



CRITERION 3 Research, Innovations and Extension	3.7 Collaboration
<i>3.7.1 Details of collaborative activities for research, faculty exchange, student exchange, internship, on-the-job training, project work, etc. during the year</i>	

INTERNSHIP CERTIFICATES

PLACEMENT INTERNSHIP

2021-2022



Sl.No	Title of the collaborative activity	Name of the collaborating agency with contact details	Name of the participant
1.	Placement internship	Vuram Technologies	Balamurugan S
2.	Placement internship	RAFT International FZC LLC, UAE	Syed Irshad Ahamed A
3.	Placement internship	Shiash Info Solution Pvt. Ltd	Raji Priya P
4.	Placement internship	Shiash Info Solution Pvt. Ltd	Mahalakshmi N
5.	Placement internship	Brima Tech	Karthikeyan C
6.	Placement internship	Dhyan Networks and Technologies	Umapathi C
7.	Placement internship	Ekalaiv (Techgenzi) Private Limited	Vinothkumar M
8.	Placement internship	Ekalaiv (Techgenzi) Private Limited	Akilkumar N
9.	Placement internship	Ekalaiv (Techgenzi) Private Limited	Deepak K
10.	Placement internship	Ekalaiv (Techgenzi) Private Limited	Dineshkumar S
11.	Placement internship	JETZ ERP System Pvt Ltd.	Ajithkumar S
12.	Placement internship	Shriman Technologies	Deepak K
13.	Placement internship	Buddi AI	Sambath Kumar P M
14.	Placement internship	Excelacom	Meenapriya K
15.	Placement internship	Excelacom	Prawin Kumar B
16.	Placement internship	Excelacom	Kawin M
17.	Placement internship	Venzo Technologis	Surya kumar P
18.	Placement internship	Skoda Volkswagen	Amaresh Balavenkatesh
19.	Placement internship	Wise Tech	Bangaru priyadharshini M
20.	Placement internship	Wise Tech	Abi K
21.	Placement internship	Wise Tech	Bhavadharani M
22.	Placement internship	Taurus Hard Soft Solution	Monal Marliya R
23.	Placement internship	Great Innovus Solution	R Rajalakshmi



Sl.No	Title of the collaborative activity	Name of the collaborating agency with contact details	Name of the participant
24.	Placement internship	Great Innovus Solution	Abu Bakkar Umar
25.	Placement internship	Great Innovus Solution	Divya Bharathi
26.	Placement internship	Great Innovus Solution	Madhan Kumar S
27.	Placement internship	Great Innovus Solution	M Muthupandi
28.	Placement internship	Great Innovus Solution	Sheik Mohamad R
29.	Placement internship	Tech Mahindra	Oliver Ajaay D
30.	Placement internship	Tech Mahindra	Naveen Kumar C
31.	Placement internship	Tech Mahindra	Deepan T
32.	Placement internship	Tech Mahindra	Haritha G A
33.	Placement internship	ZUCI SYSTEM	ARUNA R
34.	Placement internship	Elite Construction	Prasanna L S
35.	Placement internship	Cognizant	Venkata krishnan V
36.	Placement internship	Zoho	Lavanya C
37.	Placement internship	Zoho	Aravind Krishna
38.	Placement internship	Zoho	A. Ahamedasik
39.	Placement internship	Zoho	Santhosh M
40.	Placement internship	Cognizant	Manav chouhan
41.	Placement internship	Zoho	Venkata krishnan V
42.	Placement internship	Zifo R&D	Hemalatha B
43.	Placement internship	Zifo R&D	Praveen Kumar E
44.	Placement internship	Wipro	Kishore Kumar A
45.	Placement internship	Wipro	Nandha Vignesh S
46.	Placement internship	Wipro	S Ram Kumar
47.	Placement internship	Vins Info	Pandiyan B
48.	Placement internship	Vins Info	Agnes Cabrial J
49.	Placement internship	Thirdware	Abdurrahman S
50.	Placement internship	Thirdware	Atchaya B



Sl.No	Title of the collaborative activity	Name of the collaborating agency with contact details	Name of the participant
51.	Placement internship	Thirdware	Anusha L
52.	Placement internship	Thirdware	Keerthana R
53.	Placement internship	Stoics-IT	K.Sathish Kumar
54.	Placement internship	Sure soft Systems	Thamotharan B
55.	Placement internship	Qspider	Muthumani S K
56.	Placement internship	Qurativity Media	Minumithra
57.	Placement internship	Qspider	Nandhni M S
58.	Placement internship	Qspider	Mujammil Fathima S
59.	Placement internship	Qspider	Suriyaprakash R
60.	Placement internship	Qspider	Madhanagopal S
61.	Placement internship	Qspider	Balanivethitha.V
62.	Placement internship	NU Technology	Keethana P
63.	Placement internship	NU Technology	Mohammed Asraf Ali A
64.	Placement internship	NU Technology	Bharkavi Sandhiya M
65.	Placement internship	NU Technology	Nandhineeswari S
66.	Placement internship	Kumaran Systems	Kiran
67.	Placement internship	Kumaran Systems	Alageshwaran
68.	Placement internship	Kanini Systems	Pradeepa L
69.	Placement internship	Kumaran Systems	Dhanasekaran
70.	Placement internship	Kumaran Systems	Athinarayanan
71.	Placement internship	Kanini Systems	Sathiyapriya A
72.	Placement internship	Kanini Systems	Jeyakumar M
73.	Placement internship	Kanini Systems	Dinesh S
74.	Placement internship	Kanini Systems	Lenin Prasanna M G
75.	Placement internship	Innodha Technologies	Siva C



Sl.No	Title of the collaborative activity	Name of the collaborating agency with contact details	Name of the participant
76.	Placement internship	Cognizant	Mahesh babu S K
77.	Placement internship	Crystal Delta	Hari Haran N
78.	Placement internship	Cognizant	Twinkle J
79.	Placement internship	Cognizant	Mathar sikkandar
80.	Placement internship	Cognizant	Ravin P
81.	Placement internship	Cognizant	Kannan C
82.	Placement internship	Cognizant	Johi sriram G
83.	Placement internship	Cognizant	Sakthi kumar M
84.	Placement internship	Cognizant	Keerthana V
85.	Placement internship	Cognizant	Hemalatha J
86.	Placement internship	Cognizant	Jancy angel M
87.	Placement internship	Cognizant	Santhana karthick G
88.	Placement internship	Cognizant	Mani meenakshi thangaraj
89.	Placement internship	Cognizant	Seethalakshmi N
90.	Placement internship	Cognizant	Keerthika R
91.	Placement internship	Cognizant	Princy jessica M
92.	Placement internship	Cognizant	Anish sulthana T
93.	Placement internship	Cognizant	Samson S
94.	Placement internship	Cognizant	Sridharan V R
95.	Placement internship	Cognizant	Raja gopika sri M
96.	Placement internship	Cognizant	Subhashini K M
97.	Placement internship	Cognizant	Diwaahar R
98.	Placement internship	Cognizant	Keerthana G
99.	Placement internship	Cognizant	Mohamed Abu Backer S



Sl.No	Title of the collaborative activity	Name of the collaborating agency with contact details	Name of the participant
100	Placement internship	Cognizant	Priyadarshini K
101	Placement internship	Cognizant	Mohamed Hazzali M
102	Placement internship	Cognizant	Jaline grace marcline T
103	Placement internship	Codemire	SABHARI SHRINIVAS
104	Placement internship	Centizen Inc	Roshini
105	Placement internship	Capgemini	Ramji V
106	Placement internship	Capgemini	Logesh Pandi C
107	Placement internship	Capgemini	Dhinesh S
108	Placement internship	Capgemini	Barakathul Fathima
109	Placement internship	Capgemini	Bhojan Kumar C R
110	Placement internship	Aspire Systems	Santhosh Ranjan
111	Placement internship	Aspire Systems	Rajaguru
112	Placement internship	Aspire Systems	Thahir Hussain F
113	Placement internship	Aspire Systems	Tamilarasi R
114	Placement internship	Ambisoft	Beninal B
115	Placement internship	Ambisoft	Vijay M

Registered Office

185, Third Main Road, Natesa Nagar
Virugambakkam Chennai 600 092 TN India
+91 44 4910 2200
CIN U72900TN2010PTC077255

February 22, 2022

Dear Balamurugan S,

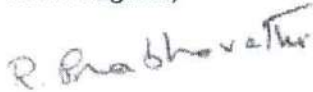
We are thrilled to welcome you as an Intern into our Vuram family!

We at Vuram are keen on providing an excellent environment for work, a great learning atmosphere, a friendly work culture and highest quality service to our customers. We hope that you will have a rewarding, successful and enjoyable time working with us.

Details of your internship offer are attached. A copy of the same is to be signed and brought by you at the start of your internship. This offer is subject to you providing all the required documents and agreeing to all the offer terms and conditions.

We look forward to you having a long and fruitful relationship with us.

Warm Regards,



Prabhavathi Macheri Shanker
Director, Vuram

Registered Office

185, Third Main Road, Natesa Nagar
Virugambakkam Chennai 600 092 TN India
+91 44 4910 2200
CIN U72900TN2010PTC077255

Offer Details

Appointment & Compensation

1. Your internship start date is the 2nd of March 2022.
2. Your tentative end date is the 31st of May 2022 (Subject to your final semester exams).
3. By accepting this internship offer, you are implicitly accepting our job offer as well. You will be liable to pay Vuram a sum of Rs. 50,000 in the event that you do not join us as a full-time employee (on the agreed date as per your job offer letter).
4. Your probation period in your job offer (usually 6 months), will be waived partially upon successful completion of your internship.
5. Vuram retains the right to revoke your job offer, in the event that your performance or other criteria aren't found to be satisfactory during the internship period.
6. During your internship, you will be receiving a stipend of Rs. 12,500/month, credited to your bank account on the last working day of the month.
7. Your stipend will be pro-rated for any days that you are on leave.
8. You will be provided with complimentary breakfast, beverages, lunch and snacks, which you can choose to avail.
9. Any tax liability that you might have would entirely be your responsibility.
10. At the time of joining Vuram, please bring with you the following documents:
 - a. Copy of internship and Vuram offer Letter.
 - b. Copy of 10th mark sheet
 - c. Copy of 12th mark sheet
 - d. Copy of Diploma/Degree certificate or mark sheet of the most recently concluded semester
 - e. Copy of your passport
 - f. Copy of your PAN Card & Aadhar Card
 - g. Copy of Bank passbook copy (front page)
 - h. Medical Fitness certificate
11. Vuram retains the right to terminate your internship for any violation of the terms and conditions in this agreement, any misdemeanor or any act on your part that adversely affects Vuram's customers, its employees or its affiliates.
12. Your stipend information is confidential and should not be discussed, disclosed, shared with anyone other than the authorized finance representative of Vuram or the Managing Director. Breaching this clause of your agreement, will lead to immediate termination of internship.

Responsibilities

13. In view of your position and office, you must effectively, diligently and to the best of your ability perform all responsibilities and ensure results.

Registered Office

185, Third Main Road, Natesa Nagar
Virugambakkam Chennai 600 092 TN India
+91 44 4910 2200
CIN U72900TN2010PTC077255

14. You are not to engage in any activity that have or will have an adverse impact on the reputation/image and business of Vuram, whether directly or indirectly.
15. You will be required to undertake travel on Company work for which you will be reimbursed travel expenses as per the Company policy application to you.
16. You will always be required to abide by the company policies . These policies may be updated from time to time and you will be required to comply with these updates as well. Any such change in policy will be communicated to you.
17. You are expected to perform your duties in an ethical and integral way. Noncompliance with company policies and any unethical behavior could result in termination.
18. In connection with your internship and during the term of your internship you shall disclose and assign to Vuram as its exclusive property, all developments developed or conceived by you solely or jointly with others and shall with the Policies of the Company in relation to Intellectual Property.

Conflicts of Interest

19. You are required to engage yourself exclusively in the work assigned by Vuram and shall not take up any independent or individual assignments (part time, full time or in advisory capacity) directly or indirectly without the written consent of your manager.
20. You shall not be involved, directly or indirectly or have any interest in or perform any services for any person or organization that are involved in activities, which shall be in conflict with interests of Vuram
21. You shall not sub-contract your work out to any individual or organization or provide access to your system or disclose any information you are presented with at Vuram to any organization, group or individual who may or may not have a conflict of interest with Vuram
22. You are not to solicit, induce or encourage
 - a. Any employee of Vuram to terminate their internship with Vuram or to accept internship with any competitor, supplier or any customer with whom you have a connection
 - b. Any customer or vendor of Vuram to move his existing business with Vuram to a third party or to terminate his business relationship with Vuram
 - c. Any existing employee to become associated with, or perform services of any type for any third party.

Non-compete

23. You agree that upon my termination of your internship and notwithstanding the cause of termination, you shall not compete with the business of the Company, or its successors or assigns. The term "not compete" as used in this agreement means that you shall not directly or indirectly own, be employed by or work on behalf of any firm in any geography, engaged in a business substantially similar and competitive with Vuram. You also agree that you will not directly or indirectly contract or be employed by any of Vuram's partner organizations or

Registered Office

185, Third Main Road, Natesa Nagar
Virugambakkam Chennai 600 092 TN India
+91 44 4910 2200
CIN U72900TN2010PTC077255

customers. This non-compete agreement shall remain in full force and effect for 1 year commencing with the date of internship termination.

Confidentiality

24. 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 ensure that you maintain as secret and confidential all Confidential Information and shall not use or divulge or disclose any such Confidential Information except as may be required under obligation of law or as may be required by Vuram and in the course of your internship. This covenant shall endure during your internship and for a period of one year from the cessation of your internship with Vuram (irrespective of the circumstances of, or the reasons for, the cessation)
25. You agree to respect all the non-disclosure agreements of Vuram with its sub-contractors, partners and customers.
26. By signing this document, you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for Vuram.
27. You are not to disclose any information about any of Vuram's customers, its partners, prospects and projects to **anyone** outside of the organization
28. You are not to share documents, know-hows, presentations, or any materials hosted on any of Vuram's servers, on premise or on the cloud, that is prepared for Vuram or its partners or customers with anyone outside the organization
29. You are not to forward any email that you receive in your Vuram mailbox outside of Vuram, excluding to customers, partners and prospects
30. Vuram has most of its services hosted on the cloud making it globally accessible. At no point should you use any of these servers for personal reasons, including usage that directly or indirectly interferes with the law
31. You are not to hold demonstrations of any work or share any work by any means hosted on Vuram's or its partners or customer's servers to anyone outside the organization. This also includes any work that you have downloaded to your local machine.

General

32. Trust that you have not provided us with any false declarations of willfully suppressed any material information.
33. You warrant that you are not prevented by a court or by any other administrative or judicial order from providing services required under this agreement.
34. It is a condition of your internship that you sign this agreement at the time of joining the company and you must comply with the undertaking thereafter.

Registered Office

185, Third Main Road, Natesa Nagar
Virugambakkam Chennai 600 092 TN India
+91 44 4910 2200
CIN U72900TN2010PTC077255

Please confirm that the above terms are acceptable to you and that you accept the appointment by signing a copy of this letter of appointment.

Yours Sincerely
For Vuram Technology Solutions

R. Prabhavathi

Prabhavathi Macheri Shanker
DIRECTOR, VURAM

I, S. Balamurugan agree to accept internship on the terms and conditions mentioned in the above letter.

Date: 23/2/2022

Signature: S. Balamurugan



RAFT INTERNATIONAL
Delivering Value Beyond Borders

RAFT INTERNATIONAL FZC LLC

A56 04-05, Flamingo Villas,

Media City FZ, Ajman, UAE

P.O Box : 4422

Phone: + 971-6-5508158

Email: info@raft-international.com

Date: 18th March 2022

Mr. Irshad Ahamad
Madurai, TN, INDIA
Phone- +91 93843 37677

Sub: Employment

We are pleased to offer you employment with RAFT International FZC Llc ("the Company") on the terms and conditions set out below.

Job Title

You will be employed as **Logistics and Pricing** Remote

Duties

Your duties are as discussed and are to be carried out in an efficient and professional way, and to serve our customers, colleagues and overseas offices/partners in the best way. You will report to the General Manager. Due to the evolving nature and changing demands of the business, your duties may vary from time to time and you will be given due notice of any such changes.

Commencement of Employment

Your employment with the Company will commence from 1st April 2022.

Place of Work

Currently, this will be a remote job and can be coordinated from the employee's country of residence. Upon successful completion of training and probation period, employee may be required to work onsite from UAE Ajman office or any other branch office or location within U.A.E. as may be directed by management from time to time.

Probation and Notice Period

The first six months of your employment will be a probationary period during which your employment can be terminated by either party giving to the other (7) seven days' notice in writing. Please note that probation period may be extended as confirmation of employment will be based on performance and shall be in writing.

Thereafter, each party is required to give to the other (1) One month's notice in writing in order to terminate the contract of employment provided that the Company reserves the right to give you a payment in lieu of notice.

Salary

Your salary will be (UAE Dirhams 600 Only) per Month as per below:

Basic salary - AED 600

You will be entitled for 5% commission over each sale from customer leads generated by you.



RAFT INTERNATIONAL
Delivering Value Beyond Borders

RAFT INTERNATIONAL FZC LLC

A56 04-05, Flamingo Villas,
Media City FZ, Ajman, UAE
P.O Box : 4422

Phone: + 971-6-5508158

Email: info@raft-international.com

At the sole discretion of the Company, you may be entitled to an annual bonus of one month's salary or on a pro-rata basis in respect of each completed calendar year of service provided you are still in our employment on 31 December of each calendar year.

If you are required for onsite job your salary will be discussed and adjusted as per industry standards. Employment visa will be arranged and other benefits as per UAE labor law.

Tax

All payments due under this contract will be made free of tax and you will be responsible for all and any tax payable thereon.

Working Hours

Your normal hours of work are 09:00 a.m. to 18:00 p.m. UAE Time, Monday to Friday inclusive of one hour of lunch. (8 Hrs each day)

Timings will be flexible (Monday & Tuesday) or days according to your academic obligations.

However, please be informed that our company is on five and half days working week. You may be required to work additional times as or necessary to fulfill your responsibilities according to the needs of the business as it may vary from time to time.

Vacation and Leaves

You will be entitled to 20 working days paid annual leave for each completed year of service. You may apply for annual leave upon confirmation. You are also entitled to statutory holidays.

Annual leave is to be taken at a time convenient to the Company by arrangement with the management. No annual leave entitlement may be carried forward from one year to the next without the approval of the management.

Should you join or leave the Company during the current calendar year, your annual leave entitlement will be calculated on a pro-rata basis. You will be entitled to payment in lieu of any outstanding annual leave entitlement on termination of your employment. In the event that you have exceeded your holiday entitlement

in the year of leaving, a deduction will be made from your final salary payment.

During the probationary period, medical leave shall be treated as unpaid leave.

Confidential Information

During your employment with the Company and at any time after the termination thereof you must not, other than as necessary for the performance of your duties for the Company, disclose to any person or otherwise make use of any confidential information of which you have become possessed during your employment with the Company concerning the business or affairs of the Company or any of its associated or subsidiary companies.



RAFT INTERNATIONAL
Delivering Value Beyond Borders

RAFT INTERNATIONAL FZC LLC

A56 04-05, Flamingo Villas,
Media City FZ, Ajman, UAE
P.O Box : 4422

Phone: + 971-6-5508158

Email: info@raft-international.com

Company Property

On leaving employment you must return all property, documents and correspondence belonging to or relating to the Company, its business or affairs or business or affairs of any of its associated or subsidiary companies.

Miscellaneous

The arrangements set out herein shall be in substitution for any subsisting agreement or arrangement or representation oral or otherwise made between you and the Company which shall be deemed to have been terminated by mutual consent as from the date of your acceptance of the terms and conditions set out in this letter.

Yours sincerely,
For and behalf of
RAFT INTERNATIONAL FZC LLC

Amna Rashid Ali Kharbash Al Saedi
Managing Director



I confirm that I have read, understood, agree to and accept the terms of employment as set out in this letter.

Signature of: Mr. Irshad Ahamad.

Date: 21/03/2022

07th May 2022

Ms. Raji Priya P

Reg No.2018104091

Sethu Institute of Technology

Virudhunagar.

Dear Raji,

On behalf of **Shiash Info Solutions Private Limited**. We would like to inform you that you have been accepted as one of our interns. We are pleased to inform you that you have been qualified as per the company requirements for the internship. You will be working with our Technical team

Your internship will begin effectively from **May 2022** to **July 2022**. You will be assigned to various tasks which relate to the project assigned to you after which your performance will be assessed and appraised.

For Shiash Info Solutions Private Limited



Ashwini Kanniyappan

Manager – Human Resources

Shiash Info Solutions Private Limited

#51, Level 4, Tower A, Rattha TEK Meadows, Old Mahabalipuram Road,

Sholinganallur, Chennai – 600 119, Tamil Nadu, India

+91 44 66255681 info@shiash.com



09th May 2022

Ms. N. Mahalakshmi
Reg No. 2018104064
Sethu Institute of Technology
Virudhunagar.

Dear Mahalakshmi,

On behalf of **Shiash Info Solutions Private Limited**. We would like to inform you that you have been accepted as one of our interns. We are pleased to inform you that you have been qualified as per the company requirements for the internship. You will be working with our Technical team

Your internship will begin effectively from **May 2022** to **July 2022**. You will be assigned to various tasks which relate to the project assigned to you after which your performance will be assessed and appraised.

For Shiash Info Solutions Private Limited



Ashwini Kanniyappan
Manager – Human Resources

Shiash Info Solutions Private Limited

#51, Level 4, Tower A, Rattha TEK Meadows, Old Mahabalipuram Road,
Sholinganallur, Chennai – 600 119, Tamil Nadu, India

+91 44 66255681 info@shiash.com





Mr. Karthi Keyan C
karthi2952001@gmail.com
Chennai

May 04, 2022

Dear Mr. Karthi Keyan,

We are pleased to have you join us as an **Intern for Engineering Practice** in Brimma Tech Pvt. Ltd. for **six months** duration starting **16 May 2022 to 15 November 2022**. During this period, you will be trained as a development engineer.

As per our terms and conditions for the role of an Intern, you have agreed to work for these **six months** duration as a **trainee with a salary of Rs.10,000 and no other fringe benefits**. On a **need basis**, we will be assigning a Laptop for you to carry out the official duties for these six months. **If assigned, this will be a returnable asset at the end of the duration of the internship. Any damage to the assets (with no prior record of damage at our end and/or notification) will be liable for charges from the intern.**

There will be one or two evaluation points during this internship. One, at the end of the first three months and the second at the end of the six months. Basis your performance evaluation during the ongoing training, BrimmaTech will consider the subsequent course of action with respect to your employment, which will be:

- a) Extension of your internship by a certain additional time to ensure your readiness followed by another evaluation
- b) Conversion as a Full Time Employee if evaluation results meet the acceptance /eligibility criteria
- c) Closure and Release at the end of Internship if evaluation results don't meet the acceptance /eligibility criteria

Please note that if our mentors / trainers find your performance meeting the required acceptance criteria any time during this 6 months (within first three months or the next), Brimma will decide to onboard you earlier.

During the duration of internship, you are required to do the following:

- 1) **Your work premise will be located at Olympia Tech Park, Level 2 – 3rd Floor, Altius Block No-1, SIDCO Industrial Estate, Guindy, Chennai, Tamil Nadu 600032.**
- 2) The normal working hours are 9.30 AM to 6.30 PM with 30 minutes lunch break Monday through Friday. However due to business exigency employees may be required to work at different timings which may be prescribed by the management from time to time.
- 3) You are eligible for sick leaves in addition to the designated holidays. For any other exigencies, we can agree upon the alternate work schedule.
- 4) All leaves (sick or exigency) will need to go through formal approval. You will be required to communicate the same to the assigned lead for approval prior to going offline.
- 5) Work closely with the assigned mentors and ensure you adhere and deliver as per the planned training agenda.
- 6) Attend the planned training - technical, Soft Skills (Communication) - as per the given schedule and timing. You are required to join on time for all meetings / trainings
- 7) Be ready for an evaluation at the end of the six months period - schedule for evaluation and method of evaluation will be shared with you in advance. Basis your performance in this evaluation and observation of your overall performance during the training and otherwise, we will be making the decision of you being hired as a Regular Employee of Brimma Tech.
- 8) Termination of employment, during internship, by either party shall **be one week's notice** in writing.
- 9) If your actions at any time constitute a serious breach of BRIMMA's standards of behaviour, BRIMMA may end this contract and terminate your employment immediately.
- 10) This appointment letter is issued on the understanding that all the information given by you in the resume and the information during the interview or data provided prior to and / or at the time of joining is true. If it is found at any time that the information given by you is not correct or true or you have knowingly


suppressed any information, the company will have the right to revoke the offer/terminate your appointment with us any time without any compensation.

- 11) At all times, both during and after your employment with BRIMMA, you will hold Proprietary Information in confidence. You will not use, transfer, publish, disclose, or report Proprietary Information directly or indirectly, except such disclosure to other BRIMMA employees or authorized third parties as may be necessary in the ordinary course of performing your duties for BRIMMA or otherwise as directed by BRIMMA.
- 12) You agree that you have not brought any proprietary information of a former employer to BRIMMA and that you will not use any proprietary information of a former employer in the performance of your work with BRIMMA unless you have written authorization from your former employer.
- 13) You will promptly disclose to BRIMMA all ideas, inventions, modification, and improvements (collectively referred to as "Inventions") relating to any work or business carried on by BRIMMA, conceived by you alone or with others during the term of your employment, whether or not conceived during regular business hours. All such Inventions shall be the sole and exclusive property of BRIMMA. You also agree to execute without receiving additional compensation: (a) any formal documents necessary to assign any Inventions to BRIMMA; and (b) all documents required to obtain a patent, register a copyright, or enforce BRIMMA's rights in such Inventions. These obligations shall continue beyond the termination of employment with respect to Inventions you conceive or make during the period of your employment.
- 14) You will not during your employment with BRIMMA carry on either alone or in partnership or be directly or indirectly employed or concerned in any business undertaking other than that of BRIMMA.
- 15) You shall upon termination of your employment with BRIMMA and upon BRIMMA's request reaffirm your recognition of the importance of maintaining the confidentiality of BRIMMA's Proprietary Information and reaffirm all of the obligations set forth in this Agreement.
- 16) You shall upon termination of your employment with BRIMMA return all property belonging to BRIMMA, including without limitation all Proprietary Information, documents, software and any other form of media, copies of any of the above, other hardware, telephones, credit cards and any other company assets
- 17) BRIMMA's proprietary rights and confidential information are amongst the Company's most important assets. A breach of security or confidentiality is regarded very seriously and could lead to termination of employment.

