semester Mark Sheets.
- At the end of the of this Period you will be absorbed as full time employee and be paid the following benefits
 - INR 10,000 / Month + Health Insurance Benefits (From 6th Month)
 - INR 22,500 / Month + Health Insurance Benefits (From 13th Month)
 - INR 30,000 / Month + Health Insurance Benefits (After 1 Year)
 - INR 40,000 / Month + Health Insurance Benefits (After 2 Year)
- 1st and 2nd Year pay will be communicated to you after Appraisal on Annual Performance
- During this period your work location will be Anritsu, Bangalore or Hyderabad Office On Confirmation after the Internship period you will be requested to sign a 3 year bond
- If you have breach the terms of the agreement so you are liable to pay Five Lakhs rupees as a Bond amount
- The company may terminate this agreement at any time before the expiry of the stipulated term by giving one month's notice in writing. The company can terminate your contract any time if you-
 - Commit any material or persistent breach of any of the provisions contained.
 - Be guilty of any default, misconduct or neglect in the discharge of your duties affecting the business of the company.

Candidate Acceptance

Name:

Roll Number:

Date:

Signature:

Permanent Address:

Test and Verification Solutions India Pvt. Limited

Development Centre: NP-11 Developed Plot, Thiru-Vi-Ka Industrial Estate, Ekkaduthangal, Chennai, Tamil Nadu, INDIA 600032
Branch Office: KIADB Plot #8, 1st Cross, Sadarmangala Industrial Estate, Off: ITPB, MahadevaPura Post, Bangalore - 560 048



placement a <placement@acetcbe.edu.in>

Reg: Shortlisted candidates

Saranyadevi M.S <saranyadevi.m.s@ndot.in>
To: placement@acetcbe.edu.in

Fri, Sep 16, 2016 at 1:08 PM

Dear Sir/Madam

Hereby we are pleased to inform you that below candidates have been selected by NDOT Technologies Pvt Ltd through the campus drive held on 09-09-2016.

- Gowtham Sandeep.G - BE (CSE)

Herewith we are happy to offer you employment with us as **Software Engineer - Trainee** and expect you to join us on **January 2017** at NDOT Technologies Pvt Ltd, Module 405, IV Floor, Tidel Park Electronics Corporation of Tamil Nadu, Vilankurichi Village, Aerodrome Post, Coimbatore - 641035.

Students can complete their projects with NDOT Technologies Pvt Ltd and we will let you know the further process in later stages.

For further clarifications, Kindly contact us at Mobile No: 9791900869

Best Regards,

Saranya Devi.M.S
HR Executive

NDOT Technologies Pvt Ltd,
Block No 3,
1,2 & 3rd Floor,
Mullai Nagar,
Coimbatore - 641041.
Phone: +91 422-434-2518, 519

saranyadevi.m.s@ndot.in
hr@ndot.in

US : +1 (323) 982-8943



Enterprise Mobility - CRM - ERP - Mobile - Web - Software - Hire Team - Ecommerce

INDIA (HQ) - Singapore - United States - Dubai - Morocco - Spain - Venezuela

DISCLAIMER:

The information contained in this message (including any attachments) is confidential and may be privileged. If you have received it by mistake please notify the sender by return e-mail and permanently delete this message and any attachments from your system. Any dissemination, use, review, distribution, printing or copying of this message in whole or in part is strictly prohibited. Please note that e-mails are susceptible to change. NDOT Technologies Pvt Ltd (including its group companies) shall not be liable for the improper or incomplete transmission of the information contained in this email.

M/s Maintec – Offer Details.

Please find attached the List of Students selected during our company's drive at your Campus marked in yellow color. In all, 23 students have been selected from your College. We will arrange to send the Offer Letters with 1-Jun-17 as Reporting date at our premises at Chennai.

I regret the delay in publishing the results due to unavoidable reasons.

Regards

Y.N.Ramachandran / Vice President – Head of Training / Maintec Technologies Pvt. Ltd.
'TEK Towers' / No.11, OMR-Rajiv Gandhi Salai/ Thoraippakkam / Chennai-600 096.
Deskphone: 91-44-65108900

S.NO	Register Number	Name	Department
1	720313104013	GUGANESAN.E	CSE
2	720313104037	VISALAKSHI.S	CSE
3	720313104026	PRAVEEN KUMAR.J	CSE
4	720313104031	SWATHI.S	CSE
5	720313103065	SELVAMUTHU KUMAR S	CIVIL
6	720313104021	MANAS BABU	CSE
7	720313106019	Mahalakshmi P	ECE
8	720313106311	Naveen Mukesh K	ECE
9	720313114006	Alzaman.A.K	MECH
10	720313114028	George joseph	MECH
11	720313106016	Kowsalya Devi K	ECE
12	720313106028	Nandhini S	ECE
13	720313114131	Vishnu U	Mech
14	720313115011	Madhuvannan N	Mechatronics
15	720313114117	Suryaprabhu V	MECH
16	720313103305	JAYA LATAA PRADHAN	CIVIL
17	720313115015	Mohammed Yaqoob H	MECHATRONICS
18	720313114332	Surendar.V	MECH
19	720313103022	HARI SANKER M	CIVIL
20	720313115009	Krishnakumar N	MECHATRONICS
21	720313115008	Karthikeyan M	MECHATRONICS
22	720313105026	Velprakash S	EEE
23	720313105308	Kumar M	EEE