Please read this offer of employment carefully before you agree to its terms by signing it. Please send your acceptance to this offer per return mail within one day of receipt of this letter.

Looking forward to your full cooperation and collaboration to make this a successful journey for both you and BrimmaTech.

Respectfully,



Sripriya K
Partner – Operations & Program Management
BRIMMA Tech Private Limited

DECLARATION

I, **Karthi Keyan C**, agree with all the above terms and conditions of employment with BRIMMA. I commence internship with effect from May 16, 2022.

Karthi Keyan C

Signature

Date:

Offer Letter

Apr 13, 2022

Mr. Umapathi C,
1/40B, Kaveri Nagar 1st street,
Kaveri Nagar, Adiyannuthu,
Natham Road,
Dindigul – 624003.

Dear Mr. Umapathi C,

We are pleased to offer you a Software Internship position at **Dhyan Networks and Technologies Private Limited** ("Company").

The Software Internship is being offered at the Company under the following terms:

- Your monthly pay will be INR 15,000/-.
- The Software Internship at the Company is from April 20, 2022, until June 30, 2022.
- You will be required to start the Software Internship at the Company no later than April 20th, 2022.
- As a software intern you will be required to abide the policies of the Company.

You will be working with a Company Mentor who will help you in learning software technologies to enable you to meet your course requirements and successfully graduate from Sethu Institute of Technology ("College").

Upon successfully graduating with a bachelor's degree in Electronics and Communications Engineering from your College no later than June 30, 2022, and upon satisfactorily completing the software internship at the Company, we would be pleased to offer you the role of a **Software Engineer-Trainee** at Dhyan Networks and Technologies Private Limited under the following terms and conditions

1. Your annual pay will be **INR 4,00,463/-**. Please refer to Annexure for the details.
2. Initially you will be on probation for a period of 6 months. You will be deemed to be on probation until confirmed to services in writing.
3. You will be based at CHENNAI. You should be prepared to work anywhere in India or abroad. The Company reserves the right to transfer you to any office, department or establishment forming a part of our company or any establishment wherever our company will be having interest.
4. You will report to the Head Engineering or his/her nominee.
5. You will be eligible for leave in accordance with the rules of the Company.
6. You will be required to sign a service agreement prior to starting employment with the Company.

Dhyan

7. All Company confidential information such as trade know-how, proprietary knowledge to the Company, trade secrets, methods and plans, drawings, designs etc., including Confidential information of Company's customers shall remain a secret and should be safe guarded by you at all times and you shall not under any circumstances, disclose such information to any unauthorized person(s).
8. While in employment of the Company,
 - a) You shall inform the Company of any changes in your personal data within 3 days' time. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.
 - b) You shall not take technical documents or information or copies hereof belonging to the Company outside the office unless specifically entrusted to you in writing.
 - c) If you conceive of / invent / discover / improve on any new or advanced or current methods of improving processes / formulae / systems in relation to the operation of the Company or its affiliates or customers, such developments, discoveries, or inventions should be fully communicated to the Company and will be and remain the sole right/property of the Company.
 - d) Your position is whole time employment with the Company, and you shall devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or indirectly in any other trade or business during the employment with the Company.
 - e) You shall not engage in any sexual harassment activities and you should refrain from any form of sexual harassment.
 - f) You shall behave in an ethical manner and not engage in any sort of theft, fraud, misrepresentation or any other illegal and unlawful acts.
 - g) If you are provided with any company assets, you shall maintain the same in good working condition and you shall return the items to the Company prior to your ceasing to be in the employment of the Company. Any dues to be paid to you on your ceasing to be in the employment is liable to be withheld by the Company if the said items so provided by the Company are not returned to the Company, apart from the Company's right to proceed against you as per the provisions of law.
 - h) You shall be subject to, and have to abide by, the rules and regulations stipulated by the Company. The Company may, at its discretion, modify, from time to time, the rules, and regulations, as it deems fit, without notice which shall be binding on you.
9. Non-Competition

During the employment period and for a period of two (2) years after the employment period, you shall not, without the Company's prior consent, which consent shall not be unreasonably withheld either directly or indirectly.

 - a) Hire any employee of the Company or recruit, solicit, or induce, or attempt to induce, any employee or employees of the Company to terminate their employment with, or otherwise cease their relationship with the Company.
 - b) Solicit, divert, or take away, or attempt to divert or take away, the business of patronage of any clients, customers or accounts or prospective clients, customers, or accounts of the Company and that of Dhyan Networks and Technologies Inc., Fremont, CA, USA which were contacted or served by you while in employment with the Company.
10. You shall surrender all the records, correspondence and such of the papers connected with the business in the eventuality of your ceasing to be in the employment of the Company.
11. Please note that your compensation structure is personal to you, and you are requested not to share details of the same with others. All terms, conditions and payments are subject to tax laws in India and the amount of taxes will be recoverable from the payments payable. The perquisites and benefits shall cease on termination

Dhyan

or separation. In addition, if any of the conditions of your employment or post-employment with Dhyan Networks and Technologies Private Limited are violated the Company or its representatives will take suitable actions against you as per the Indian law for damages.

12. During the period of your service with the Company, you will be required to give three months' notice or salary thereof in case you decide to leave the services, subject to the Company's discretion. In the event if you have any incomplete assignment, the Company will have the discretion to relieve you only at the end of three-month notice period. Similarly, the Company can terminate your services by giving you three months' notice or salary thereof.
13. Breach of any of the above conditions will render you liable to termination of your employment without notice or compensation.
14. You are required to submit to us at the time of your joining.
 - Photocopies of your educational qualifications
 - 4 passport size photographs & 2 stamp size photographs
 - Photocopy of your Passport, Pan card and Aadhar Card
15. Kindly indicate your acceptance by returning a signed copy of this letter so that it reaches us by **April 15, 2022**. If your offer acceptance letter is not received by us by the above-mentioned date, then the offer is automatically withdrawn.

We take great pleasure in welcoming you to our organization and are looking forward to a mutually rewarding relationship!



Mahendran Kulandasamy
Authorized Signatory

ACCEPTANCE

I have carefully and consciously gone through the entire covenants, terms and conditions of employment and have fully read and understood the above terms and conditions of employment and am accepting the same with full satisfaction without any coercion, or compulsion or duress or any misrepresentation. I will be reporting for employment on 20.04.2022

Address: 1/40B Kaverinagar 1st Street,
Kaverinagar,
Natham Road,
Dindigul 624003

Signature and Date

Name: C. Manjethi

C. Manjethi
14.04.2022

Dhyan

Annexure

Name: Umapathi C

Designation: Software Engineer Trainee

Salary Breakup	
Description	Amount (INR.)
Basic	9,500
HRA	4,750
Flexi Expense Allowance	14,300
Conveyance Allowance	1,600
Medical Reimbursement	1,250
Monthly Gross	31,400
Annual Gross	3,76,800
PF (Company contribution - Yearly)	13,680
Insurance	4,500
Gratuity	5,483
Annual Salary Compensation (ATC)	4,00,463

* Any deduction shall be applicable as per the Government Laws.

** Income tax deductions, if applicable, will be as per the Income Tax Act.

Note: This Statement is only for the purpose of information and is illustrative in nature.

Date: 28-April-2022

Dear VINOTH KUMAR M

It has been a pleasure interacting with you during selection process. Congratulations & welcome to TechGenzi family.

We are pleased to offer you the employment with TechGenzi Private Limited, your expected starting date will be 23-May-2022 and you will be reporting to company designate. You will be asked to sign non-disclosure and confidentiality agreement at the beginning of your employment. You will be starting your bootcamp sessions from 09-May-2021 towards brushing up your skills, gearing up for your individual final year project, and be ready for your internship. Following are the terms of your employment.

Place of work: Base location - Coimbatore (Address: 90, Raja Annamalai Road, Ramachandra Layout, Saibaba Colony, Coimbatore, Tamil Nadu 641011). Initial training at Coimbatore and the location can be at Coimbatore or in any of the Technical Hub (Madurai/Trichy/Virudhunagar/Tirunelveli)

Position: Full time

Compensation:

Designation	Duration from date of joining	CTC (Per month)	CTC (per annum)	Percentage hike
Intern	First 3 months or till the final year course completion	INR 10,000/-	INR 1.2L	-
Engineer Trainee	Next 9 months	INR 15,000/-	INR 1.8L	50%
Software Developer	Next 12 months	INR 20,000/-	INR 2.4L	33.33%
The pay revision is based on market and performance. The amount is prorated depending on your joining date. The Company reserves the right to review, alter, or amend the plan at any time				

Note: You shall be using your own laptop as BYOD (Bring your own device)

General Terms:

- You are expected to comply strictly with company policies and principles.
- The first hundred and eighty days (180) of employment shall constitute a probationary period during which period the employer may, in its absolute discretion, terminate the Employee's employment, without assigning any reasons and without notice or cause. After the end of the probationary period, the employer may decide to confirm the employment of the employee, in its sole discretion
- You are expected to be flexible to take any assignments per project needs from time to time and also the relevant assignments from its group of companies, as applicable
- All reasonable expenses arising out of employment shall be reimbursed assuming that the same have been authorized prior to being incurred and with the provision of appropriate receipts

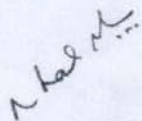
- e) The Employee shall not take up part-time or full-time employment or consultation with any other party or be involved in any other business during the term of his/her employment with the Company
- f) In the event that the Employee is absent from work due to sickness or injury, he/she will follow the Leave Policy and inform the designated person as soon as possible and will provide regular updates as to his/her recovery and as far as practicable will inform the designated person of the Employer of his/her expected date of return to work
- g) You shall serve the company for a minimum of 18 months in case of failure, you shall bear all expenses incurred by the company and repay to the company the amount INR 1, 50,000/- (One lakh and fifty thousand only). This 18-month duration of service from the date of joining (inclusive of the internship & engineer training period).
- h) All the company assets to be handled properly and the individually assigned assets are to be returned upon relieving of all duties due to resignation, retirement, termination or otherwise.
- i) All the Governing law and arbitration is under Bangalore jurisdiction.

Termination of Employment: We shall be entitled to terminate your services by giving at any time one month notice in writing or salary in-lieu thereof. We shall be entitled to terminate your services without any notice or salary in-lieu thereof in the event of you neglecting company interest or misconduct yourself in any way in relation to company affairs or otherwise, and company decision in this behalf shall be conclusive and binding on you.

If you agree to accept this offer, please sign and return one copy of this letter to us. We would like to have your response by 05-May-2022. In the meantime, if you have any questions regarding employment policies / procedures, please feel free to contact us.

We look forward to have you as part of TechGenzi Team.

Designated Signatory



Lakshman Babu

Director, TechGenzi Private Limited

I accept the above offer

Signature:

Name:

Date:

Date: 28-April-2022

Dear AKILKUMAR N

It has been a pleasure interacting with you during selection process. Congratulations & welcome to TechGenzi family.

We are pleased to offer you the employment with TechGenzi Private Limited, your expected starting date will be 23-May-2022 and you will be reporting to company designate. You will be asked to sign non-disclosure and confidentiality agreement at the beginning of your employment. You will be starting your bootcamp sessions from 09-May-2021 towards brushing up your skills, gearing up for your individual final year project, and be ready for your internship. Following are the terms of your employment.

Place of work: Base location - Coimbatore (Address: 90, Raja Annamalai Road, Ramachandra Layout, Saibaba Colony, Coimbatore, Tamil Nadu 641011). Initial training at Coimbatore and the location can be at Coimbatore or in any of the Technical Hub (Madurai/Trichy/Virudhunagar/Tirunelveli)

Position: Full time

Compensation:

Designation	Duration from date of joining	CTC (Per month)	CTC (per annum)	Percentage hike
Intern	First 3 months or till the final year course completion	INR 10,000/-	INR 1.2L	-
Engineer Trainee	Next 9 months	INR 15,000/-	INR 1.8L	50%
Software Developer	Next 12 months	INR 20,000/-	INR 2.4L	33.33%
The pay revision is based on market and performance. The amount is prorated depending on your joining date. The Company reserves the right to review, alter, or amend the plan at any time				

Note: You shall be using your own laptop as BYOD (Bring your own device)

General Terms:

- You are expected to comply strictly with company policies and principles.
- The first hundred and eighty days (180) of employment shall constitute a probationary period during which period the employer may, in its absolute discretion, terminate the Employee's employment, without assigning any reasons and without notice or cause. After the end of the probationary period, the employer may decide to confirm the employment of the employee, in its sole discretion
- You are expected to be flexible to take any assignments per project needs from time to time and also the relevant assignments from its group of companies, as applicable
- All reasonable expenses arising out of employment shall be reimbursed assuming that the same have been authorized prior to being incurred and with the provision of appropriate receipts

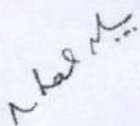
- e) The Employee shall not take up part-time or full-time employment or consultation with any other party or be involved in any other business during the term of his/her employment with the Company
- f) In the event that the Employee is absent from work due to sickness or injury, he/she will follow the Leave Policy and inform the designated person as soon as possible and will provide regular updates as to his/her recovery and as far as practicable will inform the designated person of the Employer of his/her expected date of return to work
- g) You shall serve the company for a minimum of 18 months in case of failure, you shall bear all expenses incurred by the company and repay to the company the amount INR 1, 50,000/- (One lakh and fifty thousand only). This 18-month duration of service from the date of joining (inclusive of the internship & engineer training period).
- h) All the company assets to be handled properly and the individually assigned assets are to be returned upon relieving of all duties due to resignation, retirement, termination or otherwise.
- i) All the Governing law and arbitration is under Bangalore jurisdiction.

Termination of Employment: We shall be entitled to terminate your services by giving at any time one month notice in writing or salary in-lieu thereof. We shall be entitled to terminate your services without any notice or salary in-lieu thereof in the event of you neglecting company interest or misconduct yourself in any way in relation to company affairs or otherwise, and company decision in this behalf shall be conclusive and binding on you.

If you agree to accept this offer, please sign and return one copy of this letter to us. We would like to have your response by 05-May-2022. In the meantime, if you have any questions regarding employment policies / procedures, please feel free to contact us.

We look forward to have you as part of TechGenzi Team.

Designated Signatory



Lakshman Babu

Director, TechGenzi Private Limited

I accept the above offer

Signature:

Name:

Date:

Date: 28-April-2022

Dear DEEPAK K

It has been a pleasure interacting with you during selection process. Congratulations & welcome to TechGenzi family.

We are pleased to offer you the employment with TechGenzi Private Limited, your expected starting date will be 23-May-2022 and you will be reporting to company designate. You will be asked to sign non-disclosure and confidentiality agreement at the beginning of your employment. You will be starting your bootcamp sessions from 09-May-2021 towards brushing up your skills, gearing up for your individual final year project, and be ready for your internship. Following are the terms of your employment.

Place of work: Base location - Coimbatore (Address: 90, Raja Annamalai Road, Ramachandra Layout, Saibaba Colony, Coimbatore, Tamil Nadu 641011). Initial training at Coimbatore and the location can be at Coimbatore or in any of the Technical Hub (Madurai/Trichy/Virudhunagar/Tirunelveli)

Position: Full time

Compensation:

Designation	Duration from date of joining	CTC (Per month)	CTC (per annum)	Percentage hike
Intern	First 3 months or till the final year course completion	INR 10,000/-	INR 1.2L	-
Engineer Trainee	Next 9 months	INR 15,000/-	INR 1.8L	50%
Software Developer	Next 12 months	INR 20,000/-	INR 2.4L	33.33%
The pay revision is based on market and performance. The amount is prorated depending on your joining date. The Company reserves the right to review, alter, or amend the plan at any time				

Note: You shall be using your own laptop as BYOD (Bring your own device)

General Terms:

- You are expected to comply strictly with company policies and principles.
- The first hundred and eighty days (180) of employment shall constitute a probationary period during which period the employer may, in its absolute discretion, terminate the Employee's employment, without assigning any reasons and without notice or cause. After the end of the probationary period, the employer may decide to confirm the employment of the employee, in its sole discretion
- You are expected to be flexible to take any assignments per project needs from time to time and also the relevant assignments from its group of companies, as applicable
- All reasonable expenses arising out of employment shall be reimbursed assuming that the same have been authorized prior to being incurred and with the provision of appropriate receipts

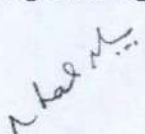
- e) The Employee shall not take up part-time or full-time employment or consultation with any other party or be involved in any other business during the term of his/her employment with the Company
- f) In the event that the Employee is absent from work due to sickness or injury, he/she will follow the Leave Policy and inform the designated person as soon as possible and will provide regular updates as to his/her recovery and as far as practicable will inform the designated person of the Employer of his/her expected date of return to work
- g) You shall serve the company for a minimum of 18 months in case of failure, you shall bear all expenses incurred by the company and repay to the company the amount INR 1, 50,000/- (One lakh and fifty thousand only). This 18-month duration of service from the date of joining (inclusive of the internship & engineer training period).
- h) All the company assets to be handled properly and the individually assigned assets are to be returned upon relieving of all duties due to resignation, retirement, termination or otherwise.
- i) All the Governing law and arbitration is under Bangalore jurisdiction.

Termination of Employment: We shall be entitled to terminate your services by giving at any time one month notice in writing or salary in-lieu thereof. We shall be entitled to terminate your services without any notice or salary in-lieu thereof in the event of you neglecting company interest or misconduct yourself in any way in relation to company affairs or otherwise, and company decision in this behalf shall be conclusive and binding on you.

If you agree to accept this offer, please sign and return one copy of this letter to us. We would like to have your response by 05-May-2022. In the meantime, if you have any questions regarding employment policies / procedures, please feel free to contact us.

We look forward to have you as part of TechGenzi Team.

Designated Signatory



Lakshman Babu

Director, TechGenzi Private Limited

I accept the above offer

Signature:

Name:

Date:

Date: 28-April-2022

Dear DINESHKUMAR S

It has been a pleasure interacting with you during selection process. Congratulations & welcome to TechGenzi family.

We are pleased to offer you the employment with TechGenzi Private Limited, your expected starting date will be 23-May-2022 and you will be reporting to company designate. You will be asked to sign non-disclosure and confidentiality agreement at the beginning of your employment. You will be starting your bootcamp sessions from 09-May-2021 towards brushing up your skills, gearing up for your individual final year project, and be ready for your internship. Following are the terms of your employment.

Place of work: Base location - Coimbatore (Address: 90, Raja Annamalai Road, Ramachandra Layout, Saibaba Colony, Coimbatore, Tamil Nadu 641011). Initial training at Coimbatore and the location can be at Coimbatore or in any of the Technical Hub (Madurai/Trichy/Virudhunagar/Tirunelveli)

Position: Full time

Compensation:

Designation	Duration from date of joining	CTC (Per month)	CTC (per annum)	Percentage hike
Intern	First 3 months or till the final year course completion	INR 10,000/-	INR 1.2L	-
Engineer Trainee	Next 9 months	INR 15,000/-	INR 1.8L	50%
Software Developer	Next 12 months	INR 20,000/-	INR 2.4L	33.33%
The pay revision is based on market and performance. The amount is prorated depending on your joining date. The Company reserves the right to review, alter, or amend the plan at any time				

Note: You shall be using your own laptop as BYOD (Bring your own device)

General Terms:

- You are expected to comply strictly with company policies and principles.
- The first hundred and eighty days (180) of employment shall constitute a probationary period during which period the employer may, in its absolute discretion, terminate the Employee's employment, without assigning any reasons and without notice or cause. After the end of the probationary period, the employer may decide to confirm the employment of the employee, in its sole discretion
- You are expected to be flexible to take any assignments per project needs from time to time and also the relevant assignments from its group of companies, as applicable
- All reasonable expenses arising out of employment shall be reimbursed assuming that the same have been authorized prior to being incurred and with the provision of appropriate receipts

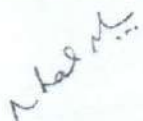
- e) The Employee shall not take up part-time or full-time employment or consultation with any other party or be involved in any other business during the term of his/her employment with the Company
- f) In the event that the Employee is absent from work due to sickness or injury, he/she will follow the Leave Policy and inform the designated person as soon as possible and will provide regular updates as to his/her recovery and as far as practicable will inform the designated person of the Employer of his/her expected date of return to work
- g) You shall serve the company for a minimum of 18 months in case of failure, you shall bear all expenses incurred by the company and repay to the company the amount INR 1, 50,000/- (One lakh and fifty thousand only). This 18-month duration of service from the date of joining (inclusive of the internship & engineer training period).
- h) All the company assets to be handled properly and the individually assigned assets are to be returned upon relieving of all duties due to resignation, retirement, termination or otherwise.
- i) All the Governing law and arbitration is under Bangalore jurisdiction.

Termination of Employment: We shall be entitled to terminate your services by giving at any time one month notice in writing or salary in-lieu thereof. We shall be entitled to terminate your services without any notice or salary in-lieu thereof in the event of you neglecting company interest or misconduct yourself in any way in relation to company affairs or otherwise, and company decision in this behalf shall be conclusive and binding on you.

If you agree to accept this offer, please sign and return one copy of this letter to us. We would like to have your response by 05-May-2022. In the meantime, if you have any questions regarding employment policies / procedures, please feel free to contact us.

We look forward to have you as part of TechGenzi Team.

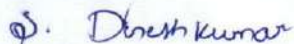
Designated Signatory




Lakshman Babu

Director, TechGenzi Private Limited

I accept the above offer

Signature: 

Name: 

Date: 04/05/22



April 21, 2022
JETZ1097/LoA/04/2022

Ajith Kumar S
No-20, Gurunathan Kovil Street,
North Masi Street,
Madurai, Tamil Nadu-1.

Subject: You Appointment Letter as "Management Trainee" and terms & condition in JETZERP Private Limited

Dear Ajith Kumar S,

We welcome you to JETZERP Private Limited and are pleased to confirm your appointment for the position of Developer under the following terms and conditions:

1. Date of Joining:

You are being appointed as Management Trainee in JETZERP Private Limited with effect from April 21, 2022.

2. Place of Work:

Your initial posting will be at our Karaikudi office. Your place of work may be changed to any other location to address business / client requirement as directed by the Company.

You may be required to visit to the client site within and / or outside India.

3. Remuneration:

Your annual fixed CTC will be Rs.1,61,640/-P.A. (Rupees One Lakh Sixty One Thousand Six Hundred and Forty Only) the breakup of this compensation will be as Annexure. Your compensation will be subject to deductions as application under provisions of Income Tax Act. 1961 and other application laws in India.

4. Probation Period:

You will be on a probationary period of 3 months from date of joining the period of which may be extended at Company's discretion Based on your performance and confirmation review, action on confirmation of your employment will be taken as directed by Company policy and will be communicated to you in writing.

5. Work Conduct:

During your employment with the Company, you shall devote your best efforts for promoting the Company's (and of any other relevant affiliate and / or business associate of the Company) business.

You are required to effectively carry out all duties and responsibilities as assigned to you by the Company and shall faithfully and diligently perform these in compliance with established policies and procedures, endeavoring to the best of your ability to protect and promote the interests of the Company.

You shall not, except with the written permission of the Company, engage directly or indirectly in any other business, occupation or activity, whether as a principal agent or otherwise which will be detrimental whether directly, to the Company's interests.

You will be bound by the Code of Conduct and all other rules, regulations, policies and orders issued by the Company from time to time in relation to your conduct, discipline rules, regulation, policies et al, were part of this contract of appointment.



Offer Letter (Intern)

27th April 2022

Dear K. Deepak,

We are pleased to offer you an internship at our company in the "Full Stack Developer" at "Shriman Technologies Private Limited", Chennai. Your internship shall commence on May 2nd, 2022 and shall end on October 31st, 2022. The terms and conditions of your internship with the Company are set forth below:

1. Subject to your acceptance of the terms and conditions contained herein, your project and responsibilities during the Term will be determined by the supervisor assigned to you for the duration of the internship.
2. You are eligible for a stipend of Rs. 50,000 INR during the Term which shall be paid on completion of the tasks assigned to you during your internship to the satisfaction of the Company.
3. You will sign a confidentiality agreement with the company before you commence your internship.
4. The internship cannot be construed as an employment or an offer of employment with "Shriman Technologies Private Limited", Chennai.

Please confirm your acceptance of the terms of this offer by May 1st, 2022 failing which, we have the right to cancel the internship. We look forward to having you on our team! If you have any questions, please feel free to reach out to us.

Best Regards,

For Shriman Technologies Pvt. Limited

HR Management Team
Shriman Technologies Pvt. Limited

SHRIMAN TECHNOLOGIES PRIVATE LIMITED
II G. No 38, Vijaya Town, Priya Nagar
Urapakkam, Chennai-600320
Tamil Nadu, India

No.38, Vijaya Town, Priya Nagar, Urapakkam,
Chennai - 600 320, India. Phone : +91 44 47435005
support@shrimantech.com www.shrimantech.com

Apr 27th 2022

Mr. Deepak
S/o Kumar.

Subject: Offer Letter

Dear Deepak,

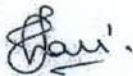
Further to our discussions, with great pleasure we welcome you to join **Shriman Technologies Private Limited** as **Full Stack Developer** at **Chennai / Work from home**.

We hope your association with us will be both enriching and fulfilling.

As discussed, your total cost to company will be **Rs. 1,20,000 INR** per annum including variable incentive. Your Compensation will be reviewed next in **June 2023** and the expected date of joining will be on or before **May 1st, 2022**.

Your Appointment shall be governed by the terms and conditions outlined in the Employee Handbook. Kindly arrange to return a copy of this letter duly signed by you as a token of your acceptance.

Best Regards,
For **Shriman Technologies Pvt. Limited**



HR Management Team
Shriman Technologies Pvt. Limited

SHRIMAN TECHNOLOGIES PRIVATE LIMITED
II G. No.38, Vijaya Town, Priya Nagar
Urapakkam, Chennai-603210
Tamilnadu India

No.38, Vijaya Town, Priya Nagar, Urapakkam,
Chennai - 600 320, India. Phone : +91 44 47435005
support@shrimantech.com www.shrimantech.com

CLARITRICS INDIA PRIVATE LIMITED

No 46/50 Indira Nagar Main Road, Valasaravakkam,

Chennai 600087

Phone: +9144 2486 6726



LETTER OF INTENT

04-04-2022

Sambath Kumar P M,
S P Natham Thirumangalam Taluka,
Saluppapillayarnatham, Madurai,
Tamil Nadu - 625706

RE: LETTER OF INTENT FOR EMPLOYMENT – Software Development Engineer Intern

Dear Sambath Kumar,

Following our recent discussions, we are delighted to offer you the full-time employment position as **Software Development Engineer Intern with Claritrics' Engineering Team**. If you join BUDDI.AI, you will become part of a fast-paced and dedicated team that works together to provide our clients with the highest possible level of service and advice. Claritrics India Private Limited is fully owned by Claritrics Inc.

As a member of Claritrics' team, we would ask for your commitment to deliver outstanding quality and results that exceed client expectations. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of Claritrics'. In return, we are committed to providing you with every opportunity to learn, grow and stretch to the highest level of your ability and potential.

You have to undergo an internship for a period of 3 months initially and will be paid a stipend of ₹15,000/- per month (subject to applicable TDS). Upon successful completion of the internship, the following points outline the terms and conditions we are proposing.

Title: Software Development Engineer

CTC : ₹3,60,000 per annum

Start Date: 11-04-2022

Location: Chennai

We look forward to the opportunity to work with you in an atmosphere that is successful and mutually challenging and rewarding.

Please sign and send this letter of intent back to us within 24 hours of receipt.

Sincerely,

Muthu Sudhaa V
Human Resources

With the signature below, I accept this offer for employment:

Signature:

A rectangular box containing a handwritten signature in dark ink, likely belonging to the recipient, Sambath Kumar P M.

LETTER OF INTENT (CUM) EXCELACOM INTERNSHIP PROGRAM

Jan 10, 2022

Dear Meenapriya Kannan,

Excelacom Internship Program (EIP) facilitates Global Learning Opportunities for students passing out from Business & Engineering Schools to nurture talents that are required for industry needs. EIP gives exposure to various aspects of Information Technology Research and Business. The EIP offers endless opportunities to learn through live projects – **aimed at giving your career A HEAD START!!**

We are delighted to take this opportunity to congratulate you on the fine skills that you portrayed during the selection process.

Following our discussion, we are pleased to consider you as an **Internship Trainee and for subsequent employment opportunity as follows.**

Details:

Intern Start date	: 1-March-2022
Intern Type	: Full-time, Monday to Friday working
Timings	: 9 am to 7 pm IST
Holiday entitlement	: Company declared Holiday Policy will be applicable
Leave entitlement	: Not Applicable in Intern. Any leave taken will be treated as loss of stipend.
Reporting manager	: Will be intimated on your reporting for Internship
Location	: 5/D5-IT Park, SIPCOT, Navalur Post, Siruseri -603 103. T.N. India.
Stipend / Salary per month	: During Internship - Rs.10,000 per month . On successful completion of your Internship and subsequent employment (i.e.) joining on the rolls of the company your CTC will be 3,50,000 Lakhs per annum (3,25,000 lakhs fixed, 25,000 Variable)
Service Agreement	: You are required to sign a service agreement for a period of 3 years Post completing your Internship program. Terms & Conditions applicable.

EXCELACOM

TECHNOLOGIES

AN ISO 9001:2015 CMM V2.0 ML 3 COMPANY

Excelacom Technologies Private Ltd

LETTER OF INTENT (CUM) EXCELACOM INTERNSHIP PROGRAM

Jan 10, 2022

Dear Prawinkumar Bhoopathi,

Excelacom Internship Program (EIP) facilitates Global Learning Opportunities for students passing out from Business & Engineering Schools to nurture talents that are required for industry needs. EIP gives exposure to various aspects of Information Technology Research and Business. The EIP offers endless opportunities to learn through live projects – **aimed at giving your career A HEAD START!!**

We are delighted to take this opportunity to congratulate you on the fine skills that you portrayed during the selection process.

Following our discussion, we are pleased to consider you as an **Internship Trainee** and for subsequent **employment opportunity** as follows.

Details:

Intern Start date	:	1-March-2022
Intern Type	:	Full-time, Monday to Friday working
Timings	:	9 am to 7 pm IST
Holiday entitlement	:	Company declared Holiday Policy will be applicable
Leave entitlement	:	Not Applicable in Intern. Any leave taken will be treated as loss of stipend.
Reporting manager	:	Will be intimated on your reporting for Internship
Location	:	5/D5-IT Park, SIPCOT, Navalur Post, Siruseri -603 103. T.N. India.
Stipend / Salary per month	:	During Internship - Rs.10,000 per month . On successful completion of your Internship and subsequent employment (i.e.) joining on the rolls of the company your CTC will be 3,50,000 Lakhs per annum (3,25,000 lakhs fixed, 25,000 Variable)
Service Agreement	:	You are required to sign a service agreement for a period of 3 years Post completing your Internship program. Terms & Conditions applicable.

5/D5-IT Park, SIPCOT, Navalur Post, Siruseri - 603 103, Kanchipuram, Tamil Nadu, India

Tel: +91 44 4743 3000 Fax: +91 44 4743 3111 Web :www.excelacom.in

CIN: U72200TN2001PTC46820

LETTER OF INTENT (CUM) EXCELACOM INTERNSHIP PROGRAM

Jan 10, 2022

Dear Kawin Mathan Kumar,

Excelacom Internship Program (EIP) facilitates Global Learning Opportunities for students passing out from Business & Engineering Schools to nurture talents that are required for industry needs. EIP gives exposure to various aspects of Information Technology Research and Business. The EIP offers endless opportunities to learn through live projects – **aimed at giving your career A HEAD START!!**

We are delighted to take this opportunity to congratulate you on the fine skills that you portrayed during the selection process.

Following our discussion, we are pleased to consider you as an **Internship Trainee** and for subsequent **employment opportunity** as follows.

Details:

Intern Start date	:	1-March-2022
Intern Type	:	Full-time, Monday to Friday working
Timings	:	9 am to 7 pm IST
Holiday entitlement	:	Company declared Holiday Policy will be applicable
Leave entitlement	:	Not Applicable in Intern. Any leave taken will be treated as loss of stipend.
Reporting manager	:	Will be intimated on your reporting for Internship
Location	:	5/D5-IT Park, SIPCOT, Navalur Post, Siruseri -603 103. T.N. India.
Stipend / Salary per month	:	During Internship - Rs.10,000 per month . On successful completion of your Internship and subsequent employment (i.e.) joining on the rolls of the company your CTC will be 3,50,000 Lakhs per annum (3,25,000 lakhs fixed, 25,000 Variable)
Service Agreement	:	You are required to sign a service agreement for a period of 3 years Post completing your Internship program. Terms & Conditions applicable.

This Internship is conditional upon:

- Subject to joining on the said date for Internship.
- Your satisfactory performance and workplace discipline is the key to continuity of Internship for the said Internship period.
- On Successful completion of your Internship & Passing your degree, you will be employed on full time basis on the rolls of the company as "**Program Analyst Trainee**". However we will keep you posted with respect to actual date of joining us.
- You will receive a formal letter of appointment (on probation basis) with all the terms and Conditions post completion of your Internship on joining the organisation.
- Company reserves the right to terminate the Internship at its sole discretion, any time with one day prior notice.

As a token of your acceptance, that you have read and understood this Letter of Intent cum Excelacom Internship Program, please send in your confirmation to VenkatRamana.B@excelacom.in confirming your interest in joining Excelacom.

Truly yours,

for Excelacom Technologies Private Ltd



Senthil Kumar Kandasamy
Director

Acceptance



Student Signature



18/02/2022

Dear Mr. Suryakumar P R,

Congratulations!!

With reference to your interview with us, we are pleased to offer you an Internship in IOT with Venzo Technologies Pvt Ltd at Chennai.

Joining date: 02nd March 2022

Following are the terms and conditions.

1. During your internship period you are supposed to maintain minimum 8 work hours on business days. You will have an internal evaluation meeting on every month.
2. During the internship period you will be paid INR 10,000/- as stipend.
3. You hereby assign to the Company all rights, title and interest in all ideas, inventions discoveries, improvements etc., You will not disclose any information relating to this company or its associates, to any unauthorized person, firm or company while in the employment of this company.
4. This letter of internship is valid for 15 days from the date of offer. Prior to begin work with Venzo, you must provide the documents as requested by us.
5. Company reserves the right to cancel the internship at any time.

With immense pleasure, we welcome you to our company and sincerely hope you will find professional and personal satisfaction in your association with us.

for Venzo Technologies Private Limited

S. Rajesh

S. RAJESH

Manager – HR Operations



Venzo Technologies Pvt Ltd

Regd Office: 8th Floor, Purva Primus, 236, Old Mahabalipuram Rd, Thoraipakkam, Chennai, TamilNadu 600097

Madurai Office: Plot No. 15,5/244, Maruthupandiar 1st Cross Street, JJ Nagar, Madurai, TamilNadu 625020

April 12, 2022

Amaresh Balavenkatesh,
6/27, Veerapulavar Colony,
Aathikulam, Madhurai North,
Tamil Nadu - 625007.

Subject: Internship Contract

Dear Mr. Balavenkatesh,

With reference to your application and the subsequent discussions you have had with us, we are pleased to offer you an Internship Contract in the **Technical Service** Department of our Group Aftersales and Vehicle Logistics Division with effect from **April 25, 2022** until **July 24, 2022** that is for a period of 3 months.

The following Terms & Conditions will be applicable to you during your Internship Contract (hereafter called "the Trainee") with Škoda Auto-Volkswagen India Private Limited (SAVWIPL):

1. This would be an **Unpaid internship** with no monthly stipend.
2. This assignment will be valid only for the above mentioned period and thereafter it will be automatically terminated without any notice.
3. You will not have any employee benefits of a permanent employee of SAVWIPL, including but not limited to insurance, perquisites, fringe benefits, etc, purely because of the nature of training and will be responsible for taking own personal insurance including suitable accident insurance and hospitalization policy and there would be no liability on SAVWIPL for the same.
4. There is a relation of only an employer-trainee and not of an employer-employee between SAVWIPL and you.
5. You, at any time during the said term, would not destroy, cancel, obliterate, spoil, embezzle, spend, make away with or take copies of books, papers, plans, documents, moneys, stamps or chattels of SAVWIPL, its personal representatives or assignees or of any of its clients or allow any of the said goods to be so treated by others, if you can by the exercise of reasonable care prevent it.
6. Upon expiry or earlier termination of this contract, you will return all company owned property given by SAVWIPL to you for use during the period of contract.
7. You will at all times, keep the secrets of SAVWIPL and its group companies including holding and subsidiary companies and its clients and employees and will not divulge the names and affairs of such clients and employees.
8. You will readily and cheerfully obey and execute the lawful and reasonable commands of the SAVWIPL and will not depart or absent yourself from the service of employment of the SAVWIPL at any time during the said term without the consent of SAVWIPL first obtained and will at all times during the said term conduct yourself with all due diligence, honesty and propriety.
9. You will make good and fully indemnify SAVWIPL for any loss or damage suffered or sustained by it by your misbehavior or improper conduct.
10. You will not take any extra leaves or holidays over and above those applicable as per the SAVWIPL Leave Policy. Granting of extra leaves / holidays shall be the discretion of SAVWIPL and you may have to compensate for the same by extension of training or deduction of stipend, as may be decided by SAVWIPL.
11. You will strictly follow all rules, regulations, and policies of SAVWIPL laid down from time to time.
12. SAVWIPL reserves the right to terminate this contract forthwith, if you are found not complying with any of the terms of this Agreement and if your performance is found to be unsatisfactory and not up to the standards of the company.

ŠKODA AUTO VOLKSWAGEN INDIA PRIVATE LIMITED (formerly known as Volkswagen India Pvt Ltd.)

Registered Office: E1, MIDC Industrial Area, Phase III, Village Nigoje, Mhalunge Kharabwadi, Tal Khed Pune, Maharashtra - 410501

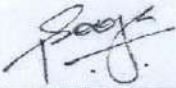
CIN: U70102PN2007FTC133117

T +91 2135 661000, +91 2135 711000. F +91 2135 661049 | www.skoda-vw.co.in

If you agree with the aforesaid terms and conditions, please return to us the duplicate copy of this letter with your signature, signifying your acceptance and confirming the date of your joining.

Yours truly,

For Škoda Auto-Volkswagen India Private Limited ,



Pooja Hegde
Head, HR & Admin (Sales & Marketing)

I Amaresh Balavenkatesh have read and understood the terms & conditions mentioned herein above and herein accept and acknowledge the same.

Signature: _____

Date: _____

Date of Joining: _____

ŠKODA AUTO VOLKSWAGEN INDIA PRIVATE LIMITED (formerly known as Volkswagen India Pvt Ltd.)

Registered Office: E1, MIDC Industrial Area, Phase III, Village Nigoje, Mhalunge Kharabwadi, Tal Khed Pune,
Maharashtra - 410501

CIN: U70102PN2007FTC133117

T +91 2135 661000, +91 2135 711000. F +91 2135 661049 | www.skoda-vw.co.in

Conditional Offer Letter

WTS/2022/03/0531

Date: 30-Mar-22

To,
Ms. Bangaru Priyadharshini M,
Training ID - WTS/INT/2022/C3/0380
No.3/246, Sarvodaya Nagar,
Nagamalai, Pudhukottai,
Madhurai - 625019

Dear Bangaru Priyadharshini M,

Greetings from WiseTech Source Pvt. Ltd...!!

With reference to our discussion we are excited to extend an offer to you for an "Software Training Cum Internship" with M/s. WiseTech Source Private Limited. Post successful completion of internship your monthly remuneration will be a minimum of ₹1,80,000 LPA (Rupees One Lakh Eighty Thousand Only) & based on your performance it may increase up to ₹3,60,000 LPA.

Your place of positioning will be in Chennai/Other locations based on the project need. Below are the terms and condition for the same.

Offer Terms and Condition:

- This training cum Internship program offers you 2 months training & 2 months of internship. post successful completion of training with 100% of attendance, the candidate will be eligible to undergo 2 to 6 months of internship via Offline or Online mode.
- WiseTech Source Private limited will bare the complete training & internship cost.
- During your internship, your performance will be evaluated and based on that the candidate will be rewarded on successful completion of an internship.
- WiseTech Source Pvt. Ltd. assures 100% placement opportunity on successful completion of training and successful clearance of their post internship assessment.

****This offer letter becomes void if,**

- The Candidate has standing arrears and their overall CGPA is less than 6.5 or Score Percentage is 65 in the academic years.
- Candidate who failed to complete their 100% training/internship or taking a break during the training and internship period.

- Candidate internship with the company is "at-will," which means during his / her training or internship, if management found any malpractice, irregular, attitudinal behavior or involved in any fraudulent activities, this may lead to his / her training or internship discontinuation at any time, with or without notice.
- Failed to adhere to the terms and conditions of training and lack of fulfillment of training & internship requirements.
- Candidate does not clear their Post internship assessment / evaluation criteria.
- Candidate is self-placed.

Please indicate your acceptance by signing this letter along with the below listed documents and return it to the representative or HR department of the Company.

List of documents to be enclosed:

1. Academic certificates (10th & 12th & Degree if any)
2. 2 PP size recent Photo
3. Copy of consent letter
4. Bonafide letter from College/HOD
5. Copy of College ID card
6. Updated CV

Congratulations and Welcome to the Team!

Best Wishes from WiseTech Source Private Limited,



30/03/22

Authorized Signatory

I accept the above conditional offer letter for Training cum internship described in this letter and agreed the terms and conditions for the same.

Candidate Name: M. BANJARUPRIYA DHARSHINI

Candidate Signature M. Bangaru Priya Dharshini

Date of Signing: 30/03/2022

Conditional Offer Letter

WTS/2022/03/0529

Date: 30-Mar-22

To,
Ms. Abi K,
Training ID - WTS/INT/2022/C3/0378
No.141, Kasim Residency,
Y. Othakkadai,
Madhurai - 625107.

Dear Abi K,

Greetings from WiseTech Source Pvt. Ltd...!!

With reference to our discussion we are excited to extend an offer to you for an "Software Training Cum Internship" with M/s. WiseTech Source Private Limited. Post successful completion of internship your monthly remuneration will be a minimum of ₹1,80,000 LPA (Rupees One Lakh Eighty Thousand Only) & based on your performance it may increase up to ₹ 3,60,000 LPA.

Your place of positioning will be in Chennai/Other locations based on the project need. Below are the terms and condition for the same.

Offer Terms and Condition:

- This training cum Internship program offers you 2 months training & 2 months of internship. post successful completion of training with 100% of attendance, the candidate will be eligible to undergo 2 to 6 months of internship via Offline or Online mode.
- WiseTech Source Private limited will bare the complete training & internship cost.
- During your internship, your performance will be evaluated and based on that the candidate will be rewarded on successful completion of an internship.
- WiseTech Source Pvt. Ltd. assures 100% placement opportunity on successful completion of training and successful clearance of their post internship assessment.

****This offer letter becomes void if,**

- The Candidate has standing arrears and their overall CGPA is less than 6.5 or Score Percentage is 65 in the academic years.
- Candidate who failed to complete their 100% training/internship or taking a break during the training and internship period.

- Candidate internship with the company is "at-will," which means during his / her training or internship, if management found any malpractice, irregular, attitudinal behavior or involved in any fraudulent activities, this may lead to his / her training or internship discontinuation at any time, with or without notice.
- Failed to adhere to the terms and conditions of training and lack of fulfillment of training & internship requirements.
- Candidate does not clear their Post internship assessment / evaluation criteria.
- Candidate is self-placed.

Please indicate your acceptance by signing this letter along with the below listed documents and return it to the representative or HR department of the Company.

List of documents to be enclosed:

1. Academic certificates (10th & 12th & Degree if any)
2. 2 PP size recent Photo
3. Copy of consent letter
4. Bonafide letter from College/HOD
5. Copy of College ID card
6. Updated CV

Congratulations and Welcome to the Team!

Best Wishes from WiseTech Source Private Limited,



30/03/22

Authorized Signatory

I accept the above conditional offer letter for Training cum internship described in this letter and agreed the terms and conditions for the same.

Candidate Name: K. ABI

Candidate Signature 

Date of Signing: 30.03.2022

Conditional Offer Letter

WTS/2022/03/0532

Date: 30-Mar-22

To,
Ms. Bhavadharani M,
Training ID - WTS/INT/2022/C3/0381
No.3, Pallar Kinathu Street,
Avaniyapuram,
Madurai - 625012.

Dear Bhavadharani,

Greetings from WiseTech Source Pvt. Ltd...!!

With reference to our discussion we are excited to extend an offer to you for an "Software Training Cum Internship" with M/s. WiseTech Source Private Limited. Post successful completion of internship your monthly remuneration will be a minimum of ₹1,80,000 LPA (Rupees One Lakh Eighty Thousand Only) & based on your performance it may increase up to ₹3,60,000 LPA.

Your place of positioning will be in Chennai/Other locations based on the project need. Below are the terms and condition for the same.

Offer Terms and Condition:

- This training cum Internship program offers you 2 months training & 2 months of internship. post successful completion of training with 100% of attendance, the candidate will be eligible to undergo 2 to 6 months of internship via Offline or Online mode.
- WiseTech Source Private limited will bare the complete training & internship cost.
- During your internship, your performance will be evaluated and based on that the candidate will be rewarded on successful completion of an internship.
- WiseTech Source Pvt. Ltd. assures 100% placement opportunity on successful completion of training and successful clearance of their post internship assessment.

****This offer letter becomes void if,**

- The Candidate has standing arrears and their overall CGPA is less than 6.5 or Score Percentage is 65 in the academic years.
- Candidate who failed to complete their 100% training/internship or taking a break during the training and internship period.

- Candidate internship with the company is "at-will," which means during his / her training or internship, if management found any malpractice, irregular, attitudinal behavior or involved in any fraudulent activities, this may lead to his / her training or internship discontinuation at any time, with or without notice.
- Failed to adhere to the terms and conditions of training and lack of fulfillment of training & internship requirements.
- Candidate does not clear their Post internship assessment / evaluation criteria.
- Candidate is self-placed.

Please indicate your acceptance by signing this letter along with the below listed documents and return it to the representative or HR department of the Company.

List of documents to be enclosed:

1. Academic certificates (10th & 12th & Degree if any)
2. 2 PP size recent Photo
3. Copy of consent letter
4. Bonafide letter from College/HOD
5. Copy of College ID card
6. Updated CV

Congratulations and Welcome to the Team!

Best Wishes from WiseTech Source Private Limited,



30/03/22

Authorized Signatory

I accept the above conditional offer letter for Training cum internship described in this letter and agreed the terms and conditions for the same.

Candidate Name: M. Bhavadharani

Candidate Signature M. Bhavadharani

Date of Signing: 30.03.2022



TAURUS HARD SOFT SOLUTIONS PVT. LTD.

REF: THSSPL/HR-MM/APPT/050222

Date: 05.02.2022

To
Ms.Monal Marliya,
Sethu Institute of Technology,
Madurai.

Dear Ms.Monal Marliya,

With reference to your application and personal discussion you had with us at our office, it is my pleasure to extend the following offer of employment to you on behalf **Taurus Hard Soft Solutions Pvt. Limited.** We are pleased to offer you the role of **IT Intern, Base Location-Bangalore** with effect from the date of your reporting for duties, which is **15.02.2022**, is on the terms and conditions as specified in this letter.

1. You will be in training for a period of 3 months, from the date of joining. On completion of the probation period and subject to your performance you will be absorbed in our organization, as a permanent employee and your remunerations will be fixed in accordance with company's standards. The Company reserves the right to either extend the probationary period or cancel this appointment in the event your performance is not up to expectations.
2. Your attention is specifically drawn to the points listed herein below:
 - a. Salary reviews will always be subject to the schedules as may be implemented by company from time to time.
 - b. Please also note that salary structure of the company may be altered/ modified at any time without prior notice and your package of remuneration and other terms will accordingly be altered/ modified from time to time.
 - c. You will be on probation for a period of 3 months during which your services will be liable for termination with a notice period of 30 (thirty) days from either side without having to assign any reason thereof or 30 (thirty) days remuneration will be payable by the party terminating the employment or the other party without the notice period. The probation shall be deemed to have been extended automatically unless notified otherwise, in writing.
 - d. In the event of your serving on the company a notice of termination of employment by submitting a resignation letter, your release will be governed by the general terms and conditions of the Employment in force at that point in time.
 - e. In the event of your serving on the company a notice of termination of employment by submitting a resignation letter, the Company shall have the option to waive the notice period partly or fully without paying you any salary or compensation for the notice period so waived and also to decide:
 - (i) Whether the notice period shall run concurrently with the period of any leave which may be granted to you; and

(ii) Whether the notice period should stand extended to the extent of the leave availed by you.

- f. During your employment with the company, you will, at all times, observe secrecy in respect of any technical, trade or business data, customers' names/ business details or any other information that might come to your knowledge or possession, which according to the Company are necessary confidential and form valuable property of the Company. You shall not disclose nor cause the disclosure of any such data in any furtherance of the company's best interests at all times, including after you cease to be on Company's rolls. In addition, in the event of leaving the Company's services, you are expected not to take up employment or enter into any kind of business/commercial association with any of the Company's clients or their associates, for a period of one year from the date of cessation of employment.
- g. Your services will be liable for transfer to any of our other Offices, Project locations, Divisions, Departments, etc. or for deputation to any organization, to be posted at any time of their Offices, project locations, divisions, departments, etc. at anytime, anywhere in India or abroad. In the event of such a transfer/deputation, details of terms and conditions will be communicated to you at an appropriate time. You will continue to be governed by the terms and conditions of your employment in India at all times, unless specified otherwise in writing.
- h. This offer is subject to your preparedness to be assigned to work in any software/hardware environment as desired by the Company/Client from time to time. Further, Company also reserves the options of assigning you to areas/ responsibilities, which may not necessarily be within your core competencies, depending on business exigencies, etc. While working at client site we request you to follow their rules and regulations.
- i. You are required by the company rules not to undertake any employment or enter into association anywhere else, even on part-time basis whether for any consideration or not. Contravention of this will lead to termination of your services from the company without any notice, with no liability on the part of the Company for payment of any compensation in lieu of such notice. Further, this contravention will also be deemed as voluntary termination/resignation by you of your services without the required notice having been given.
- j. Intellectual property rights: The Company retains ownership of the intellectual property rights relating to inventions, patents or copyrights concerning work undertaken while in the employment of the Company and you shall cooperate fully in transferring, registering or in any way securing such rights for the benefit of the Company.
- k. Working hours: Normal working hours are determined by the Company and you shall undertake to work beyond the working hours, when necessary and reasonably required, in response to work exigencies. While working at client place you need to follow the working hours as directed by the client.
- l. The Company offices will observe the Indian national and festival holidays officially declared by the company at the beginning of each calendar year.
- m. You will be entitled for Sick & Casual leave as per the Company Policy. Three or more days of continuous Medical Leave must be supported by a doctor's certificate. Unsupported/excessive ML may be treated as Loss of Pay (LOP). Unutilized Leaves will lapse at the end of each calendar year.
- n. Termination of employment:
 - i. Either the Company or you may at any time terminate this agreement by giving in writing to the other party one month's notice during your probationary period, or three months' notice after confirmation or in lieu thereof, sum equal to the amount or pro-rated amount of salary that would be accrued during the remaining period of notice.
 - ii. Accrued leave is not to be offset from the notice period except with the express written permission of the Company.
 - iii. For avoidance of all doubt, all service benefits associated with your employment will cease on your last day of work with the Company, whether or not there has been a waiver of the said notice period or payment of equivalent amount of salary in lieu thereof by either party.
 - iv. The Company shall have the right to terminate your employment without notice or payment in lieu thereof if:

You commit any material breach of any of your duties and responsibilities under this contract. You are dismissed on ground of misconduct that contravenes the expressed or implied conditions your employment.

- You undertake to return all property belonging to the company, in good working condition save for normal wear and tear, at the end of your employment and agree to reimburse the Company for all losses if the property is lost or damaged.
 - o. Alterations: The Company may from time to time modify the above terms, in writing, and such variations will be a binding on you and shall be notified to you.
 - p. Jurisdiction: Any dispute arising out of the employment terms of service shall be subject to the jurisdiction of a competent court in Bangalore.
 - q. Code of conduct: You shall dutifully observe the Company's code of conduct, which shall form an integral part of this contract.
 - r. Change of Address/ Contact number: Any change in your residential address, change in emergency contact number should be notified in writing forthwith to the company. All communications will be addressed to you on the last address notified by you and it will be presumed that you have received such communications addressed to you.
 - s. TDS,PF will be deducted as per rules
3. You are requested to report for duty on **15.02.2022** with the following documents:
- a. Three Passport size recent photographs along with ID and Address proof.
 - b. Xerox copies of Certificates and testimonials along with originals for our verification.
 - c. Last salary drawn certificate (if applicable)
 - d. Relieving letter from the previous organization you have worked with
 - e. Provide two references with their contact number preferably landline number.
 - f. Provide your hometown address and contact number.
4. You are engaged on the presumption that the particulars furnished by you in your application / Bio data are true and correct. In case they said particulars are found to be incorrect or that you have concealed or withheld some other relevant facts, your appointment with the company shall stand terminated/ cancelled without any notice.
5. You are advised to go through the contents of this appointment letter and sign the duplicate copy, which is to be returned to us as a token of acceptance of the appointment and the terms and conditions stated therein.
6. Taurus will perform a background check through an external agency post your joining & if any information/declaration furnished by you proves to be false or you are found to have will fully suppressed any material information, the company reserves the right to terminate your services without any notice or notice pay.

Wishing you all the best and welcoming you to join Taurus family.

For **TAURUS HARD SOFT SOLUTIONS PVT LTD.**



Candidate Signature of Acceptance: _____

Candidate's Name: _____ Date: _____

08-Apr-2022

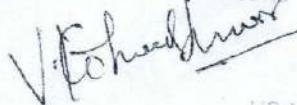
TO WHOMSOEVER IT MAY CONCERN

This is to certify that the below mentioned students of Sethu Institute of Technology in final year B.Tech/BE (IT/CSE) are undergoing internship in our organization for the period of 6 months, starting from 16th March 2022 to 30th September 2022.

S.No	Name	Register Number	Department
1	Rajalakshmi R	2018108047	B.Tech IT
2	Abu Bakkarumar K	2018108001	B.Tech IT
3	Divya Bharathi P	2018102047	B.E CSE
4	Madhan Kumar S	2018102082	B.E CSE
5	Muthupandi M	2018102307	B.E CSE
6	Sheik Mohamad R	2018102310	B.E CSE

With Best Wishes

For Great Innovus Solution Pvt. Ltd,



HR Manager

Kishorekumar V
HR Manager



08-Apr-2022

TO WHOMSOEVER IT MAY CONCERN

This is to certify that the below mentioned students of Sethu Institute of Technology in final year B.Tech/BE (IT/CSE) are undergoing internship in our organization for the period of 6 months, starting from 16th March 2022 to 30th September 2022.

S.No	Name	Register Number	Department
1	Rajalakshmi R	2018108047	B.Tech IT
2	Abu Bakkarumar K	2018108001	B.Tech IT
3	Divya Bharathi P	2018102047	B.E CSE
4	Madhan Kumar S	2018102082	B.E CSE
5	Muthupandi M	2018102307	B.E CSE
6	Sheik Mohamad R	2018102310	B.E CSE

With Best Wishes

For Great Innovus Solutions Pvt. Ltd,

V. Kishorekumar
HR Manager

Kishorekumar V
HR Manager



08-Apr-2022

TO WHOMSOEVER IT MAY CONCERN

This is to certify that the below mentioned students of Sethu Institute of Technology in final year B.Tech/BE (IT/CSE) are undergoing internship in our organization for the period of 6 months, starting from 16th March 2022 to 30th September 2022.

S.No	Name	Register Number	Department
1	Rajalakshmi R	2018108047	B.Tech IT
2	Abu Bakkarumar K	2018108001	B.Tech IT
3	Divya Bharathi P	2018102047	B.E CSE
4	Madhan Kumar S	2018102082	B.E CSE
5	Muthupandi M	2018102307	B.E CSE
6	Sheik Mohamad R	2018102310	B.E CSE

With Best Wishes

Great Innovus Solutions Pvt. Ltd,

V. Kishorekumar

HR Manager

Kishorekumar V
HR Manager



Great Innovus

03-Apr-2022

TO WHOMSOEVER IT MAY CONCERN

This is to certify that the below mentioned students of Sethu Institute of Technology in final year B.Tech/BE (IT/CSE) are undergoing internship in our organization for the period of 6 months, starting from 16th March 2022 to 30th September 2022.

S.No	Name	Register Number	Department
1	Rajalakshmi R	2018108047	B.Tech IT
2	Abu Bakkarumar K	2018108001	B.Tech IT
3	Divya Bharathi P	2018102047	B.E CSE
4	Madhan Kumar S	2018102082	B.E CSE
5	Muthupandi M	2018102307	B.E CSE
6	Sheik Mohamad R	2018102310	B.E CSE

With Best Wishes



Kishorekumar V
HR Manager

Tech Mahindra

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

2053516 / ELTP-CAMPUS / 2022

08-Apr-2022

Subject: Letter of Intent

Dear D Oliver,

This refers to the campus interview that you had attended.

We are pleased to inform that you have been shortlisted for a position of **Associate Software Engineer at Band U and Sub Band U1** in our Organization provided:

- o You being medically fit, having completed your qualifying academic course with a minimum grade of **First Class or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of First Class/60% or equivalent grade in all other courses completed by you prior to your qualifying academic course
- o You complete the set of learning courses and earn course completion certificate for each course mentioned in **Annexure - A** and

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- o You will be under **probation for a period of 6 (Six) months** from the date of joining.
- o During probation period, you will be eligible for Annual Salary package of **INR 260,000 (Indian Rupees Two Hundred and Sixty Thousand Only)**. Please refer to **Annexure - B** for breakup of your intended Annual Salary package.
- o Post probation, you will be eligible for an Annual Salary package of **INR 325,000 (Indian Rupees Three Hundred and Twenty-five Thousand Only)**. Please refer to **Annexure - C** for breakup of your intended Annual Salary package.
- o In addition, you will also be entitled for a one-time settlement Allowance not exceeding **INR 15,000, (Indian Rupees Fifteen Thousand Only)** if eligible, as per Tech Mahindra policy.
- o At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond, you will be required to serve Tech Mahindra for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/- (Indian Rupees One Hundred Thousand Only)** as liquidated damages to Tech Mahindra.
- o You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.



Tech Mahindra

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus Joining Team on Campusjoining@techmahindra.com

This Letter of Intent shall cease to be valid on **07-Oct-2022** or issue of Offer of Appointment, whichever is earlier.

We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,



Krishna Ramaswamy

Head - Resource Management Group

2053515 / ELTP-CAMPUS / 2022

08-Apr-2022

Subject: Letter of Intent

Dear Naveen,

This refers to the campus interview that you had attended.

We are pleased to inform that you have been shortlisted for a position of **Associate Software Engineer at Band U and Sub Band U1** in our Organization provided:

- ø You being medically fit, having completed your qualifying academic course with a minimum grade of **First Class or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of First Class/60% or equivalent grade in all other courses completed by you prior to your qualifying academic course
- ø You complete the set of learning courses and earn course completion certificate for each course mentioned in **Annexure - A** and

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- ø You will be under **probation for a period of 6 (Six) months** from the date of joining.
- ø During probation period, you will be eligible for Annual Salary package of **INR 260,000 (Indian Rupees Two Hundred and Sixty Thousand Only)**. Please refer to **Annexure - B** for breakup of your intended Annual Salary package.
- ø Post probation, you will be eligible for an Annual Salary package of **INR 325,000 (Indian Rupees Three Hundred and Twenty-five Thousand Only)**. Please refer to **Annexure - C** for breakup of your intended Annual Salary package.
- ø In addition, you will also be entitled for a one-time settlement Allowance not exceeding **INR 15,000, (Indian Rupees Fifteen Thousand Only)** if eligible, as per Tech Mahindra policy.
- ø At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond, you will be required to serve Tech Mahindra for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/- (Indian Rupees One Hundred Thousand Only)** as liquidated damages to Tech Mahindra.
- ø You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.



Tech Mahindra

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011


Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus Joining Team on Campusjoining@techmahindra.com

This Letter of Intent shall cease to be valid on **07-Oct-2022** or issue of Offer of Appointment, whichever is earlier.

We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,


Krishna Ramaswamy

Head - Resource Management Group

2053514 / ELTP-CAMPUS / 2022

08-Apr-2022

Subject: Letter of Intent

Dear Deepan,

This refers to the campus interview that you had attended.

We are pleased to inform that you have been shortlisted for a position of **Associate Software Engineer at Band U and Sub Band U1** in our Organization provided:

- ø You being medically fit, having completed your qualifying academic course with a minimum grade of **First Class or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of First Class/60% or equivalent grade in all other courses completed by you prior to your qualifying academic course
- ø You complete the set of learning courses and earn course completion certificate for each course mentioned in **Annexure - A** and

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- ø You will be under **probation for a period of 6 (Six) months** from the date of joining.
- ø During probation period, you will be eligible for Annual Salary package of **INR 260,000 (Indian Rupees Two Hundred and Sixty Thousand Only)**. Please refer to **Annexure - B** for breakup of your intended Annual Salary package.
- ø Post probation, you will be eligible for an Annual Salary package of **INR 325,000 (Indian Rupees Three Hundred and Twenty-five Thousand Only)**. Please refer to **Annexure - C** for breakup of your intended Annual Salary package.
- ø In addition, you will also be entitled for a one-time settlement Allowance not exceeding **INR 15,000, (Indian Rupees Fifteen Thousand Only)** if eligible, as per Tech Mahindra policy.
- ø At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond, you will be required to serve Tech Mahindra for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/- (Indian Rupees One Hundred Thousand Only)** as liquidated damages to Tech Mahindra.
- ø You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.



Tech Mahindra

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus Joining Team on Campusjoining@techmahindra.com

This Letter of Intent shall cease to be valid on **07-Oct-2022** or issue of Offer of Appointment, whichever is earlier.

We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,



Krishna Ramaswamy

Head - Resource Management Group

2053518 / ELTP-CAMPUS / 2022

08-Apr-2022

Subject: Letter of Intent

Dear Haritha,

This refers to the campus interview that you had attended.

We are pleased to inform that you have been shortlisted for a position of **Associate Software Engineer at Band U and Sub Band U1** in our Organization provided:

- δ You being medically fit, having completed your qualifying academic course with a minimum grade of **First Class or equivalent grade** as specified at the time of your selection, meeting the set eligibility criteria, including minimum of First Class/60% or equivalent grade in all other courses completed by you prior to your qualifying academic course
- δ You complete the set of learning courses and earn course completion certificate for each course mentioned in **Annexure - A** and

On successful completion of the above, the Company may, at its sole discretion, offer you an employment opportunity with the following conditions:

- δ You will be under **probation for a period of 6 (Six) months** from the date of joining.
- δ During probation period, you will be eligible for Annual Salary package of **INR 260,000 (Indian Rupees Two Hundred and Sixty Thousand Only)**. Please refer to **Annexure - B** for breakup of your intended Annual Salary package.
- δ Post probation, you will be eligible for an Annual Salary package of **INR 325,000 (Indian Rupees Three Hundred and Twenty-five Thousand Only)**. Please refer to **Annexure - C** for breakup of your intended Annual Salary package.
- δ In addition, you will also be entitled for a one-time settlement Allowance not exceeding **INR 15,000, (Indian Rupees Fifteen Thousand Only)** if eligible, as per Tech Mahindra policy.
- δ At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond, you will be required to serve Tech Mahindra for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/- (Indian Rupees One Hundred Thousand Only)** as liquidated damages to Tech Mahindra.
- δ You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.



Tech Mahindra

Tech Mahindra Limited
Infocity, Hitech City Layout,
Madhapur, Hyderabad 500081, India.

Tel: +91 40 3063 6363
Fax: +91 40 2311 7011

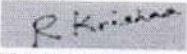
Registered Office:
Gateway Building, Apollo Bunder
Mumbai 400 001, India.
www.techmahindra.com
CIN L64200MH1986PLC041370

We request you to confirm to us your acceptance of the terms and conditions specified herein by signing and returning a copy of this Letter to Campus Joining Team on Campusjoining@techmahindra.com

This Letter of Intent shall cease to be valid on **07-Oct-2022** or issue of Offer of Appointment, whichever is earlier.

We look forward to you having a rewarding career with us.

Yours sincerely,
For Tech Mahindra Limited,


Krishna Ramaswamy

Head - Resource Management Group

14th November 2021

Aruna R

Subject: Letter of Offer and Terms of Internship

Dear Aruna,

Welcome to Zuci Family!!

We are pleased to confirm our offer of Internship to you for the position of **Trainee** with "**Zuci Systems (India) Private Limited (Company)**". Should you choose to accept this Offer, You shall be required to join the services of our organization on **01st December 2021** and your internship period would be **6 Months**. During your internship period, you shall be compensated with **Rs. 8,000** per month.

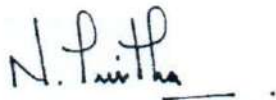
On satisfactory completion of your internship, you shall become a part of our regular rolls. During the internship period, if your conduct or behavior is not satisfactory, your services shall be terminated with immediate effect. You are expected to submit the documents mentioned in **Annexure A** during your time of joining.

During your internship, you may come across confidential business information. By accepting this internship employment offer, you acknowledge that you must adhere to the Company's confidentiality policy. In addition, upon conclusion of your internship, you must return all company-owned property, equipment, and documents, including electronic mail or other information.

Please return one copy of this appointment letter duly signed by you.

With Warm Regards,

For Zuci Systems (India) Private Limited

A handwritten signature in black ink, appearing to read 'N. Punitha', followed by a horizontal line.

Punitha Nagarajan
Head – Talent Acquisition

Accepted,

A handwritten signature in black ink, appearing to be a stylized name.

Signature



No.11, Rattha Tek Towers, Rajiv Gandhi Salai
OMR, Thoraipakkam, Chennai - 600097.



info@zucisystems.com
www.zucisystems.com



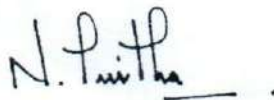
US : +1 (214) 230-9824
INDIA : +91 (44) 49525020

Annexure A

You are obligated to produce the photocopies and originals of the following documents during your time of joining:

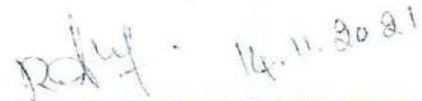
1. 10th, 12th, Graduate/ Post Graduation/ Diploma certificate or equivalent and attested mark sheet of final semester
2. Certificate of any other additional qualification
3. Service certificates from previous employer(s) and relieving letter from the last employer
4. Last salary certificate and salary slip of last 3 months
5. Two copied of Address proof (either Aadhar/ Driving License/ Voters ID)
6. Know Your Customer (KYC) documents:
 - a. Identity Proof: PAN Card or if applied for PAN card, the temporary number (application number)
 - b. Aadhar Card or if applied, provide the copy of acknowledgement slip with temporary enrolment number.
 - c. Cancelled Cheque leaf or Bank Passbook photocopy (HDFC or any bank)
7. Passport
8. 3 Passport Size Color photographs (Recent photo in formals with white background)

For Zuci Systems (India) Private Limited



Punitha Nagarajan
Head – Talent Acquisition

Accepted,



(Please sign & date your acceptance)





www.elitegroup.in

CIN: U45209TG2010PTC070192

Branch Office:
No 45, High Point 4, Palace Road
2nd Floor, No. 4201 & 4202
Bangalore - 560052
Mobile: 9442233801

Branch Office:
#18, Defence Colony
Opp. Military Hospital
Ekattuhankal
Chennai-600 032, Tamil Nadu.
Tel: 044-22331186/89

Corporate Office:
Plot #19, Veda's Prime House
Jayabhen Enclave, Sachibowli
Hyderabad-500032.
Telangana.
Tel: 91000 50801

ELITE ENGINEERING & CONSTRUCTION (HYD) PVT. LTD.



1. Your place of working shall be anywhere in Telangana, Andhra Pradesh, Tamil Nadu and Bangalore subject to company policies & business requirements.
 2. As agreed, you will have to serve for a period of at least 3 years after joining ensuring you career of Professional Civil Engineer in next 5 years.
 3. You will be governed by the terms and conditions & company's policies.
 4. By accepting this Offer Letter, you shall not enter into any other conflicting agreement or any conflicting obligation that you may be bound to, in the past.
- There will be a mandatory induction Program for 3 days at Head Office Hyderabad.
After 6 months of Internship you will have to go through a formal assessment for Bachelor accommodation and transportation will be as per the Company Policy.

Terms and conditions are as follows:

1. Your date of joining will be 7 days after the last working day of the college/ on completion of your examinations, any changes in the date of joining should be agreed with the Management. This offer is valid if you accept this offer by today in writing.

During the period of Internship Program you will not be entitled to any benefits of privileges and your services with the Company can be terminated during the training period.

During Internship Program your role will be Graduate Engineer Trainee-Civil and your stipend/ compensation will be Rs. 2,15,000/- per annum. On successful completion of your probation after 12 months (including 6 months of internship) based on your performance there will be a review which will be communicated.

Further to our Campus drive, Assignments and Selection Process, it is our pleasure to extend an offer of Internship Program to you on behalf of Elite Engineering & Construction (Hyd) Pvt Ltd.

Our endeavour is to become a Professional Civil Construction Company and foster our culture towards building future Building and career. In this exciting journey we are looking for young, dynamic, and energetic Civil Engineering professionals to galvanize our growth plan for the year 2022-23. please do visit [Elite@http://elitegroup.in](http://elitegroup.in).

Dear Mr. L S Prasanna,

To
Mr. L S Prasanna,
S/o. Sri. Sridharan,
7/4, Muthuramalingam Devar Street,
Sathamangalam, Alavandan,
Madurai-625 020.
Mob.No.8344017676. Email: lsprasanma83@gmail.com

Ref:2022/EECHPL/023
Date: 25/03/2022

ELITE
ENGINEERING &
CONSTRUCTION



Rising above all

Following original documents to be brought at the date of joining.

1. All Educational Certificates including mark sheet.
2. Aadhar Card.
3. PAN card for Bank Account.
4. Four passport size photographs.
5. Medical fitness certificate.

We welcome you to Elite family and look forward for a long and mutually rewarding association.

For Elite Engineering & Construction (Hyd) Pvt Ltd



S V Gurusamy,
Managing Director



Note: 1. Offer stands cancelled in case of any false information or if you fail to report on or before the above mentioned date. A detailed appointment letter will be issued after successful completion of probation.

2. You will not be entitled for any leave during first 6 months.
3. Monthly report of Learning to be shared along with mentor signature.



Zoho Corporation Private Limited

Registered Office: Plot 140, 151, Estancia IT Park, Vallancheri,
Chengalpattu District, Tamilnadu, 603 202.

Ph: +91 - 44 - 6744 7070

www.zohocorp.com

DTA UNIT

Date: 07-Oct-2021

To

Mr.VENKATA KRISHNAN V,
NO 1 THIRUVALLUVAR NAGAR 1ST STREET,
ANJAL NAGAR 1ST STREET,
MADURAI-625018,TAMIL NADU.

Dear Mr.VENKATA KRISHNAN V,

Based on your application and the subsequent discussions you had with us we are pleased to have you associated with us as a **PROJECT TRAINEE** for a period of 6 months from the date of commencement in our organization. During this association you will be paid **Rs.15000/- (RUPEES FIFTEEN THOUSAND ONLY)** per month as a consolidated amount.

The internship will be for a period up to 6 months from the date of commencement. Based on your performance during this period and your interest in continuing the internship, your manager may extend the internship period beyond the initial 6 months. On successful completion of your curriculum project, you may be observed as an employee of Zoho as **MEMBER TECHNICAL STAFF**. Salary will be decided at that time based on your performance.

This offer is subject to the following terms and conditions.

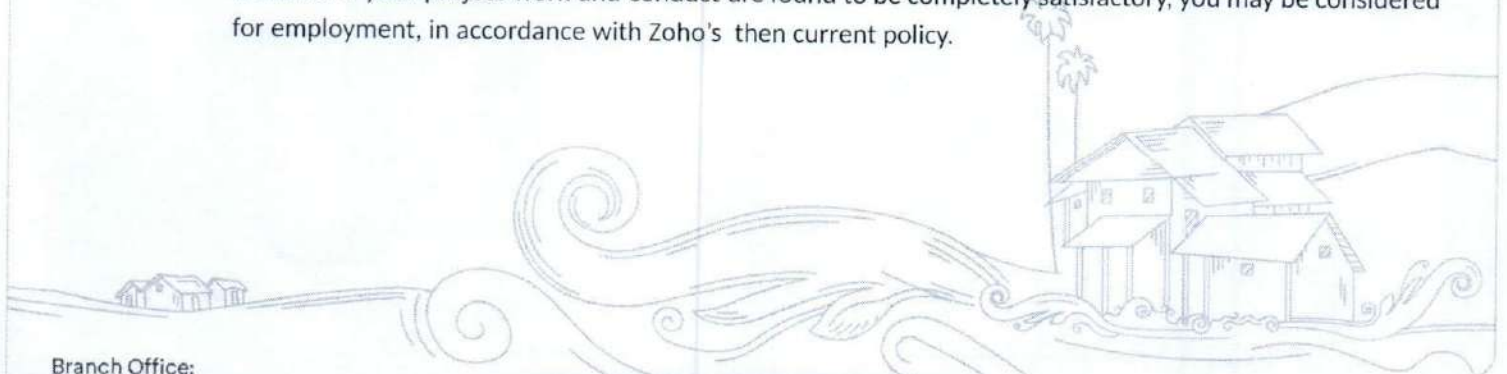
1. During the period of your association with Zoho, you shall keep strictly confidential any and all information that may come to your knowledge. You may share any such information with others, only on a 'need to know' basis.
2. You shall sign a Confidentiality Agreement with Zoho to protect the interests of the Company by maintaining confidentiality of all information, which may be accessible to you in the course of your association.
3. Zoho owns all right and interest to any intellectual property developed by you during the course of your association with the company.
4. Zoho reserves all rights to terminate you at any time during your association period, for any reason whatsoever, including without limitation, misuse of Zoho intellectual property, improper and unauthorized usage of internet Services, adverse finding in background verification report, misconduct and the like.
5. Zoho is under no obligation to recruit you on its roll of employees at the end of your project work. However if your project work and conduct are found to be completely satisfactory, you may be considered for employment, in accordance with Zoho's then current policy.

Branch Office:

No 2/253-B, Alanganallur Sugar Mill Road, Poikaraipatti,
Kallanthiri post, Madurai, Tamilnadu, 625 301.

Corporate Identification No: U40100TN2010PTC075961

e-mail ID: hr-team@zohocorp.com





VALIDITY

This Project Trainee Offer is enclosed with some of our important policies. You are requested to download, read, understand and sign the documents on or before **14-Oct-2021**. Your signature indicates your acceptance of the terms and conditions of this offer.

Upon submitting your acceptance, you will be asked to provide a tentative date of joining in the personal details form. However, closer to the actual date of joining you will receive a confirmation email from us.

The matters related to your compensation are strictly confidential between you and the company and should be treated as such.

I am sure you will find this offer very exciting and I, on behalf of Zoho, assure you of a very rewarding career in our organization.

With Best Wishes,

Yours Sincerely,
For ZOHO CORPORATION PRIVATE LIMITED

Mohammed Sohail
Manager - HR

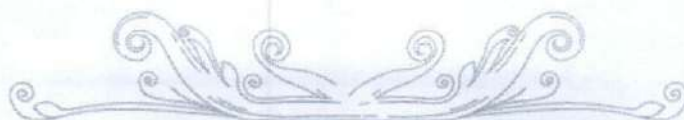
I hereby confirm that I have read, understood and accepted the offer, agreement and the company policies.

Signature:

Date of Offer acceptance: 07 Oct 2021

Name : Venkata Krishnan V

Place : Madurai



14th November 2021

Aruna R

Subject: Letter of Offer and Terms of Internship

Dear Aruna,

Welcome to Zuci Family!!

We are pleased to confirm our offer of Internship to you for the position of **Trainee** with "**Zuci Systems (India) Private Limited (Company)**". Should you choose to accept this Offer, You shall be required to join the services of our organization on **01st December 2021** and your internship period would be **6 Months**. During your internship period, you shall be compensated with **Rs. 8,000** per month.

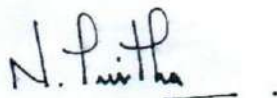
On satisfactory completion of your internship, you shall become a part of our regular rolls. During the internship period, if your conduct or behavior is not satisfactory, your services shall be terminated with immediate effect. You are expected to submit the documents mentioned in **Annexure A** during your time of joining.

During your internship, you may come across confidential business information. By accepting this internship employment offer, you acknowledge that you must adhere to the Company's confidentiality policy. In addition, upon conclusion of your internship, you must return all company-owned property, equipment, and documents, including electronic mail or other information.

Please return one copy of this appointment letter duly signed by you.

With Warm Regards,

For Zuci Systems (India) Private Limited

A handwritten signature in black ink, appearing to read 'N. Punitha'.

Punitha Nagarajan
Head – Talent Acquisition

Accepted,

A handwritten signature in black ink, appearing to be a stylized 'R' followed by a flourish.

Signature



No.11, Rattha Tek Towers, Rajiv Gandhi Salai
OMR, Thoraipakkam, Chennai - 600097.



info@zucisystems.com
www.zucisystems.com



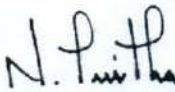
US : +1 (214) 230-9824
INDIA : +91 (44) 49525020

Annexure A

You are obligated to produce the photocopies and originals of the following documents during your time of joining:

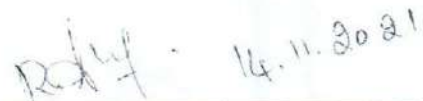
1. 10th, 12th, Graduate/ Post Graduation/ Diploma certificate or equivalent and attested mark sheet of final semester
2. Certificate of any other additional qualification
3. Service certificates from previous employer(s) and relieving letter from the last employer
4. Last salary certificate and salary slip of last 3 months
5. Two copied of Address proof (either Aadhar/ Driving License/ Voters ID)
6. Know Your Customer (KYC) documents:
 - a. Identity Proof: PAN Card or if applied for PAN card, the temporary number (application number)
 - b. Aadhar Card or if applied, provide the copy of acknowledgement slip with temporary enrolment number.
 - c. Cancelled Cheque leaf or Bank Passbook photocopy (HDFC or any bank)
7. Passport
8. 3 Passport Size Color photographs (Recent photo in formals with white background)

For Zuci Systems (India) Private Limited



Punitha Nagarajan
Head – Talent Acquisition

Accepted,



(Please sign & date your acceptance)





Zoho Corporation Private Limited

Registered Office: Plot 140, 151, Estancia IT Park, Vallancheri,
Chengalpattu District, Tamilnadu, 603 202.

Ph: +91 - 44 - 6744 7070

www.zohocorp.com

DTA UNIT

Date: 07-Oct-2021

To

Ms.LAVANYA C,
2/316, AYYAVU THEVAR NAGAR,
IYER BUNGALOW,
MADURAI-625014,TAMIL NADU.

Dear Ms.LAVANYA C,

Based on your application and the subsequent discussions you had with us we are pleased to have you associated with us as a **PROJECT TRAINEE** for a period of 6 months from the date of commencement in our organization. During this association you will be paid **Rs.15000/- (RUPEES FIFTEEN THOUSAND ONLY)** per month as a consolidated amount.

The internship will be for a period up to 6 months from the date of commencement. Based on your performance during this period and your interest in continuing the internship, your manager may extend the internship period beyond the initial 6 months. On successful completion of your curriculum project, you may be observed as an employee of Zoho as **MEMBER TECHNICAL STAFF**. Salary will be decided at that time based on your performance.

This offer is subject to the following terms and conditions.

1. During the period of your association with Zoho, you shall keep strictly confidential any and all information that may come to your knowledge. You may share any such information with others, only on a 'need to know' basis.
2. You shall sign a Confidentiality Agreement with Zoho to protect the interests of the Company by maintaining confidentiality of all information, which may be accessible to you in the course of your association.
3. Zoho owns all right and interest to any intellectual property developed by you during the course of your association with the company.
4. Zoho reserves all rights to terminate you at any time during your association period, for any reason whatsoever, including without limitation, misuse of Zoho intellectual property, improper and unauthorized usage of internet Services, adverse finding in background verification report, misconduct and the like.
5. Zoho is under no obligation to recruit you on its roll of employees at the end of your project work. However if your project work and conduct are found to be completely satisfactory, you may be considered for employment, in accordance with Zoho's then current policy.

Branch Office:

No 2/253-B, Alanganallur Sugar Mill Road, Poikaraipatti,
Kallanthiri post, Madurai, Tamilnadu, 625 301.

Corporate Identification No: U40100TN2010PTC075961

e-mail ID: hr-team@zohocorp.com



VALIDITY

This Project Trainee Offer is enclosed with some of our important policies. You are requested to download, read, understand and sign the documents on or before **14-Oct-2021**. Your signature indicates your acceptance of the terms and conditions of this offer.

Upon submitting your acceptance, you will be asked to provide a tentative date of joining in the personal details form. However, closer to the actual date of joining you will receive a confirmation email from us.

The matters related to your compensation are strictly confidential between you and the company and should be treated as such.

I am sure you will find this offer very exciting and I, on behalf of Zoho, assure you of a very rewarding career in our organization.

With Best Wishes,

Yours Sincerely,
For ZOHO CORPORATION PRIVATE LIMITED

Mohammed Sohail
Manager - HR

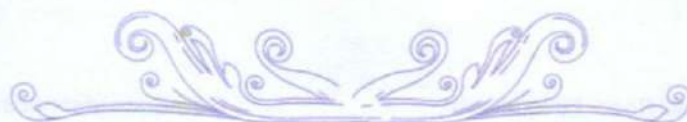
I hereby confirm that I have read, understood and accepted the offer, agreement and the company policies.

Signature:

Date of Offer acceptance: 07 Oct 2021

Name: Lavanya C

Place: Madurai





Zoho Corporation Private Limited

Registered Office: Plot 140, 151, Estancia IT Park, Vallancheri,
Chengalpattu District, Tamilnadu, 603 202.

Ph: +91 - 44 - 6744 7070

www.zohocorp.com

DTA UNIT

Date: 08-Dec-2021

To

Ms.LAVANYA C,
2/316, AYYAVU THEVAR NAGAR,
IYER BUNGALOW,
MADURAI-625014, TAMIL NADU.

Dear Ms.LAVANYA C,

OFFER OF EMPLOYMENT

We are pleased to offer you employment for the position **MEMBER TECHNICAL STAFF** with **ZOHO CORPORATION PRIVATE LIMITED**.

INTERNSHIP AND STIPEND

You are expected to do the final semester project of your curriculum in our organization. We expect you to work on the project on a full time basis for a period of 5-6 months. During this period you will be paid a monthly stipend of **Rs.15000/- (RUPEES FIFTEEN THOUSAND ONLY)**. The following offer is valid, subject to successful completion of your project.

(Note: The above may not apply to you if your college does not permit internships)

REMUNERATION

Your annual Cost to Company will be **Rs.600000/- (RUPEES SIX LAKH ONLY)**. The break-up of your gross salary and information specific to bonus and gratuity are set out in Annexure A. Salary will be paid by the last day of each month. All additional benefits that Zoho currently provides employees are set out in Annexure B.

DATE OF JOINING

Your date of appointment is effective from your date of joining after successful completion of your curriculum.

PROBATION

You will be on probation, at a minimum, until completion of the performance review cycle that immediately follows completion of six months from your date of joining, provided that your performance is determined to be satisfactory. If your performance is not satisfactory, your probation may be extended until your performance is determined to be satisfactory. Upon completion of the probation period you will be confirmed on the rolls of the company.

SALARY REVISION

Revision to your compensation will be after one year from the date of joining, subject to satisfactory completion of the probation by you. Zoho operates a Pay-for-performance Policy and any salary revision will take your performance into account.

Branch Office:

No 2/253-B, Alanganallur Sugar Mill Road, Poikaraipatti,
Kallanthiri post, Madurai, Tamilnadu, 625 301.

Corporate Identification No: U40100TN2010PTC075961

e-mail ID: hr-team@zohocorp.com



ADHERENCE TO POLICIES

During your employment with the Company you shall adhere to all policies of the Company including IT Services Acceptable Use Policy, Acceptable Encryption Policy, Email Policy, Extranet Policy, Information Sensitivity Policy, Password Policy, Remote Access Policy, Virtual Private Network Policy and such policies as may be decided by the Company from time to time. The Company may amend these policies from time to time and you agree to be bound by such subsequent versions of the policies. The Company will communicate important information about its policies by way of electronic mail notification and/or the Company's intranet. The policies are incorporated into the terms and conditions of employment by this reference.

CONFIDENTIALITY

Information you have access to during the course of your employment are confidential and proprietary information of the Company, its Affiliated Companies and customers. "Affiliated Companies" means Zoho Corporation Private Limited and any entity in which the management of Zoho or the company has substantial interest. You agree not to disclose such information other than on a need-to-know basis. In this regard, you agree to observe in good faith your obligations under the Agreement Regarding Confidential Information and Proprietary Developments, a copy of which is included with this Letter of Offer of Employment for your reference and which will be executed separately by you upon joining the Company. The matters related to your compensation are strictly confidential between you and the Company and should be treated as such.

TRANSFERABILITY

You may be asked to work in any department or section of the Company in any capacity by either the management or the head of the department or section, and you agree to work accordingly. You may also be required to work on transfer or deputation in any other concern in which the management has any interest or any of the other branches or regional offices, anywhere in India or abroad, now existing or to be set up in future and you shall be bound to work in such concerns or at such locations.

ASSIGNMENT OF RIGHTS IN WORK

You agree that all works performed and things developed, including inventions, designs, improvements, writings, and discoveries made, during your employment and pertaining to the business conducted by the Company shall remain the exclusive property of the Company. You shall assist the Company in obtaining patents and copyrights on all such inventions, designs, improvements, writings and discoveries deemed suitable for patent and copyright by the Company, and shall execute all documents and perform all necessary actions to obtain the patents and copyrights, for the purpose of vesting the Company with full and exclusive title thereto, and protecting the Company against infringement of the patents and copyright by others.

CONCURRENT EDUCATION

You shall not, during the term of your employment with the Company, pursue any full time or part time courses in any institution/universities in India or any other foreign country, without the express approval by the company.

CONCURRENT EMPLOYMENT OR BUSINESS

You shall not engage yourself directly or indirectly in any other trade, business or occupation without obtaining the management's prior permission in writing. You shall not carry on any activity and/or commit any act prejudicial to the interests of the Company.





NON-COMPETE

You shall not, during the term of your employment with the Company and for a period of 1 (one) year after termination of employment, either directly or indirectly own, invest in, direct, aid or work, in any capacity, including as full/part time employee, consultant or advisor for any Competitor or SI Partner of the Company.

A "Competitor" is a concern engaged in developing Computer Programs similar to the Software products or services developed and marketed by the Company or any of its Affiliated Companies. An "SI Partner" is a concern which the Company or its Affiliated Companies has appointed as a partner for providing services to Customers based on products or technology owned by the Company or Affiliated Companies.

TERMINATION

Termination at will: This employment agreement is terminable at will by either party.

Termination for misconduct: You agree that the Company may terminate this Contract without notice and without payment in lieu of notice in any of the following events:

1. If any declaration/document given or furnished by you to the Company proves to be false; or if you are found to have wilfully suppressed any material information;
2. If you are found guilty of misconduct, disobedience or of conduct that tends to bring disrespect to the company;
3. If you are found to be in breach of any of your obligations under the terms and conditions of employment;
4. If you are found to have disclosed any confidential information of the Company, its Affiliated Companies or customers of the Company and Affiliated Companies;
5. If you have violated the Company's policies;
6. If the result of any reference or background check is unsatisfactory;
7. If you are found to be under the influence/possession of alcohol/drugs inside the office premises;
8. Your access cards are not transferable. If it is found to be mishandled for any proxy attendance;

Termination for any of the reasons stated above may be notified to the person(s) whose reference was submitted by you and the Company will not be liable to give you any prior notice nor pay any compensation in lieu of a notice period.

NON-SOLICITATION

You agree that for a period of six months after termination or expiration of your employment with the Company, regardless of the reason for termination or expiration, you shall not directly or indirectly, solicit for employment, or advise or recommend to any other person that they employ or solicit for employment, any person employed at that time by the Company, or by any Affiliated Company.

AMENDMENT OF TERMS AND CONDITIONS OF EMPLOYMENT

The Company may amend the terms and conditions set forth herein from time to time and you agree to be bound by such amended terms and conditions of employment .

GOVERNING LAW AND JURISDICTION

The terms and conditions of this Letter of Offer of Employment are governed by the laws of India. All disputes arising out of your employment with the Company or involving the terms and conditions of this Agreement will be subject to the exclusive jurisdiction of the courts in Chennai, India.





VALIDITY

This offer of employment is enclosed with some of our important policies. You are requested to download, read, understand and sign the documents on or before **07-Jan-2022**. Your signature indicates your acceptance of the terms and conditions of this employment.

Upon submitting your acceptance, you will be asked to provide a tentative date of joining in the personal details form. However, closer to the actual date of joining you will receive a confirmation e-mail from us.

The matters related to your compensation are strictly confidential between you and the company and should be treated as such.

I am sure you will find this offer very exciting and I, on behalf of Zoho, assure you of a very rewarding career in our organization.

With best wishes,

Yours sincerely,
For ZOHO CORPORATION PRIVATE LIMITED

Mohammed Sohail
Manager - HR

I hereby confirm that I have read, understood and accepted the offer, agreement and the company policies.

Signature:

Date of Offer acceptance: 09 Dec 2021

Name : Lavanya C

Place : Madurai





ANNEXURE A

NAME : LAVANYA C
DESIGNATION : MEMBER TECHNICAL STAFF

Details	Monthly	Annual
Basic	20000	240000
HRA	10000	120000
Other Allowance & Flexible component	17600	211200
Gross Salary	47600	571200
Employer Provident Fund (12% of Basic+TA)*	2400	28800
Cost To Company (CTC)	50000	600000
Prosperity Sharing Plan		100000
Compensation for the first year		700000

* You will be covered under the Company's Provident Fund Scheme from the date of joining the organization. Under this scheme, the company will contribute 12% of your basic salary per month as employer contribution and an equal amount will be deducted from your salary as your contribution towards the fund.

OTHER BENEFITS:

PROSPERITY SHARING PLAN

PSP (Prosperity Sharing Plan) is a one time bonus scheme derived based on company's productivity. Every year during April or May, we will decide on extending this scheme to our confirmed employees after reviewing the company's growth and productivity. Upon confirmation, you may qualify for the above mentioned PSP amount subject to scheme existence for that year. Please note, the quantum mentioned above is only an indicative figure and is subject to change based on your performance as determined by your manager.

GRATUITY

Gratuity will be payable as per the Gratuity Act, upon separation from the company, subject to completion of minimum five years of employment with Zoho.





ANNEXURE B

The Company currently provides the following benefits to an employee:

GIFT CARD AMOUNT

You will be paid an amount of **Rs.6000/- (RUPEES SIX THOUSAND ONLY)** once in a year towards your broadband connection. For the new comers, it is applicable from their date of joining. For the first year the amount will be pro-rated based on the joining date.

TRANSPORTATION FACILITY

For safety and security reasons, the Company provides transportation facilities, including but not limited to shuttle services and cab services. However, Company does not recommend daily long commute to work. This offer is based on the assumption that you will move to a distance within 5-10 km of the office premises.

DEVICES AND GADGETS

Company provides essential devices and gadgets for all its employees strictly for official purpose. However, what is essential (in most cases) is not the latest model device or gadget. We do not view the device or gadget as a status symbol or a fashion accessory but as an essential tool to get work done. Expecting the latest model device or gadget as a status symbol is most likely going to leave you disappointed. So please be prepared.

FOOD AND SNACKS

Company provides food, snack and other refreshment for all its employees.

RECREATIONAL FACILITY

Company provides certain recreational facilities to its employees of which some are offered at a nominal charge.

TEAM TREAT AND TRIP

To improve the team collaboration, the company provides **Rs.1000/- (RUPEES ONE THOUSAND ONLY)** for team treat and **Rs.4000/- (RUPEES FOUR THOUSAND ONLY)** for team trip to all its eligible employees, every year.

GROUP MEDICLAIM INSURANCE

Company will bear the full premium of covering you under the Group Mediclaim policy for a sum insured of **Rs.400000/- (RUPEES FOUR LAKH ONLY)**. This is a floater policy where five of your dependents will also be covered along with you.

GROUP PERSONAL ACCIDENT INSURANCE

You will be covered under the Personal Accident Insurance Scheme, for a sum insured of **Rs.2000000/- (RUPEES TWENTY LAKH ONLY)**.

GROUP TERM LIFE INSURANCE

As a welfare measure for its employees, the company has subscribed to the Group Term Life Insurance. The insurance coverage is worth of **Rs.3000000/- (RUPEES THIRTY LAKH ONLY)**.

Please note that the above mentioned Insurance schemes are subject to change based on yearly renewal





Plot 140, 351, Estancia IT Park, Valiancheri,
Chengalpattu District, Tamilnadu, 603 202
Ph: +91 - 44 - 6744 7070
www.zohocorp.com

SE2 Unit

Date: 22-Jan-2022

To

Mr.ARVIND KRISHNA S A,
NO 9 MEENAKSHI PURAM,
4TH STREET KAMARAJAR SALAI,
MADURAI-625009,TAMIL NADU.

Dear Mr.ARVIND KRISHNA S A,

Based on your application and the subsequent discussions you had with us we are pleased to have you associated with us as a **PROJECT TRAINEE** for a period of 6 months from the date of commencement in our organization. During this association you will be paid **Rs.15000/- (RUPEES FIFTEEN THOUSAND ONLY)** per month as a consolidated amount.

The internship will be for a period up to 6 months from the date of commencement. Based on your performance during this period and your interest in continuing the internship, your manager may extend the internship period beyond the initial 6 months. On successful completion of your curriculum project, you may be observed as an employee of Zoho as **MEMBER TECHNICAL STAFF**. Salary will be decided at that time based on your performance.

This offer is subject to the following terms and conditions.

1. During the period of your association with Zoho, you shall keep strictly confidential any and all information that may come to your knowledge. You may share any such information with others, only on a 'need to know' basis.
2. You shall sign a Confidentiality Agreement with Zoho to protect the interests of the Company by maintaining confidentiality of all information, which may be accessible to you in the course of your association.
3. Zoho owns all right and interest to any intellectual property developed by you during the course of your association with the company.
4. Zoho reserves all rights to terminate you at any time during your association period, for any reason whatsoever, including without limitation, misuse of Zoho intellectual property, improper and unauthorized usage of Internet Services, adverse finding in background verification report, misconduct and the like.
5. Zoho is under no obligation to recruit you on its roll of employees at the end of your project work. However if your project work and conduct are found to be completely satisfactory, you may be considered for employment, in accordance with Zoho's then current policy.

Corporate Identification No: U40100TN2010PTC075961

e-mail ID: hr-team@zohocorp.com

1 of 2



VALIDITY

This Project Trainee Offer is enclosed with some of our important policies. You are requested to download, read, understand and sign the documents on or before **29-Jan-2022**. Your signature indicates your acceptance of the terms and conditions of this offer.

Upon submitting your acceptance, you will be asked to provide a tentative date of joining in the personal details form. However, closer to the actual date of joining you will receive a confirmation email from us.

The matters related to your compensation are strictly confidential between you and the company and should be treated as such.

I am sure you will find this offer very exciting and i, on behalf of Zoho, assure you of a very rewarding career in our organization.

With Best Wishes,

Yours Sincerely,

For ZOHO CORPORATION PRIVATE LIMITED

Mohammed Sohail
Manager - HR

I hereby confirm that I have read, understood and accepted the offer, agreement and the company policies.

Signature: *Arvind Krishna*

Date of Offer acceptance: 22 Jan 2022



Zoho Corporation Private Limited

Plot 140, 151, Estancia IT Park, Vallancheri,
Chengalpattu District, Tamilnadu, 603 202.
Ph: +91- 44 - 6744 7070
www.zohocorp.com

SEZ Unit

Date: 22-Jan-2022

To

Mr.AHAMEDAASIK A,
NO 2/77 MIDDLE STREET,,
THIRUVEDAGAM,
MADURAI-625234,TAMIL NADU.

Dear Mr.AHAMEDAASIK A,

Based on your application and the subsequent discussions you had with us we are pleased to have you associated with us as a **PROJECT TRAINEE** for a period of 6 months from the date of commencement in our organization. During this association you will be paid **Rs.15000/- (RUPEES FIFTEEN THOUSAND ONLY)** per month as a consolidated amount.

The internship will be for a period up to 6 months from the date of commencement. Based on your performance during this period and your interest in continuing the internship, your manager may extend the internship period beyond the initial 6 months. On successful completion of your curriculum project, you may be observed as an employee of Zoho as **MEMBER TECHNICAL STAFF**. Salary will be decided at that time based on your performance.

This offer is subject to the following terms and conditions.

1. During the period of your association with Zoho, you shall keep strictly confidential any and all information that may come to your knowledge. You may share any such information with others, only on a 'need to know' basis.
2. You shall sign a Confidentiality Agreement with Zoho to protect the interests of the Company by maintaining confidentiality of all information, which may be accessible to you in the course of your association.
3. Zoho owns all right and interest to any intellectual property developed by you during the course of your association with the company.
4. Zoho reserves all rights to terminate you at any time during your association period, for any reason whatsoever, including without limitation, misuse of Zoho intellectual property, improper and unauthorized usage of internet Services, adverse finding in background verification report, misconduct and the like.
5. Zoho is under no obligation to recruit you on its roll of employees at the end of your project work. However if your project work and conduct are found to be completely satisfactory, you may be considered for employment, in accordance with Zoho's then current policy.



VALIDITY

This Project Trainee Offer is enclosed with some of our important policies. You are requested to download, read, understand and sign the documents on or before **29-Jan-2022**. Your signature indicates your acceptance of the terms and conditions of this offer.

Upon submitting your acceptance, you will be asked to provide a tentative date of joining in the personal details form. However, closer to the actual date of joining you will receive a confirmation email from us.

The matters related to your compensation are strictly confidential between you and the company and should be treated as such.

I am sure you will find this offer very exciting and I, on behalf of Zoho, assure you of a very rewarding career in our organization.

With Best Wishes,

Yours Sincerely,
For ZOHO CORPORATION PRIVATE LIMITED

Mohammed Sohail
Manager - HR

I hereby confirm that I have read, understood and accepted the offer, agreement and the company policies.

Signature: *AhamedAasik*

Date of Offer acceptance: 22 Jan 2022

Name : AhamedAasik A

Place : Madurai



Zoho Corporation Private Limited

Registered Office: Plot 140, 151, Estancia IT Park, Vallancheri,
Chengalpattu District, Tamilnadu, 603 202.

Ph: +91 - 44 - 6744 7070

www.zohocorp.com

DTA UNIT

Date: 07-Oct-2021

To

Mr.SANTHOSH M,
219,ANNA NAGAR CHINNA CHOKKI KULAM,
B.B.KULAM,
MADURAI-625002,TAMIL NADU.

Dear Mr.SANTHOSH M,

Based on your application and the subsequent discussions you had with us we are pleased to have you associated with us as a **PROJECT TRAINEE** for a period of 6 months from the date of commencement in our organization. During this association you will be paid **Rs.15000/- (RUPEES FIFTEEN THOUSAND ONLY)** per month as a consolidated amount.

The internship will be for a period up to 6 months from the date of commencement. Based on your performance during this period and your interest in continuing the internship, your manager may extend the internship period beyond the initial 6 months. On successful completion of your curriculum project, you may be observed as an employee of Zoho as **MEMBER TECHNICAL STAFF**. Salary will be decided at that time based on your performance.

This offer is subject to the following terms and conditions.

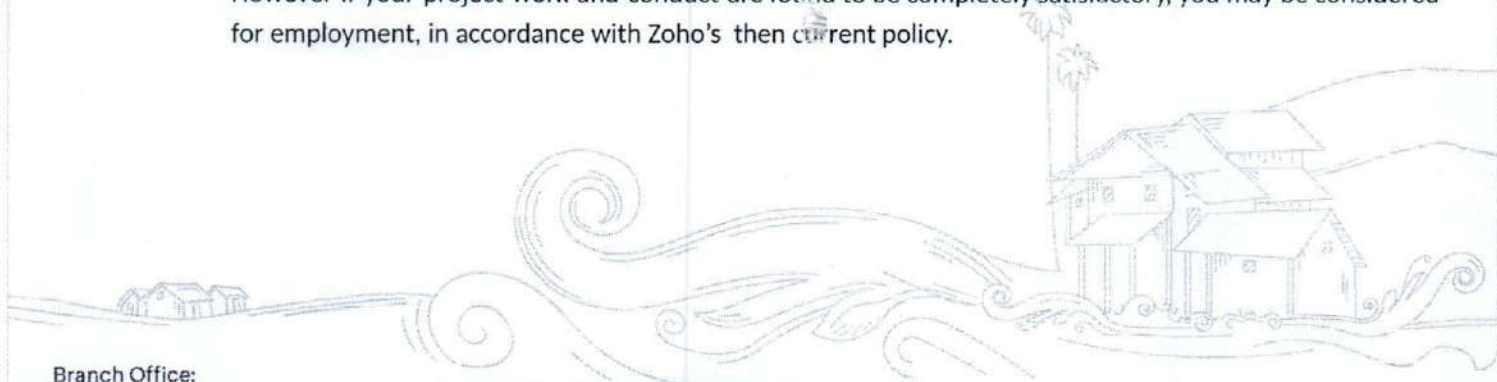
1. During the period of your association with Zoho, you shall keep strictly confidential any and all information that may come to your knowledge. You may share any such information with others, only on a 'need to know' basis.
2. You shall sign a Confidentiality Agreement with Zoho to protect the interests of the Company by maintaining confidentiality of all information, which may be accessible to you in the course of your association.
3. Zoho owns all right and interest to any intellectual property developed by you during the course of your association with the company.
4. Zoho reserves all rights to terminate you at any time during your association period, for any reason whatsoever, including without limitation, misuse of Zoho intellectual property, improper and unauthorized usage of internet Services, adverse finding in background verification report, misconduct and the like.
5. Zoho is under no obligation to recruit you on its roll of employees at the end of your project work. However if your project work and conduct are found to be completely satisfactory, you may be considered for employment, in accordance with Zoho's then current policy.

Branch Office:

No 2/253-B, Alanganallur Sugar Mill Road, Poikaraipatti,
Kallanthiri post, Madurai, Tamilnadu, 625 301.

Corporate Identification No: U40100TN2010PTC075961

e-mail ID: hr-team@zohocorp.com





VALIDITY

This Project Trainee Offer is enclosed with some of our important policies. You are requested to download, read, understand and sign the documents on or before **14-Oct-2021**. Your signature indicates your acceptance of the terms and conditions of this offer.

Upon submitting your acceptance, you will be asked to provide a tentative date of joining in the personal details form. However, closer to the actual date of joining you will receive a confirmation email from us.

The matters related to your compensation are strictly confidential between you and the company and should be treated as such.

I am sure you will find this offer very exciting and I, on behalf of Zoho, assure you of a very rewarding career in our organization.

With Best Wishes,

Yours Sincerely,
For ZOHO CORPORATION PRIVATE LIMITED

Mohammed Sohail
Manager - HR

I hereby confirm that I have read, understood and accepted the offer, agreement and the company policies.

Signature: *Santhosh*

Date of Offer acceptance: 07 Oct 2021

Name : Santhosh M

Place : Madurai



Zoho Corporation Private Limited

Registered Office: Plot 140, 151, Estancia IT Park, Vallancheri,
Chengalpattu District, Tamilnadu, 603 202.

Ph: +91 - 44 - 6744 7070

www.zohocorp.com

DTA UNIT

Date: 07-Oct-2021

To

Mr.SANTHOSH M,
219,ANNA NAGAR CHINNA CHOKKI KULAM,
B.B.KULAM,
MADURAI-625002,TAMIL NADU.

Dear Mr.SANTHOSH M,

Based on your application and the subsequent discussions you had with us we are pleased to have you associated with us as a **PROJECT TRAINEE** for a period of 6 months from the date of commencement in our organization. During this association you will be paid **Rs.15000/- (RUPEES FIFTEEN THOUSAND ONLY)** per month as a consolidated amount.

The internship will be for a period up to 6 months from the date of commencement. Based on your performance during this period and your interest in continuing the internship, your manager may extend the internship period beyond the initial 6 months. On successful completion of your curriculum project, you may be observed as an employee of Zoho as **MEMBER TECHNICAL STAFF**. Salary will be decided at that time based on your performance.

This offer is subject to the following terms and conditions.

1. During the period of your association with Zoho, you shall keep strictly confidential any and all information that may come to your knowledge. You may share any such information with others, only on a 'need to know' basis.
2. You shall sign a Confidentiality Agreement with Zoho to protect the interests of the Company by maintaining confidentiality of all information, which may be accessible to you in the course of your association.
3. Zoho owns all right and interest to any intellectual property developed by you during the course of your association with the company.
4. Zoho reserves all rights to terminate you at any time during your association period, for any reason whatsoever, including without limitation, misuse of Zoho intellectual property, improper and unauthorized usage of internet Services, adverse finding in background verification report, misconduct and the like.
5. Zoho is under no obligation to recruit you on its roll of employees at the end of your project work. However if your project work and conduct are found to be completely satisfactory, you may be considered for employment, in accordance with Zoho's then current policy.



VALIDITY

This Project Trainee Offer is enclosed with some of our important policies. You are requested to download, read, understand and sign the documents on or before **14-Oct-2021**. Your signature indicates your acceptance of the terms and conditions of this offer.

Upon submitting your acceptance, you will be asked to provide a tentative date of joining in the personal details form. However, closer to the actual date of joining you will receive a confirmation email from us.

The matters related to your compensation are strictly confidential between you and the company and should be treated as such.

I am sure you will find this offer very exciting and I, on behalf of Zoho, assure you of a very rewarding career in our organization.

With Best Wishes,

Yours Sincerely,
For ZOHO CORPORATION PRIVATE LIMITED

Mohammed Sohail
Manager - HR

I hereby confirm that I have read, understood and accepted the offer, agreement and the company policies.

Signature: *Santhosh*

Date of Offer acceptance: 07 Oct 2021

Name : Santhosh M

Place : Madurai





Zoho Corporation Private Limited

Registered Office: Plot 140, 151, Estancia IT Park, Vallancheri,
Chengalpattu District, Tamilnadu, 603 202.

Ph: +91 - 44 - 6744 7070

www.zohocorp.com

DTA UNIT

Date: 07-Oct-2021

To

Mr.MANAV CHOUHAN H,
D5, SWARNABOOMI APARTMENT,
70 FEET ROAD, NEW ELLIS NAGAR,
MADURAI-625016,TAMIL NADU.

Dear **Mr.MANAV CHOUHAN H,**

Based on your application and the subsequent discussions you had with us we are pleased to have you associated with us as a **PROJECT TRAINEE** for a period of 6 months from the date of commencement in our organization. During this association you will be paid **Rs.15000/- (RUPEES FIFTEEN THOUSAND ONLY)** per month as a consolidated amount.

The internship will be for a period up to 6 months from the date of commencement. Based on your performance during this period and your interest in continuing the internship, your manager may extend the internship period beyond the initial 6 months. On successful completion of your curriculum project, you may be observed as an employee of Zoho as **MEMBER TECHNICAL STAFF**. Salary will be decided at that time based on your performance.

This offer is subject to the following terms and conditions.

1. During the period of your association with Zoho, you shall keep strictly confidential any and all information that may come to your knowledge. You may share any such information with others, only on a 'need to know' basis.
2. You shall sign a Confidentiality Agreement with Zoho to protect the interests of the Company by maintaining confidentiality of all information, which may be accessible to you in the course of your association.
3. Zoho owns all right and interest to any intellectual property developed by you during the course of your association with the company.
4. Zoho reserves all rights to terminate you at any time during your association period, for any reason whatsoever, including without limitation, misuse of Zoho intellectual property, improper and unauthorized usage of internet Services, adverse finding in background verification report, misconduct and the like.
5. Zoho is under no obligation to recruit you on its roll of employees at the end of your project work. However if your project work and conduct are found to be completely satisfactory, you may be considered for employment, in accordance with Zoho's then current policy.

Branch Office:

No 2/253-B, Alanganallur Sugar Mill Road, Poikaraipatti,
Kallanthiri post, Madurai, Tamilnadu, 625 301.

Corporate Identification No: **U40100TN2010PTC075961**

e-mail ID: **hr-team@zohocorp.com**



VALIDITY

This Project Trainee Offer is enclosed with some of our important policies. You are requested to download, read, understand and sign the documents on or before **14-Oct-2021**. Your signature indicates your acceptance of the terms and conditions of this offer.

Upon submitting your acceptance, you will be asked to provide a tentative date of joining in the personal details form. However, closer to the actual date of joining you will receive a confirmation email from us.

The matters related to your compensation are strictly confidential between you and the company and should be treated as such.

I am sure you will find this offer very exciting and I, on behalf of Zoho, assure you of a very rewarding career in our organization.

With Best Wishes,

Yours Sincerely,
For ZOHO CORPORATION PRIVATE LIMITED

Mohammed Sohail
Manager - HR

I hereby confirm that I have read, understood and accepted the offer, agreement and the company policies.

Signature:

Date of Offer acceptance: 07 Oct 2021

Name : Manav Chouhan H

Place : Madurai





Zoho Corporation Private Limited

Registered Office: Plot 140, 151, Estancia IT Park, Vallancheri,
Chengalpattu District, Tamilnadu, 603 202.

Ph: +91 - 44 - 6744 7070

www.zohocorp.com

DTA UNIT

Date: 08-Dec-2021

To

Mr.MANAV CHOUHAN H,
D5, SWARNABOOMI APARTMENT,
70 FEET ROAD, NEW ELLIS NAGAR,
MADURAI-625016, TAMIL NADU.

Dear **Mr.MANAV CHOUHAN H,**

OFFER OF EMPLOYMENT

We are pleased to offer you employment for the position **MEMBER TECHNICAL STAFF** with **ZOHO CORPORATION PRIVATE LIMITED**.

INTERNSHIP AND STIPEND

You are expected to do the final semester project of your curriculum in our organization. We expect you to work on the project on a full time basis for a period of 5-6 months. During this period you will be paid a monthly stipend of **Rs.15000/- (RUPEES FIFTEEN THOUSAND ONLY)**. The following offer is valid, subject to successful completion of your project.

(Note: The above may not apply to you if your college does not permit internships)

REMUNERATION

Your annual Cost to Company will be **Rs.600000/- (RUPEES SIX LAKH ONLY)**. The break-up of your gross salary and information specific to bonus and gratuity are set out in Annexure A. Salary will be paid by the last day of each month. All additional benefits that Zoho currently provides employees are set out in Annexure B.

DATE OF JOINING

Your date of appointment is effective from your date of joining after successful completion of your curriculum.

PROBATION

You will be on probation, at a minimum, until completion of the performance review cycle that immediately follows completion of six months from your date of joining, provided that your performance is determined to be satisfactory. If your performance is not satisfactory, your probation may be extended until your performance is determined to be satisfactory. Upon completion of the probation period you will be confirmed on the rolls of the company.

SALARY REVISION

Revision to your compensation will be after one year from the date of joining, subject to satisfactory completion of the probation by you. Zoho operates a Pay-for-performance Policy and any salary revision will take your performance into account.

Branch Office:

No 2/253-B, Alanganallur Sugar Mill Road, Poikaraipatti,
Kallanthiri post, Madurai, Tamilnadu, 625 301.

Corporate Identification No: **U40100TN2010PTC075961**

e-mail ID: **hr-team@zohocorp.com**



ADHERENCE TO POLICIES

During your employment with the Company you shall adhere to all policies of the Company including IT Services Acceptable Use Policy, Acceptable Encryption Policy, Email Policy, Extranet Policy, Information Sensitivity Policy, Password Policy, Remote Access Policy, Virtual Private Network Policy and such policies as may be decided by the Company from time to time. The Company may amend these policies from time to time and you agree to be bound by such subsequent versions of the policies. The Company will communicate important information about its policies by way of electronic mail notification and/or the Company's intranet. The policies are incorporated into the terms and conditions of employment by this reference.

CONFIDENTIALITY

Information you have access to during the course of your employment are confidential and proprietary information of the Company, its Affiliated Companies and customers. "Affiliated Companies" means Zoho Corporation Private Limited and any entity in which the management of Zoho or the company has substantial interest. You agree not to disclose such information other than on a need-to-know basis. In this regard, you agree to observe in good faith your obligations under the Agreement Regarding Confidential Information and Proprietary Developments, a copy of which is included with this Letter of Offer of Employment for your reference and which will be executed separately by you upon joining the Company. The matters related to your compensation are strictly confidential between you and the Company and should be treated as such.

TRANSFERABILITY

You may be asked to work in any department or section of the Company in any capacity by either the management or the head of the department or section, and you agree to work accordingly. You may also be required to work on transfer or deputation in any other concern in which the management has any interest or any of the other branches or regional offices, anywhere in India or abroad, now existing or to be set up in future and you shall be bound to work in such concerns or at such locations.

ASSIGNMENT OF RIGHTS IN WORK

You agree that all works performed and things developed, including inventions, designs, improvements, writings, and discoveries made, during your employment and pertaining to the business conducted by the Company shall remain the exclusive property of the Company. You shall assist the Company in obtaining patents and copyrights on all such inventions, designs, improvements, writings and discoveries deemed suitable for patent and copyright by the Company, and shall execute all documents and perform all necessary actions to obtain the patents and copyrights, for the purpose of vesting the Company with full and exclusive title thereto, and protecting the Company against infringement of the patents and copyright by others.

CONCURRENT EDUCATION

You shall not, during the term of your employment with the Company, pursue any full time or part time courses in any institution/universities in India or any other foreign country, without the express approval by the company.

CONCURRENT EMPLOYMENT OR BUSINESS

You shall not engage yourself directly or indirectly in any other trade, business or occupation without obtaining the management's prior permission in writing. You shall not carry on any activity and/or commit any act prejudicial to the interests of the Company.





NON-COMPETE

You shall not, during the term of your employment with the Company and for a period of 1 (one) year after termination of employment, either directly or indirectly own, invest in, direct, aid or work, in any capacity, including as full/part time employee, consultant or advisor for any Competitor or SI Partner of the Company.

A "Competitor" is a concern engaged in developing Computer Programs similar to the Software products or services developed and marketed by the Company or any of its Affiliated Companies. An "SI Partner" is a concern which the Company or its Affiliated Companies has appointed as a partner for providing services to Customers based on products or technology owned by the Company or Affiliated Companies.

TERMINATION

Termination at will: This employment agreement is terminable at will by either party.

Termination for misconduct: You agree that the Company may terminate this Contract without notice and without payment in lieu of notice in any of the following events:

1. If any declaration/document given or furnished by you to the Company proves to be false; or if you are found to have wilfully suppressed any material information;
2. If you are found guilty of misconduct, disobedience or of conduct that tends to bring disrespect to the company;
3. If you are found to be in breach of any of your obligations under the terms and conditions of employment;
4. If you are found to have disclosed any confidential information of the Company, its Affiliated Companies or customers of the Company and Affiliated Companies;
5. If you have violated the Company's policies;
6. If the result of any reference or background check is unsatisfactory;
7. If you are found to be under the influence/possession of alcohol/drugs inside the office premises;
8. Your access cards are not transferable. If it is found to be mishandled for any proxy attendance;

Termination for any of the reasons stated above may be notified to the person(s) whose reference was submitted by you and the Company will not be liable to give you any prior notice nor pay any compensation in lieu of a notice period.

NON-SOLICITATION

You agree that for a period of six months after termination or expiration of your employment with the Company, regardless of the reason for termination or expiration, you shall not directly or indirectly, solicit for employment, or advise or recommend to any other person that they employ or solicit for employment, any person employed at that time by the Company, or by any Affiliated Company.

AMENDMENT OF TERMS AND CONDITIONS OF EMPLOYMENT

The Company may amend the terms and conditions set forth herein from time to time and you agree to be bound by such amended terms and conditions of employment .

GOVERNING LAW AND JURISDICTION

The terms and conditions of this Letter of Offer of Employment are governed by the laws of India. All disputes arising out of your employment with the Company or involving the terms and conditions of this Agreement will be subject to the exclusive jurisdiction of the courts in Chennai, India.





VALIDITY

This offer of employment is enclosed with some of our important policies. You are requested to download, read, understand and sign the documents on or before **07-Jan-2022**. Your signature indicates your acceptance of the terms and conditions of this employment.

Upon submitting your acceptance, you will be asked to provide a tentative date of joining in the personal details form. However, closer to the actual date of joining you will receive a confirmation e-mail from us.

The matters related to your compensation are strictly confidential between you and the company and should be treated as such.

I am sure you will find this offer very exciting and I, on behalf of Zoho, assure you of a very rewarding career in our organization.

With best wishes,

Yours sincerely,

For ZOHO CORPORATION PRIVATE LIMITED

Mohammed Sohail
Manager - HR

I hereby confirm that I have read, understood and accepted the offer, agreement and the company policies.

Signature:

Date of Offer acceptance: 09 Dec 2021

Name : Manav Chouhan H

Place : Madurai





ANNEXURE A

NAME : MANAV CHOUHAN H
DESIGNATION : MEMBER TECHNICAL STAFF

Details	Monthly	Annual
Basic	20000	240000
HRA	10000	120000
Other Allowance & Flexible component	17600	211200
Gross Salary	47600	571200
Employer Provident Fund (12% of Basic+TA)*	2400	28800
Cost To Company (CTC)	50000	600000
Prosperity Sharing Plan		100000
Compensation for the first year		700000

* You will be covered under the Company's Provident Fund Scheme from the date of joining the organization. Under this scheme, the company will contribute 12% of your basic salary per month as employer contribution and an equal amount will be deducted from your salary as your contribution towards the fund.

OTHER BENEFITS:

PROSPERITY SHARING PLAN

PSP (Prosperity Sharing Plan) is a one time bonus scheme derived based on company's productivity. Every year during April or May, we will decide on extending this scheme to our confirmed employees after reviewing the company's growth and productivity. Upon confirmation, you may qualify for the above mentioned PSP amount subject to scheme existence for that year. Please note, the quantum mentioned above is only an indicative figure and is subject to change based on your performance as determined by your manager.

GRATUITY

Gratuity will be payable as per the Gratuity Act, upon separation from the company, subject to completion of minimum five years of employment with Zoho.





ANNEXURE B

The Company currently provides the following benefits to an employee:

GIFT CARD AMOUNT

You will be paid an amount of **Rs.6000/- (RUPEES SIX THOUSAND ONLY)** once in a year towards your broadband connection. For the new comers, it is applicable from their date of joining. For the first year the amount will be pro-rated based on the joining date.

TRANSPORTATION FACILITY

For safety and security reasons, the Company provides transportation facilities, including but not limited to shuttle services and cab services. However, Company does not recommend daily long commute to work. This offer is based on the assumption that you will move to a distance within 5-10 km of the office premises.

DEVICES AND GADGETS

Company provides essential devices and gadgets for all its employees strictly for official purpose. However, what is essential (in most cases) is not the latest model device or gadget. We do not view the device or gadget as a status symbol or a fashion accessory but as an essential tool to get work done. Expecting the latest model device or gadget as a status symbol is most likely going to leave you disappointed. So please be prepared.

FOOD AND SNACKS

Company provides food, snack and other refreshment for all its employees.

RECREATIONAL FACILITY

Company provides certain recreational facilities to its employees of which some are offered at a nominal charge.

TEAM TREAT AND TRIP

To improve the team collaboration, the company provides **Rs.1000/- (RUPEES ONE THOUSAND ONLY)** for team treat and **Rs.4000/- (RUPEES FOUR THOUSAND ONLY)** for team trip to all its eligible employees, every year.

GROUP MEDICLAIM INSURANCE

Company will bear the full premium of covering you under the Group Mediclaim policy for a sum insured of **Rs.4000000/- (RUPEES FOUR LAKH ONLY)**. This is a floater policy where five of your dependents will also be covered along with you.

GROUP PERSONAL ACCIDENT INSURANCE

You will be covered under the Personal Accident Insurance Scheme, for a sum insured of **Rs.20000000/- (RUPEES TWENTY LAKH ONLY)**.

GROUP TERM LIFE INSURANCE

As a welfare measure for its employees, the company has subscribed to the Group Term Life Insurance. The insurance coverage is worth of **Rs.30000000/- (RUPEES THIRTY LAKH ONLY)**.

Please note that the above mentioned Insurance schemes are subject to change based on yearly renewal





Zoho Corporation Private Limited

Registered Office: Plot 140, 151, Estancia IT Park, Vallancheri,
Chengalpattu District, Tamilnadu, 603 202.

Ph: +91- 44 - 6744 7070

www.zohocorp.com

DTA UNIT

Date: 07-Oct-2021

To

Mr.VENKATA KRISHNAN V,
NO 1 THIRUVALLUVAR NAGAR 1ST STREET,
ANJAL NAGAR 1ST STREET,
MADURAI-625018,TAMIL NADU.

Dear Mr.VENKATA KRISHNAN V,

Based on your application and the subsequent discussions you had with us we are pleased to have you associated with us as a **PROJECT TRAINEE** for a period of 6 months from the date of commencement in our organization. During this association you will be paid **Rs.15000/- (RUPEES FIFTEEN THOUSAND ONLY)** per month as a consolidated amount.

The internship will be for a period up to 6 months from the date of commencement. Based on your performance during this period and your interest in continuing the internship, your manager may extend the internship period beyond the initial 6 months. On successful completion of your curriculum project, you may be observed as an employee of Zoho as **MEMBER TECHNICAL STAFF**. Salary will be decided at that time based on your performance.

This offer is subject to the following terms and conditions.

1. During the period of your association with Zoho, you shall keep strictly confidential any and all information that may come to your knowledge. You may share any such information with others, only on a 'need to know' basis.
2. You shall sign a Confidentiality Agreement with Zoho to protect the interests of the Company by maintaining confidentiality of all information, which may be accessible to you in the course of your association.
3. Zoho owns all right and interest to any intellectual property developed by you during the course of your association with the company.
4. Zoho reserves all rights to terminate you at any time during your association period, for any reason whatsoever, including without limitation, misuse of Zoho intellectual property, improper and unauthorized usage of internet Services, adverse finding in background verification report, misconduct and the like.
5. Zoho is under no obligation to recruit you on its roll of employees at the end of your project work. However if your project work and conduct are found to be completely satisfactory, you may be considered for employment, in accordance with Zoho's then current policy.

Branch Office:

No 2/253-B, Alanganallur Sugar Mill Road, Poikaraipatti,
Kallanthiri post, Madurai, Tamilnadu, 625 301.

Corporate Identification No: **U40100TN2010PTC075961**

e-mail ID: **hr-team@zohocorp.com**



VALIDITY

This Project Trainee Offer is enclosed with some of our important policies. You are requested to download, read, understand and sign the documents on or before **14-Oct-2021**. Your signature indicates your acceptance of the terms and conditions of this offer.

Upon submitting your acceptance, you will be asked to provide a tentative date of joining in the personal details form. However, closer to the actual date of joining you will receive a confirmation email from us.

The matters related to your compensation are strictly confidential between you and the company and should be treated as such.

I am sure you will find this offer very exciting and I, on behalf of Zoho, assure you of a very rewarding career in our organization.

With Best Wishes,

Yours Sincerely,

For ZOHO CORPORATION PRIVATE LIMITED

Mohammed Sohail
Manager - HR

I hereby confirm that I have read, understood and accepted the offer, agreement and the company policies.

Signature:

Date of Offer acceptance: 07 Oct 2021

Name : Venkata Krishnan V

Place : Madurai





Zoho Corporation Private Limited

Registered Office: Plot 140, 151, Estancia IT Park, Vallancheri,
Chengalpattu District, Tamilnadu, 603 202.

Ph: +91 - 44 - 6744 7070

www.zohocorp.com

DTA UNIT

Date: 08-Dec-2021

To

Mr.VENKATA KRISHNAN V,
NO 1 THIRUVALLUVAR NAGAR 1ST STREET,
ANJAL NAGAR 1ST STREET,
MADURAI-625018, TAMIL NADU.

Dear **Mr.VENKATA KRISHNAN V,**

OFFER OF EMPLOYMENT

We are pleased to offer you employment for the position **MEMBER TECHNICAL STAFF** with **ZOHO CORPORATION PRIVATE LIMITED**.

INTERNSHIP AND STIPEND

You are expected to do the final semester project of your curriculum in our organization. We expect you to work on the project on a full time basis for a period of 5-6 months. During this period you will be paid a monthly stipend of **Rs.15000/- (RUPEES FIFTEEN THOUSAND ONLY)**. The following offer is valid, subject to successful completion of your project.

(Note: The above may not apply to you if your college does not permit internships)

REMUNERATION

Your annual Cost to Company will be **Rs.600000/- (RUPEES SIX LAKH ONLY)**. The break-up of your gross salary and information specific to bonus and gratuity are set out in Annexure A. Salary will be paid by the last day of each month. All additional benefits that Zoho currently provides employees are set out in Annexure B.

DATE OF JOINING

Your date of appointment is effective from your date of joining after successful completion of your curriculum.

PROBATION

You will be on probation, at a minimum, until completion of the performance review cycle that immediately follows completion of six months from your date of joining, provided that your performance is determined to be satisfactory. If your performance is not satisfactory, your probation may be extended until your performance is determined to be satisfactory. Upon completion of the probation period you will be confirmed on the rolls of the company.

SALARY REVISION

Revision to your compensation will be after one year from the date of joining, subject to satisfactory completion of the probation by you. Zoho operates a Pay-for-performance Policy and any salary revision will take your performance into account.

Branch Office:

No 2/253-B, Alanganallur Sugar Mill Road, Poikaraipatti,
Kallanthiri post, Madurai, Tamilnadu, 625 301.

Corporate Identification No: **U40100TN2010PTC075961**

e-mail ID: **hr-team@zohocorp.com**



ADHERENCE TO POLICIES

During your employment with the Company you shall adhere to all policies of the Company including IT Services Acceptable Use Policy, Acceptable Encryption Policy, Email Policy, Extranet Policy, Information Sensitivity Policy, Password Policy, Remote Access Policy, Virtual Private Network Policy and such policies as may be decided by the Company from time to time. The Company may amend these policies from time to time and you agree to be bound by such subsequent versions of the policies. The Company will communicate important information about its policies by way of electronic mail notification and/or the Company's intranet. The policies are incorporated into the terms and conditions of employment by this reference.

CONFIDENTIALITY

Information you have access to during the course of your employment are confidential and proprietary information of the Company, its Affiliated Companies and customers. "Affiliated Companies" means Zoho Corporation Private Limited and any entity in which the management of Zoho or the company has substantial interest. You agree not to disclose such information other than on a need-to-know basis. In this regard, you agree to observe in good faith your obligations under the Agreement Regarding Confidential Information and Proprietary Developments, a copy of which is included with this Letter of Offer of Employment for your reference and which will be executed separately by you upon joining the Company. The matters related to your compensation are strictly confidential between you and the Company and should be treated as such.

TRANSFERABILITY

You may be asked to work in any department or section of the Company in any capacity by either the management or the head of the department or section, and you agree to work accordingly. You may also be required to work on transfer or deputation in any other concern in which the management has any interest or any of the other branches or regional offices, anywhere in India or abroad, now existing or to be set up in future and you shall be bound to work in such concerns or at such locations.

ASSIGNMENT OF RIGHTS IN WORK

You agree that all works performed and things developed, including inventions, designs, improvements, writings, and discoveries made, during your employment and pertaining to the business conducted by the Company shall remain the exclusive property of the Company. You shall assist the Company in obtaining patents and copyrights on all such inventions, designs, improvements, writings and discoveries deemed suitable for patent and copyright by the Company, and shall execute all documents and perform all necessary actions to obtain the patents and copyrights, for the purpose of vesting the Company with full and exclusive title thereto, and protecting the Company against infringement of the patents and copyright by others.

CONCURRENT EDUCATION

You shall not, during the term of your employment with the Company, pursue any full time or part time courses in any institution/universities in India or any other foreign country, without the express approval by the company.

CONCURRENT EMPLOYMENT OR BUSINESS

You shall not engage yourself directly or indirectly in any other trade, business or occupation without obtaining the management's prior permission in writing. You shall not carry on any activity and/or commit any act prejudicial to the interests of the Company.





NON-COMPETE

You shall not, during the term of your employment with the Company and for a period of 1 (one) year after termination of employment, either directly or indirectly own, invest in, direct, aid or work, in any capacity, including as full/part time employee, consultant or advisor for any Competitor or SI Partner of the Company.

A "Competitor" is a concern engaged in developing Computer Programs similar to the Software products or services developed and marketed by the Company or any of its Affiliated Companies. An "SI Partner" is a concern which the Company or its Affiliated Companies has appointed as a partner for providing services to Customers based on products or technology owned by the Company or Affiliated Companies.

TERMINATION

Termination at will: This employment agreement is terminable at will by either party.

Termination for misconduct: You agree that the Company may terminate this Contract without notice and without payment in lieu of notice in any of the following events:

1. If any declaration/document given or furnished by you to the Company proves to be false; or if you are found to have wilfully suppressed any material information;
2. If you are found guilty of misconduct, disobedience or of conduct that tends to bring disrespect to the company;
3. If you are found to be in breach of any of your obligations under the terms and conditions of employment;
4. If you are found to have disclosed any confidential information of the Company, its Affiliated Companies or customers of the Company and Affiliated Companies;
5. If you have violated the Company's policies;
6. If the result of any reference or background check is unsatisfactory;
7. If you are found to be under the influence/possession of alcohol/drugs inside the office premises;
8. Your access cards are not transferable. If it is found to be mishandled for any proxy attendance;

Termination for any of the reasons stated above may be notified to the person(s) whose reference was submitted by you and the Company will not be liable to give you any prior notice nor pay any compensation in lieu of a notice period.

NON-SOLICITATION

You agree that for a period of six months after termination or expiration of your employment with the Company, regardless of the reason for termination or expiration, you shall not directly or indirectly, solicit for employment, or advise or recommend to any other person that they employ or solicit for employment, any person employed at that time by the Company, or by any Affiliated Company.

AMENDMENT OF TERMS AND CONDITIONS OF EMPLOYMENT

The Company may amend the terms and conditions set forth herein from time to time and you agree to be bound by such amended terms and conditions of employment .

GOVERNING LAW AND JURISDICTION

The terms and conditions of this Letter of Offer of Employment are governed by the laws of India. All disputes arising out of your employment with the Company or involving the terms and conditions of this Agreement will be subject to the exclusive jurisdiction of the courts in Chennai, India.





VALIDITY

This offer of employment is enclosed with some of our important policies. You are requested to download, read, understand and sign the documents on or before **07-Jan-2022**. Your signature indicates your acceptance of the terms and conditions of this employment.

Upon submitting your acceptance, you will be asked to provide a tentative date of joining in the personal details form. However, closer to the actual date of joining you will receive a confirmation e-mail from us.

The matters related to your compensation are strictly confidential between you and the company and should be treated as such.

I am sure you will find this offer very exciting and I, on behalf of Zoho, assure you of a very rewarding career in our organization.

With best wishes,

Yours sincerely,

For ZOHO CORPORATION PRIVATE LIMITED

Mohammed Sohail
Manager - HR

I hereby confirm that I have read, understood and accepted the offer, agreement and the company policies.

Signature: *venkata krishnan*

Date of Offer acceptance: 09 Dec 2021

Name : Venkata Krishnan V

Place : Madurai





ANNEXURE A

NAME : VENKATA KRISHNAN V
DESIGNATION : MEMBER TECHNICAL STAFF

Details	Monthly	Annual
Basic	20000	240000
HRA	10000	120000
Other Allowance & Flexible component	17600	211200
Gross Salary	47600	571200
Employer Provident Fund (12% of Basic+TA)*	2400	28800
Cost To Company (CTC)	50000	600000
Prosperity Sharing Plan		100000
Compensation for the first year		700000

* You will be covered under the Company's Provident Fund Scheme from the date of joining the organization. Under this scheme, the company will contribute 12% of your basic salary per month as employer contribution and an equal amount will be deducted from your salary as your contribution towards the fund.

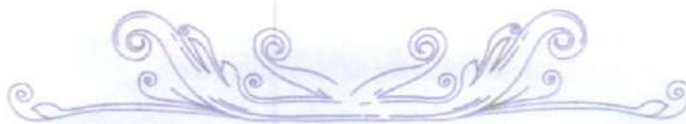
OTHER BENEFITS:

PROSPERITY SHARING PLAN

PSP (Prosperity Sharing Plan) is a one time bonus scheme derived based on company's productivity. Every year during April or May, we will decide on extending this scheme to our confirmed employees after reviewing the company's growth and productivity. Upon confirmation, you may qualify for the above mentioned PSP amount subject to scheme existence for that year. Please note, the quantum mentioned above is only an indicative figure and is subject to change based on your performance as determined by your manager.

GRATUITY

Gratuity will be payable as per the Gratuity Act, upon separation from the company, subject to completion of minimum five years of employment with Zoho.





ANNEXURE B

The Company currently provides the following benefits to an employee:

GIFT CARD AMOUNT

You will be paid an amount of **Rs.6000/- (RUPEES SIX THOUSAND ONLY)** once in a year towards your broadband connection. For the new comers, it is applicable from their date of joining. For the first year the amount will be pro-rated based on the joining date.

TRANSPORTATION FACILITY

For safety and security reasons, the Company provides transportation facilities, including but not limited to shuttle services and cab services. However, Company does not recommend daily long commute to work. This offer is based on the assumption that you will move to a distance within 5-10 km of the office premises.

DEVICES AND GADGETS

Company provides essential devices and gadgets for all its employees strictly for official purpose. However, what is essential (in most cases) is not the latest model device or gadget. We do not view the device or gadget as a status symbol or a fashion accessory but as an essential tool to get work done. Expecting the latest model device or gadget as a status symbol is most likely going to leave you disappointed. So please be prepared.

FOOD AND SNACKS

Company provides food, snack and other refreshment for all its employees.

RECREATIONAL FACILITY

Company provides certain recreational facilities to its employees of which some are offered at a nominal charge.

TEAM TREAT AND TRIP

To improve the team collaboration, the company provides **Rs.1000/- (RUPEES ONE THOUSAND ONLY)** for team treat and **Rs.4000/- (RUPEES FOUR THOUSAND ONLY)** for team trip to all its eligible employees, every year.

GROUP MEDICLAIM INSURANCE

Company will bear the full premium of covering you under the Group Mediclaim policy for a sum insured of **Rs.4000000/- (RUPEES FOUR LAKH ONLY)**. This is a floater policy where five of your dependents will also be covered along with you.

GROUP PERSONAL ACCIDENT INSURANCE

You will be covered under the Personal Accident Insurance Scheme, for a sum insured of **Rs.2000000/- (RUPEES TWENTY LAKH ONLY)**.

GROUP TERM LIFE INSURANCE

As a welfare measure for its employees, the company has subscribed to the Group Term Life Insurance. The insurance coverage is worth of **Rs.3000000/- (RUPEES THIRTY LAKH ONLY)**.

Please note that the above mentioned Insurance schemes are subject to change based on yearly renewal





Zoho Corporation Private Limited

Registered Office: Plot 140, 151, Estancia IT Park, Vallancheri,
Chengalpattu District, Tamilnadu, 603 202.

Ph: +91 - 44 - 6744 7070

www.zohocorp.com

DTA UNIT

Date: 08-Dec-2021

To

Mr.SANTHOSH M,
219,ANNA NAGAR CHINNA CHOKKI KULAM,
B.B.KULAM,
MADURAI-625002, TAMIL NADU.

Dear Mr.SANTHOSH M,

OFFER OF EMPLOYMENT

We are pleased to offer you employment for the position **MEMBER TECHNICAL STAFF** with **ZOHO CORPORATION PRIVATE LIMITED**.

INTERNSHIP AND STIPEND

You are expected to do the final semester project of your curriculum in our organization. We expect you to work on the project on a full time basis for a period of 5-6 months. During this period you will be paid a monthly stipend of **Rs.15000/- (RUPEES FIFTEEN THOUSAND ONLY)**. The following offer is valid, subject to successful completion of your project.

(Note: The above may not apply to you if your college does not permit internships)

REMUNERATION

Your annual Cost to Company will be **Rs.600000/- (RUPEES SIX LAKH ONLY)**. The break-up of your gross salary and information specific to bonus and gratuity are set out in Annexure A. Salary will be paid by the last day of each month. All additional benefits that Zoho currently provides employees are set out in Annexure B.

DATE OF JOINING

Your date of appointment is effective from your date of joining after successful completion of your curriculum.

PROBATION

You will be on probation, at a minimum, until completion of the performance review cycle that immediately follows completion of six months from your date of joining, provided that your performance is determined to be satisfactory. If your performance is not satisfactory, your probation may be extended until your performance is determined to be satisfactory. Upon completion of the probation period you will be confirmed on the rolls of the company.

SALARY REVISION

Revision to your compensation will be after one year from the date of joining, subject to satisfactory completion of the probation by you. Zoho operates a Pay-for-performance Policy and any salary revision will take your performance into account.

Branch Office:

No 2/253-B, Alanganallur Sugar Mill Road, Poikaraipatti,
Kallanthiri post, Madurai, Tamilnadu, 625 301.

Corporate Identification No: U40100TN2010PTC075961

e-mail ID: hr-team@zohocorp.com



ADHERENCE TO POLICIES

During your employment with the Company you shall adhere to all policies of the Company including IT Services Acceptable Use Policy, Acceptable Encryption Policy, Email Policy, Extranet Policy, Information Sensitivity Policy, Password Policy, Remote Access Policy, Virtual Private Network Policy and such policies as may be decided by the Company from time to time. The Company may amend these policies from time to time and you agree to be bound by such subsequent versions of the policies. The Company will communicate important information about its policies by way of electronic mail notification and/or the Company's intranet. The policies are incorporated into the terms and conditions of employment by this reference.

CONFIDENTIALITY

Information you have access to during the course of your employment are confidential and proprietary information of the Company, its Affiliated Companies and customers. "Affiliated Companies" means Zoho Corporation Private Limited and any entity in which the management of Zoho or the company has substantial interest. You agree not to disclose such information other than on a need-to-know basis. In this regard, you agree to observe in good faith your obligations under the Agreement Regarding Confidential Information and Proprietary Developments, a copy of which is included with this Letter of Offer of Employment for your reference and which will be executed separately by you upon joining the Company. The matters related to your compensation are strictly confidential between you and the Company and should be treated as such.

TRANSFERABILITY

You may be asked to work in any department or section of the Company in any capacity by either the management or the head of the department or section, and you agree to work accordingly. You may also be required to work on transfer or deputation in any other concern in which the management has any interest or any of the other branches or regional offices, anywhere in India or abroad, now existing or to be set up in future and you shall be bound to work in such concerns or at such locations.

ASSIGNMENT OF RIGHTS IN WORK

You agree that all works performed and things developed, including inventions, designs, improvements, writings, and discoveries made, during your employment and pertaining to the business conducted by the Company shall remain the exclusive property of the Company. You shall assist the Company in obtaining patents and copyrights on all such inventions, designs, improvements, writings and discoveries deemed suitable for patent and copyright by the Company, and shall execute all documents and perform all necessary actions to obtain the patents and copyrights, for the purpose of vesting the Company with full and exclusive title thereto, and protecting the Company against infringement of the patents and copyright by others.

CONCURRENT EDUCATION

You shall not, during the term of your employment with the Company, pursue any full time or part time courses in any institution/universities in India or any other foreign country, without the express approval by the company.

CONCURRENT EMPLOYMENT OR BUSINESS

You shall not engage yourself directly or indirectly in any other trade, business or occupation without obtaining the management's prior permission in writing. You shall not carry on any activity and/or commit any act prejudicial to the interests of the Company.





NON-COMPETE

You shall not, during the term of your employment with the Company and for a period of 1 (one) year after termination of employment, either directly or indirectly own, invest in, direct, aid or work, in any capacity, including as full/part time employee, consultant or advisor for any Competitor or SI Partner of the Company.

A "Competitor" is a concern engaged in developing Computer Programs similar to the Software products or services developed and marketed by the Company or any of its Affiliated Companies. An "SI Partner" is a concern which the Company or its Affiliated Companies has appointed as a partner for providing services to Customers based on products or technology owned by the Company or Affiliated Companies.

TERMINATION

Termination at will: This employment agreement is terminable at will by either party.

Termination for misconduct: You agree that the Company may terminate this Contract without notice and without payment in lieu of notice in any of the following events:

1. If any declaration/document given or furnished by you to the Company proves to be false; or if you are found to have wilfully suppressed any material information;
2. If you are found guilty of misconduct, disobedience or of conduct that tends to bring disrespect to the company;
3. If you are found to be in breach of any of your obligations under the terms and conditions of employment;
4. If you are found to have disclosed any confidential information of the Company, its Affiliated Companies or customers of the Company and Affiliated Companies;
5. If you have violated the Company's policies;
6. If the result of any reference or background check is unsatisfactory;
7. If you are found to be under the influence/possession of alcohol/drugs inside the office premises;
8. Your access cards are not transferable. If it is found to be mishandled for any proxy attendance;

Termination for any of the reasons stated above may be notified to the person(s) whose reference was submitted by you and the Company will not be liable to give you any prior notice nor pay any compensation in lieu of a notice period.

NON-SOLICITATION

You agree that for a period of six months after termination or expiration of your employment with the Company, regardless of the reason for termination or expiration, you shall not directly or indirectly, solicit for employment, or advise or recommend to any other person that they employ or solicit for employment, any person employed at that time by the Company, or by any Affiliated Company.

AMENDMENT OF TERMS AND CONDITIONS OF EMPLOYMENT

The Company may amend the terms and conditions set forth herein from time to time and you agree to be bound by such amended terms and conditions of employment .

GOVERNING LAW AND JURISDICTION

The terms and conditions of this Letter of Offer of Employment are governed by the laws of India. All disputes arising out of your employment with the Company or involving the terms and conditions of this Agreement will be subject to the exclusive jurisdiction of the courts in Chennai, India.





VALIDITY

This offer of employment is enclosed with some of our important policies. You are requested to download, read, understand and sign the documents on or before **07-Jan-2022**. Your signature indicates your acceptance of the terms and conditions of this employment.

Upon submitting your acceptance, you will be asked to provide a tentative date of joining in the personal details form. However, closer to the actual date of joining you will receive a confirmation e-mail from us.

The matters related to your compensation are strictly confidential between you and the company and should be treated as such.

I am sure you will find this offer very exciting and I, on behalf of Zoho, assure you of a very rewarding career in our organization.

With best wishes,

Yours sincerely,

For ZOHO CORPORATION PRIVATE LIMITED

Mohammed Sohail
Manager - HR

I hereby confirm that I have read, understood and accepted the offer, agreement and the company policies.

Signature: *Santhosh*

Date of Offer acceptance: 09 Dec 2021

Name : Santhosh M

Place : Madurai





ANNEXURE A

NAME : SANTHOSH M
DESIGNATION : MEMBER TECHNICAL STAFF

Details	Monthly	Annual
Basic	20000	240000
HRA	10000	120000
Other Allowance & Flexible component	17600	211200
Gross Salary	47600	571200
Employer Provident Fund (12% of Basic+TA)*	2400	28800
Cost To Company (CTC)	50000	600000
Prosperity Sharing Plan		100000
Compensation for the first year		700000

* You will be covered under the Company's Provident Fund Scheme from the date of joining the organization. Under this scheme, the company will contribute 12% of your basic salary per month as employer contribution and an equal amount will be deducted from your salary as your contribution towards the fund.

OTHER BENEFITS:

PROSPERITY SHARING PLAN

PSP (Prosperity Sharing Plan) is a one time bonus scheme derived based on company's productivity. Every year during April or May, we will decide on extending this scheme to our confirmed employees after reviewing the company's growth and productivity. Upon confirmation, you may qualify for the above mentioned PSP amount subject to scheme existence for that year. Please note, the quantum mentioned above is only an indicative figure and is subject to change based on your performance as determined by your manager.

GRATUITY

Gratuity will be payable as per the Gratuity Act, upon separation from the company, subject to completion of minimum five years of employment with Zoho.





ANNEXURE B

The Company currently provides the following benefits to an employee:

GIFT CARD AMOUNT

You will be paid an amount of **Rs.6000/- (RUPEES SIX THOUSAND ONLY)** once in a year towards your broadband connection. For the new comers, it is applicable from their date of joining. For the first year the amount will be pro-rated based on the joining date.

TRANSPORTATION FACILITY

For safety and security reasons, the Company provides transportation facilities, including but not limited to shuttle services and cab services. However, Company does not recommend daily long commute to work. This offer is based on the assumption that you will move to a distance within 5-10 km of the office premises.

DEVICES AND GADGETS

Company provides essential devices and gadgets for all its employees strictly for official purpose. However, what is essential (in most cases) is not the latest model device or gadget. We do not view the device or gadget as a status symbol or a fashion accessory but as an essential tool to get work done. Expecting the latest model device or gadget as a status symbol is most likely going to leave you disappointed. So please be prepared.

FOOD AND SNACKS

Company provides food, snack and other refreshment for all its employees.

RECREATIONAL FACILITY

Company provides certain recreational facilities to its employees of which some are offered at a nominal charge.

TEAM TREAT AND TRIP

To improve the team collaboration, the company provides **Rs.1000/- (RUPEES ONE THOUSAND ONLY)** for team treat and **Rs.4000/- (RUPEES FOUR THOUSAND ONLY)** for team trip to all its eligible employees, every year.

GROUP MEDICLAIM INSURANCE

Company will bear the full premium of covering you under the Group Mediclaim policy for a sum insured of **Rs.400000/- (RUPEES FOUR LAKH ONLY)**. This is a floater policy where five of your dependents will also be covered along with you.

GROUP PERSONAL ACCIDENT INSURANCE

You will be covered under the Personal Accident Insurance Scheme, for a sum insured of **Rs.2000000/- (RUPEES TWENTY LAKH ONLY)**.

GROUP TERM LIFE INSURANCE

As a welfare measure for its employees, the company has subscribed to the Group Term Life Insurance. The insurance coverage is worth of **Rs.3000000/- (RUPEES THIRTY LAKH ONLY)**.

Please note that the above mentioned Insurance schemes are subject to change based on yearly renewal



OFFER LETTER

OL-2021: 0314

Dear Hemalatha Balasubramanian,

Congratulations!

You have been selected to join Zifo through the Campus Recruitment process held at your College / University.

We are pleased to offer you the position of **Associate Analyst** with a consolidated pay of **Rs. 4,76,214/- p.a. (Rupees Four Lakhs Seventy Six Thousand Two Hundred and Fourteen only per annum)**. This consolidated pay includes your Basic Salary, Gratuity, Medical & Health Insurance.

Insurance Coverage

For each Zifo employee, the insurance coverage extends to yourself, your spouse and two of your children.

Probation

You will be on probation for a period of 12 months from the date of joining. You would receive a **Confirmation letter** at the end of the probation period.

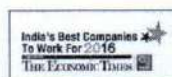
Non-Disclosure Agreement and Service Agreement

You would be required to sign a **Non-Disclosure Agreement** and **Service Agreement** (for a period of 2 years at the time of joining).

Leaves

You would be entitled to 12 Government-mandated public holidays per year. The office will be closed for 10 business days (which includes 5 Government mandated holidays) in a year and an additional 2 days can be chosen as optional holidays from the marked list of holidays in the calendar year.

In addition to this, you can avail leave for **16 days** in your first year as part of the earned leave component.



Maternity and Paternity Policy

At Zifo, we are committed to ensuring a family-friendly environment and a culture that builds a great work-life balance. Women employees will be entitled to maternity leave with full pay for a period of 26 weeks, in line with latest Maternity Benefit (Amendment Act) 2017. Male employees will be entitled to paternity leave with full pay for a period of 7 continuous working days.

Working Hours

Your working hours will be from **8:45 am to 5:45 pm** from Monday to Friday.

Background Check

Zifo is a part of the Regulated R&D industry and Zifo reserves the right to conduct background reference checks for all its employees.

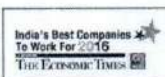
Joining Date

Your date of joining will be communicated through Launchpad.

We warmly welcome you to the Zifo family!

Regards,

Kamalahasan N
Head – HR



OFFER LETTER

OL-2021: 0315

Dear Praveen Kumar Elangovan,

Congratulations!

You have been selected to join Zifo through the Campus Recruitment process held at your College / University.

We are pleased to offer you the position of **Associate Analyst** with a consolidated pay of **Rs. 4,76,214/- p.a. (Rupees Four Lakhs Seventy Six Thousand Two Hundred and Fourteen only per annum)**. This consolidated pay includes your Basic Salary, Gratuity, Medical & Health Insurance.

Insurance Coverage

For each Zifo employee, the insurance coverage extends to yourself, your spouse and two of your children.

Probation

You will be on probation for a period of 12 months from the date of joining. You would receive a **Confirmation letter** at the end of the probation period.

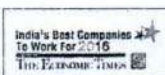
Non-Disclosure Agreement and Service Agreement

You would be required to sign a **Non-Disclosure Agreement** and **Service Agreement** (for a period of 2 years at the time of joining).

Leaves

You would be entitled to 12 Government-mandated public holidays per year. The office will be closed for 10 business days (which includes 5 Government mandated holidays) in a year and an additional 2 days can be chosen as optional holidays from the marked list of holidays in the calendar year.

In addition to this, you can avail leave for **16 days** in your first year as part of the earned leave component.



Maternity and Paternity Policy

At Zifo, we are committed to ensuring a family-friendly environment and a culture that builds a great work-life balance. Women employees will be entitled to maternity leave with full pay for a period of 26 weeks, in line with latest Maternity Benefit (Amendment Act) 2017. Male employees will be entitled to paternity leave with full pay for a period of 7 continuous working days.

Working Hours

Your working hours will be from **8:45 am to 5:45 pm** from Monday to Friday.

Background Check

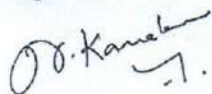
Zifo is a part of the Regulated R&D industry and Zifo reserves the right to conduct background reference checks for all its employees.

Joining Date

Your date of joining will be communicated through Launchpad.

We warmly welcome you to the Zifo family!

Regards,



Kamalahasan N
Head – HR



APPOINTMENT LETTER

January 22, 2022

Dear Kishore A,

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,

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 VI. 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.
- 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).

- 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.
- d. Your appointment shall be treated as withdrawn in case:
- You have not scored minimum aggregate marks of 60% in your 10th Standard or equivalent education.
 - You have not scored minimum aggregate marks of 60% in your 12th Standard or equivalent education.
 - For Graduates: You have not scored minimum aggregate marks of 60% in your graduation.
 - For Post Graduates: You have not scored minimum aggregate marks of 60% in your graduation and 60% in post-graduation.
 - 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.

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**,



Aparna Shailen
General Manager - Human Resources

I have read, understood and agree to accept the employment on the terms and conditions herein.

I shall be reporting for duty on

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.

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: polyclearinghouse@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 polyclearinghouse@wipro.com.

ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

I Kishore A, confirm that I am voluntarily sharing my Personal Information including documents with Wipro Limited ('Wipro') for the following purposes:

- validating my Curriculum Vitae and retaining records on the same for any future reference/verification;
- processing my job application including background verification checks;
- 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."

ANNEXURE III

SALARY OFFER SHEET

Name: Kishore A

Position: Project Engineer

Career Group: TRB - II

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

*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.

- Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
- 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
- Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
- Medical Insurance Coverage up to Rs 2lac per annum.

ANNEXURE - IV

Bonus Details

In addition to the above-mentioned salary, you will be eligible for a special bonus in the first three years. This bonus is performance based and will be merged (added) to your salary after 12 months from the date of payout. The bonus will be paid as per the details below and will be subject to applicable payroll taxes and withholdings:

Year	Bonus
End of 6 months	25000
End of 18 months	25000 - 75000
End of Year 2	50,000 - 1,00,000
End of Year 3	2,00,000- 2,50,000

Please note the terms and conditions:

I. The special bonus is subject to:

- a. you being "active" in the services of the company through to retention date as applicable
- b. your employment has not been terminated for poor performance or for cause prior to retention date
- c. you have not resigned voluntarily or abandoned your job as of the retention date

II. Please note that this is subject to you meeting satisfactory performance levels. If the performance criteria is not fulfilled, you will not be eligible to receive the bonus. The same is understood and accepted by you.

III. The gross bonus amount paid will be recovered in case you leave the organization before 24 months of bonus payout. This will be applicable to all 4 tranches of bonus payouts

IV. In the event of your deputation to a location outside your base location, at the time of bonus processing, you will be eligible to receive the bonus amount in applicable local currency in accordance with applicable exchange rate, as per company policy

V. The management team reserves the right to make changes to the program at any time during the year. In the event of an exceptional circumstance the management team's decision on the payout would be final and binding.

VI. You shall keep the contents of this letter confidential

ANNEXURE – V

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.

ANNEXURE – VI

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 2022-23.

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.

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.

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.

Please note in the event that the employee leaves the organization within 6 months from the date of joining, all payments processed under Joining & Relocation Entitlements shall be recovered from the employee at the time of exit.

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.

Base Medical insurance is to be availed by the employee as default. It is accounted for in deductions as a nominal monthly charge. Top-Up cover is voluntary and charged as applicable during renewal timelines.

3. Annual Health check: Company paid Annual health check-up program is available for employees above 40 years of age.

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 predefined 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.

1. Your Life and Accident Cover :

- 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.
- 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.

☒ Accept

☐ Decline

☒ **Signature** Kishore A 22/1/2022 11:05 AM

(checking the checkbox above is equivalent to a handwritten 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

23157763



APPOINTMENT LETTER

January 22, 2022

Dear Nandha Vignesh 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,

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 VI. 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:

& 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.

☒ Accept

☐ Decline

☒ **Signature** Nandha Vignesh S 22/1/2022 6:31 AM

(checking the checkbox above is equivalent to a handwritten 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

23156418



March 5, 2022

Dear Ramkumar S,

Sub: Letter of Engagement as Intern

We are pleased to inform you that you have been selected for undergoing Internship in our organization Wipro Limited (Wipro) as Intern under the following terms and conditions:

1. Nature of Engagement

You will be engaged as an **Intern at Wipro**.

2. Duration of training

The duration of **internship** will be 10 to 16 weeks starting from March 10th. During this period, Wipro shall evaluate your performance. Unless Wipro extends the period of internship, in writing, solely at its discretion, your internship shall automatically stand terminated at the expiry of the internship period.

3. 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 wilfully suppressed any material information, in such case, you will be liable to removal from training without any notice.

4. Obligations and Responsibilities

- a. During your internship period, Wipro expects you to undergo training in any department / section in which you are placed with high standard of initiative and efficiency. You shall devote yourself exclusively for undergoing training. You shall not take up any other work for remuneration (part-time or otherwise) or work on advisory capacity or be interested directly or indirectly in any other trade or business (except as share-holder or debenture holder) during the training period without obtaining permission in writing from the appointing authority at Wipro. You will be governed by the service rules / standing orders, policies and regulations as may be promulgated by Wipro from time to time in relation to conduct, discipline and other matters. You will not seek membership of any local or public bodies without first attaining specific permission from the appointing authority at Wipro. You are expected to comply with the policies of Wipro including the Code of Business Conduct and other policies of Wipro as they form an integral part of the terms of your training 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/trainees from time to time and you will be required to comply with the same. 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 Wipro and appropriate disciplinary action will be initiated.

- b. During the training period, if you conceive any new or advanced method of improving processes / formulae / systems in relation to the Business or Trade of Wipro, such developments will be fully communicated to Wipro and will be the sole property of Wipro. 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 Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, 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 Wipro and in the course of your training. This covenant shall endure during your training and beyond the cessation of your training with Wipro.

- c. During the training period and thereafter, you will not pass onto anyone in writing or by word of mouth or otherwise, particulars or details of work, processes, technical know-how, research carried out, security arrangements, administrative and organization matters of confidential or secret nature, which you may come across during your training period or become known to you by virtue of your undergoing training in Wipro or otherwise.
- d. In connection with your internship and during the term of your internship, 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.

5. Posting

During your training period, you are liable to be transferred or assigned to training in any division / department / establishment or location at which Wipro or its associate companies have their offices or operation and whether at present existing or which may be set up in future at any time and at any place in India, without any increase in stipend. On such posting, you will be governed by the policies, rules and regulations as applicable in that Unit / Branch / Establishment.

6. Travel

You will be required to undertake travel as required by Wipro and you will be paid travel expenses as per Wipro rules.

7. Termination

Notwithstanding any of the clauses of this letter of engagement, Wipro reserves the right in its sole discretion of terminating this agreement during the training period without assigning any reason by giving one week's (7 days) notice or payment of one week's stipend, in lieu of notice.

8. Training Hours and Holidays

As an intern you will be called upon to undergo training during the hours and days as may be fixed by Wipro. Normally all Sundays will be weekly holidays together with all National and Festival Holidays observed by the establishment.

9. After completion / termination of Internship

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

10. 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 Limited,



Aparna Shailen
General Manager - Human Resources

Endorsement:

1. I accept the terms and conditions stipulated in the above letter of engagement.
2. I shall report for internship on

ANNEXURE I**CONFIRMATION ON SHARING PERSONAL INFORMATION (AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000)**

I Ramkumar S, confirm that I am voluntarily sharing my Personal Information 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 application for internship including background verification checks;
- c. Internship related actions including record keeping, processing training stipend and any action required in the context of my training with Wipro.

In this context, I also agree to the retention of such Personal Information 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, relating to me that is available with Wipro and is capable of identifying me.

ANNEXURE II**CONFIDENTIALITY & NON-DISCLOSURE AGREEMENT**

This non-disclosure agreement ("**Agreement**") is made on this the [] day of [] between

Wipro Limited, a public limited Company incorporated under the Indian Companies Act, 1913, and existing under the Indian Companies Act, 1956, having its registered office at Dodda Kannelli, Sarjapur Road, Bengaluru 560-035.

And

[Name of the Intern], S/o / D/o

Residing at _____

(Hereinafter referred to as "**Intern**" which expression shall mean and include his/her representatives in interest, assurers and guarantors).

WHEREAS:

The Intern has expressed his/her desire to be trained with Wipro for a period of _____ ("**Internship Period**");

Wipro has accepted the Intern's application subject to the Intern adhering to and complying with certain covenants governing his or her movement within Wipro premises, conduct, and other tasks whatsoever which they may be allotted from time;

During the term of the internship, the Intern may have access to certain information which may be proprietary and/or of confidential nature ("**Confidential Information**", as more particularly described below).

NOW THEREFORE in consideration of the Agreement herein by the parties hereto and such additional promises and understandings as are hereinafter set forth, the parties agree as follows:

1. For purposes of this Agreement, "**Confidential Information**" means, with respect to Wipro, any and all information in written, representational, electronic, verbal or other form that is disclosed to Intern by Wipro or which Intern becomes aware of in the course of the internship, including without limitation, information relating directly or indirectly to the present or potential business, operation or financial condition, pricing, legal cases pertaining Wipro, marketing plans or strategy, volumes, services rendered, customers' and suppliers' names or lists, any customer information, financial or technical or service matters or data of or relating to Wipro and any information identified as being proprietary and/or confidential and any information which might reasonably be presumed to be proprietary or confidential in nature, excluding any such information which (i) is known to the public (through no act or omission of Intern in violation of this Agreement); (ii) was known to Intern prior to its disclosure under this Agreement; or (iii) is required to be disclosed by governmental or judicial order, in which case Intern shall give Wipro prompt written notice, and use reasonable efforts to ensure that such disclosure is

accorded confidential treatment and also to enable Wipro to seek a protective order or other appropriate remedy.

2. Nothing contained hereunder shall be construed as creating, conveying, transferring, granting or conferring by Wipro on Intern any rights, license or authority in or to the Confidential Information.
3. Intern agrees and undertakes that he/she shall not disclose or make available to any person (including the Institute) reproduce or transmit in any manner, or use (directly or indirectly) for his/her own benefit or the benefit of others, any Confidential Information, including without limitation, the use of the Confidential Information in any thesis or report required to be submitted by Intern under any course. Intern undertakes that he/she will not, without prior written consent of Wipro, use any Confidential Information in any of her future projects or presentations for any person, including the institute, nor shall he/she use any of the Confidential Information in his/her resumes or any application for prospective employment.
4. Intern shall use and/or protect the Confidential Information received by him/her with utmost degree of care and diligence.
5. Intern agrees that upon (i) termination/expiry of Internship Period, or (ii) at any time during its currency, or (iii) on Intern ceasing to be an Intern of Wipro, Intern shall promptly deliver to Wipro the Confidential Information and copies thereof in his/her possession or under his/her direct or indirect control, and shall destroy all memoranda, notes and other writings prepared by him/her or his/her subordinates based on the Confidential Information.
6. Intern acknowledges that the Confidential Information coming to his/her knowledge may relate to and/or have implications regarding the future strategies, plans, business activities, methods, processes and or information of Wipro or its affiliated companies which could afford third parties certain competitive and strategic advantage. Intern shall ensure that the use of such Confidential Information by the Intern shall not jeopardize or adversely affect in any manner such future strategies, plans, business activities, methods, processes, information, and/or competitive and strategic advantage of Wipro.
7. Intern acknowledges the quantum of damages and/or losses that Wipro may suffer as a result of the breach of this Agreement by the Intern and therefore, agrees to indemnify and keep indemnified Wipro against all loss or damage, which Wipro may suffer as a result of any such breach.
8. Intern hereby acknowledges and agrees that in the event of a breach or threatened breach by Intern of the provisions of this Agreement, Wipro shall without prejudice to any of its rights under this Agreement or in law have the right to claim damages and shall also be entitled to injunctive relief against such breach or threatened breach by Intern.
9. No failure or delay by Wipro in exercising or enforcing any right, remedy or power hereunder shall operate as a waiver thereof, nor shall any single or partial exercise or enforcement of any right, remedy or power preclude any further exercise or enforcement thereof or the exercise of enforcement of any other right, remedy or power.
10. This Agreement will be governed exclusively by the laws of India and, jurisdiction shall be vested exclusively in the courts at Bengaluru. This Agreement shall not be amended, assigned or transferred by either party without obtaining the written consent of Wipro.
11. The obligations of confidentiality shall survive the expiry or termination of the internship. Nothing in this Agreement is intended to confer any rights/remedies under or by reason of this Agreement on any third party.
12. If any term or provision of this Agreement is determined to be illegal, unenforceable, or invalid in whole or in part for any reason, such illegal, unenforceable, or invalid provisions or part(s) thereof shall be stricken from this Agreement and such provision shall not affect the legality, enforceability, or validity of the remainder of this Agreement.

IN WITNESS WHEREOF the parties hereto have duly executed this Agreement as of the date and year written above.

Yours sincerely,
For Wipro Limited,



Aparna Shailen
General Manager - Human Resources

☒ Accept☐ Decline**Intern Name:** Ramkumar S☒ **Signature** Ramkumar S 5/3/2022 6:34 PM
(checking the checkbox above is equivalent to a handwritten 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

Sensitivity: Internal & Restricted

23156175

OLI/2022/1747

21-Mar-2022

B.Pandiyar

BE CSE

Sethu Institute of Technology - Virudhunagar

Dear B.Pandiyar

Congratulations!

Further to our Offer of Appointment for the position of Associate Developer and in response to your subsequent confirmation for Internship Program with us, we are pleased to offer you an internship with us for a period of 3 months, starting 4th April 2022.

During this internship period, you will be provided with a stipend of INR 15,000 per month. It will be paid every month after the applicable Tax Deduction at Source (TDS).

The Internship is a pre-requisite skill development program offered by VINSINFO only for the campus recruits. The successful completion of internship will form a critical part of your employment with VINSINFO. You will have to sign up the minimum service agreement while joining the rolls of VINSINFO as per your Offer Letter.

You will undergo a learning curriculum as per the learning track assigned to you. The learning path will include in-depth sessions and hands on exercises. There will also be series of discussions, quizzes, mentor connects, code challenges, assessments etc. to accelerate your learning. The outcome during Internship will be monitored through assessments.

Internship Terms & Policy

- ✓ The Internship work timings will be for 9 hours per day (9am to 6pm) from Monday through Friday
- ✓ You will be required to attend the internship at the below address
VINSINFO PRIVATE LIMITED
Nisha Anand Complex
#80/96 Chamiers Road,
Teynampet, Chennai – 600018.
- ✓ Interns are covered under VINSINFO calendar holidays, and you would need to adhere with minimum attendance requirements. Prior request and approvals are must towards any unavoidable leave or break during the internship program.
- ✓ You will be provided minimum leave for your academic requirements such as exams / assessments / project review / project viva. with a request e-mail approval from your college.
- ✓ You are expected to complete the theory exams and project work as per schedule to join the rolls of VINSINFO.

- ✓ VINSINFO has strict POSH (Prevention of Sexual Harassment at workplace) policies in place and you are expected to adhere to it.
- ✓ There would be zero tolerance to plagiarisms and misconduct during the internship. Any such incident reported will lead to immediate cancellation of internship without any notice.
- ✓ You would be required to ensure timely completion and submission of assignments and preparation required prior to the skill development program sessions.

At the time of your joining for the internship, you will be required to sign a Non-Disclosure Agreement (NDA), with the company. During the course of your Internship and after completion of the same, you are required to maintain confidentiality with respect to company proprietary information or products that you access or come into contact with, during your Internship period and at all times as per the NDA. Any breach of information security will be dealt as per Company Policy.

You will also be required to submit the following documents at the time of joining.

- Photocopy of your Certificates / Mark Sheets in support of your Educational Qualification(s)
- 2 Passport-size photographs
- PAN Card
- Aadhar Card
- Personal individual bank account (for processing stipend)

Please do not hesitate to call us for any information you may need.

For VINSINFO



Authorized Signatory

I have read and agree to the terms and conditions above. I will join the internship on 04-Apr-2022.

Signature: Pandiyan

Name: B PANDIYAN

Date: Mar 21 2022

OLI/2022/1753

21-Mar-2022

Agnes cabrial J

B.Tech IT

Sethu Institute of Technology - Virudhunagar

Dear Agnes cabrial J

Congratulations!

Further to our Offer of Appointment for the position of Associate Developer and in response to your subsequent confirmation for Internship Program with us, we are pleased to offer you an internship with us for a **period of 3 months**, starting **4th April 2022**.

During this internship period, you will be provided with a stipend of **INR 15,000** per month. It will be paid every month after the applicable Tax Deduction at Source (TDS).

The Internship is a pre-requisite skill development program offered by VINSINFO only for the campus recruits. The successful completion of internship will form a critical part of your employment with VINSINFO. You will have to sign up the minimum service agreement while joining the rolls of VINSINFO as per your Offer Letter.

You will undergo a learning curriculum as per the learning track assigned to you. The learning path will include in-depth sessions and hands on exercises. There will also be series of discussions, quizzes, mentor connects, code challenges, assessments etc. to accelerate your learning. The outcome during Internship will be monitored through assessments.

Internship Terms & Policy

- ✓ The Internship work timings will be for 9 hours per day (9am to 6pm) from Monday through Friday
- ✓ You will be required to attend the internship at the below address
VINSINFO PRIVATE LIMITED
Nisha Anand Complex
#80/96 Chamiers Road,
Teynampet, Chennai – 600018.
- ✓ Interns are covered under VINSINFO calendar holidays, and you would need to adhere with minimum attendance requirements. Prior request and approvals are must towards any unavoidable leave or break during the internship program.
- ✓ You will be provided minimum leave for your academic requirements such as exams / assessments / project review / project viva. with a request e-mail approval from your college.
- ✓ You are expected to complete the theory exams and project work as per schedule to join the rolls of VINSINFO.

- ✓ VINSINFO has strict POSH (Prevention of Sexual Harassment at workplace) policies in place and you are expected to adhere to it.
- ✓ There would be zero tolerance to plagiarisms and misconduct during the internship. Any such incident reported will lead to immediate cancellation of internship without any notice.
- ✓ You would be required to ensure timely completion and submission of assignments and preparation required prior to the skill development program sessions.

At the time of your joining for the internship, you will be required to sign a Non-Disclosure Agreement (NDA), with the company. During the course of your Internship and after completion of the same, you are required to maintain confidentiality with respect to company proprietary information or products that you access or come into contact with, during your Internship period and at all times as per the NDA. Any breach of information security will be dealt as per Company Policy.

You will also be required to submit the following documents at the time of joining.

- Photocopy of your Certificates / Mark Sheets in support of your Educational Qualification(s)
- 2 Passport-size photographs
- PAN Card
- Aadhar Card
- Personal individual bank account (for processing stipend)

Please do not hesitate to call us for any information you may need.

For VINSINFO



Authorized Signatory

I have read and agree to the terms and conditions above. I will join the internship on 04-Apr-2022.

Signature: 	
Name: Agnes cabrial J	Date: Mar 21 2022



February 16, 2022
Mr. Abdur Rahman S
Chennai

Internship Letter

We congratulate you for going through multiple assessments and being selected in the interview process conducted by Thirdware for the freshers drive. It is our great pleasure to offer you an Internship for the position of Software Engineer at Thirdware Technical Services - (A Div of Thirdware Solution Limited). We welcome you to be a part of Thirdware team and to experience an environment of mutual learning and growth. Listed below are the terms and conditions of the Internship as agreed upon.

1. The Internship will be effective from the date of joining i.e., February 23, 2022.
2. You will be required to follow direction of the Training Manager/Reporting Manager.
3. You will observe all applicable rules, regulations, instructions, procedures and directives of the Organization as laid down in the Employee Handbook.
4. Your monthly compensation during the Internship period will be INR 20,000. This does not include taxes and you will be required to submit your monthly approved timesheet along with an invoice to claim your Internship stipend. There are no benefits during the Internship period including paid leave and health insurance.
5. During your Internship period, in case you are absent from work without prior intimation, you will be entitled for loss of pay. Moreover if you are absent from work without prior information for 3 or more days, Thirdware reserves the right to terminate the internship with immediate effect.
6. You will refrain from any conduct that would adversely reflect on the Thirdware Technical Services - (A Div of Thirdware Solution Limited) or on the receiving department/office and will not engage in any activity which is incompatible with the aims and objectives of the Thirdware Technical Services - (A Div of Thirdware Technical Services).
7. During your internship period, you may be entrusted with confidential information with regard to the Company and/or its affiliates, its customers and suppliers. You shall maintain confidentiality of all such information and without obtaining written consent of the Company, shall not disclose any such confidential information with anybody.
8. At any point of time during the Internship, either Thirdware or you, can terminate the Internship, with or without cause upon one month's advance notice. Also Thirdware reserves the right to terminate this Internship immediately and without advance notice in the event you commit an act constituting misconduct.
9. Upon successful completion of your Engineering degree and submission of Provisional Certificate and Consolidated mark sheet to HR, your Internship will be converted into Employment via Appointment Letter. You will then be eligible for an Annual Compensation of INR 4,00,000 and various other benefits as an Employee of the Company. We are expecting that you will be able to provide the mentioned documents latest by December 15, 2022.

Thirdware Technical Services

(A Div of Thirdware Solution Limited)

9F1 & 9F4, Block 10, DLF IT Park, Shivaji Garden, Nandambakkam Post, Ramapuram, Mount
Poonamallee Road, Chennai- 600089, India
CIN: U72900MH1995PLC089765



10. If, for any reason you are unable to clear your exams, you have responsibility of informing the HR immediately. In such instance, the Internship will be terminated with immediate effect. Any delay from your side in communicating the same will be treated as misconduct.

Please feel free to contact us if you have any questions. We look forward to having you onboard and wish you a successful career at Thirdware Technical Services - (A Div of Thirdware Technical Services)

**For Thirdware Technical Services
(A Div of Thirdware Solution Limited))**

Sincerely

DS
kk

DocuSigned by:
Vijay Krishnan
9BE5C6496194488...

Vijay Krishnan
Senior Vice Presiden – Global Shared Services

DocuSigned by:
Abdur Rahman S
DBC66628255E42A...

Abdur Rahman S

Thirdware Technical Services

(A Div of Thirdware Solution Limited)

9F1 & 9F4, Block 10, DLF IT Park, Shivaji Garden, Nandambakkam Post, Ramapuram, Mount
Poonamallee Road, Chennai- 600089, India

CIN: U72900MH1995PLC089765



February 18, 2022
Ms Atchaya B
Chennai

Internship Letter

We congratulate you for going through multiple assessments and being selected in the interview process conducted by Thirdware for the freshers drive. It is our great pleasure to offer you an Internship for the position of Software Engineer at Thirdware Technical Services - (A Div of Thirdware Solution Limited). We welcome you to be a part of Thirdware team and to experience an environment of mutual learning and growth. Listed below are the terms and conditions of the Internship as agreed upon.

1. The Internship will be effective from the date of joining i.e., February 23, 2022.
2. You will be required to follow direction of the Training Manager/Reporting Manager.
3. You will observe all applicable rules, regulations, instructions, procedures and directives of the Organization as laid down in the Employee Handbook.
4. Your monthly compensation during the Internship period will be INR 20,000. This does not include taxes and you will be required to submit your monthly approved timesheet along with an invoice to claim your Internship stipend. There are no benefits during the Internship period including paid leave and health insurance.
5. During your Internship period, in case you are absent from work without prior intimation, you will be entitled for loss of pay. Moreover if you are absent from work without prior information for 3 or more days, Thirdware reserves the right to terminate the internship with immediate effect.
6. You will refrain from any conduct that would adversely reflect on the Thirdware Technical Services - (A Div of Thirdware Solution Limited) or on the receiving department/office and will not engage in any activity which is incompatible with the aims and objectives of the Thirdware Technical Services - (A Div of Thirdware Technical Services).
7. During your internship period, you may be entrusted with confidential information with regard to the Company and/or its affiliates, its customers and suppliers. You shall maintain confidentiality of all such information and without obtaining written consent of the Company, shall not disclose any such confidential information with anybody.
8. At any point of time during the Internship, either Thirdware or you, can terminate the Internship, with or without cause upon one month's advance notice. Also Thirdware reserves the right to terminate this Internship immediately and without advance notice in the event you commit an act constituting misconduct.
9. Upon successful completion of your Engineering degree and submission of Provisional Certificate and Consolidated mark sheet to HR, your Internship will be converted into Employment via Appointment Letter. You will then be eligible for an Annual Compensation of INR 4,00,000 and various other benefits as an Employee of the Company. We are expecting that you will be able to provide the mentioned documents latest by December 15, 2022.

Thirdware Technical Services

(A Div of Thirdware Solution Limited)

9F1 & 9F4, Block 10, DLF IT Park, Shivaji Garden, Nandambakkam Post, Ramapuram, Mount
Poonamallee Road, Chennai- 600089, India

CIN: U72900MH1995PLC089765



10. If, for any reason you are unable to clear your exams, you have responsibility of informing the HR immediately. In such instance, the Internship will be terminated with immediate effect. Any delay from your side in communicating the same will be treated as misconduct.

Please feel free to contact us if you have any questions. We look forward to having you onboard and wish you a successful career at Thirdware Technical Services - (A Div of Thirdware Technical Services)

**For Thirdware Technical Services
(A Div of Thirdware Solution Limited))**

Sincerely

DS
kk

DocuSigned by:
Vijay Krishnan
9BE5C6496194488...

Vijay Krishnan
Senior Vice Presiden – Global Shared Services

DocuSigned by:
Atchaya B
2602B4932223A465...

Thirdware Technical Services

(A Div of Thirdware Solution Limited)

9F1 & 9F4, Block 10, DLF IT Park, Shivaji Garden, Nandambakkam Post, Ramapuram, Mount
Poonamallee Road, Chennai- 600089, India

CIN: U72900MH1995PLC089765



February 16, 2022
Ms. Anusha Lakshmanan
Chennai

Internship Letter

We congratulate you for going through multiple assessments and being selected in the interview process conducted by Thirdware for the freshers drive. It is our great pleasure to offer you an Internship for the position of Software Engineer at Thirdware Technical Services - (A Div of Thirdware Solution Limited). We welcome you to be a part of Thirdware team and to experience an environment of mutual learning and growth. Listed below are the terms and conditions of the Internship as agreed upon.

1. The Internship will be effective from the date of joining i.e., February 23, 2022.
2. You will be required to follow direction of the Training Manager/Reporting Manager.
3. You will observe all applicable rules, regulations, instructions, procedures and directives of the Organization as laid down in the Employee Handbook.
4. Your monthly compensation during the Internship period will be INR 20,000. This does not include taxes and you will be required to submit your monthly approved timesheet along with an invoice to claim your Internship stipend. There are no benefits during the Internship period including paid leave and health insurance.
5. During your Internship period, in case you are absent from work without prior intimation, you will be entitled for loss of pay. Moreover if you are absent from work without prior information for 3 or more days, Thirdware reserves the right to terminate the internship with immediate effect.
6. You will refrain from any conduct that would adversely reflect on the Thirdware Technical Services - (A Div of Thirdware Solution Limited) or on the receiving department/office and will not engage in any activity which is incompatible with the aims and objectives of the Thirdware Technical Services - (A Div of Thirdware Technical Services).
7. During your internship period, you may be entrusted with confidential information with regard to the Company and/or its affiliates, its customers and suppliers. You shall maintain confidentiality of all such information and without obtaining written consent of the Company, shall not disclose any such confidential information with anybody.
8. At any point of time during the Internship, either Thirdware or you, can terminate the Internship, with or without cause upon one month's advance notice. Also Thirdware reserves the right to terminate this Internship immediately and without advance notice in the event you commit an act constituting misconduct.
9. Upon successful completion of your Engineering degree and submission of Provisional Certificate and Consolidated mark sheet to HR, your Internship will be converted into Employment via Appointment Letter. You will then be eligible for an Annual Compensation of INR 4,00,000 and various other benefits as an Employee of the Company. We are expecting that you will be able to provide the mentioned documents latest by December 15, 2022.

Thirdware Technical Services

(A Div of Thirdware Solution Limited)

9F1 & 9F4, Block 10, DLF IT Park, Shivaji Garden, Nandambakkam Post, Ramapuram, Mount
Poonamallee Road, Chennai- 600089, India
CIN: U72900MH1995PLC089765



10. If, for any reason you are unable to clear your exams, you have responsibility of informing the HR immediately. In such instance, the Internship will be terminated with immediate effect. Any delay from your side in communicating the same will be treated as misconduct.

Please feel free to contact us if you have any questions. We look forward to having you onboard and wish you a successful career at Thirdware Technical Services - (A Div of Thirdware Technical Services)

**For Thirdware Technical Services
(A Div of Thirdware Solution Limited))**

Sincerely

DocuSigned by:

A handwritten signature in black ink, appearing to read 'Vijay Krishnan'.

9BE5C6496194488...

Vijay Krishnan

Senior Vice Presiden – Global Shared Services

DocuSigned by:

A handwritten signature in black ink, appearing to read 'Anusha Lakshmanan'.

A2A706CCE55A4FB...

Anusha Lakshmanan

Thirdware Technical Services

(A Div of Thirdware Solution Limited)

9F1 & 9F4, Block 10, DLF IT Park, Shivaji Garden, Nandambakkam Post, Ramapuram, Mount
Poonamallee Road, Chennai- 600089, India

CIN: U72900MH1995PLC089765



March 15, 2022

**Ms Keerthana Ragavanth
Chennai**

Internship Letter

We congratulate you for going through multiple assessments and being selected in the interview process conducted by Thirdware for the freshers drive. It is our great pleasure to offer you an Internship for the position of Software Engineer at Thirdware Technical Services - (A Div of Thirdware Solution Limited). We welcome you to be a part of Thirdware team and to experience an environment of mutual learning and growth. Listed below are the terms and conditions of the Internship as agreed upon.

1. The Internship will be effective from the date of joining i.e., March 21, 2022.
2. You will be required to follow direction of the Training Manager/Reporting Manager.
3. You will observe all applicable rules, regulations, instructions, procedures and directives of the Organization as laid down in the Employee Handbook.
4. Your monthly compensation during the Internship period will be INR 20,000. This does not include taxes and you will be required to submit your monthly approved timesheet along with an invoice to claim your Internship stipend. There are no benefits during the Internship period including paid leave and health insurance.
5. During your Internship period, in case you are absent from work without prior intimation, you will be entitled for loss of pay. Moreover if you are absent from work without prior information for 3 or more days, Thirdware reserves the right to terminate the internship with immediate effect.
6. You will refrain from any conduct that would adversely reflect on the Thirdware Technical Services - (A Div of Thirdware Solution Limited) or on the receiving department/office and will not engage in any activity which is incompatible with the aims and objectives of the Thirdware Technical Services - (A Div of Thirdware Technical Services)
7. During your internship period, you may be entrusted with confidential information with regard to the Company and/or its affiliates, its customers and suppliers. You shall maintain confidentiality of all such information and without obtaining written consent of the Company, shall not disclose any such confidential information with anybody.
8. At any point of time during the Internship, either Thirdware or you, can terminate the Internship, with or without cause upon one months advance notice. Also Thirdware reserves the right to terminate this Internship immediately and without advance notice in the event you commit an act constituting misconduct.
9. Upon successful completion of your Engineering degree and submission of Provisional Certificate and Consolidated mark sheet to HR, your Internship will be converted into Employment via Appointment Letter. You will then be eligible for an Annual Compensation of INR 4,00,000 and various other benefits as an Employee of the Company. We are expecting that you will be able to provide the mentioned documents latest by December 15, 2022.

Thirdware Technical Services

(A Div of Thirdware Solution Limited)

9F1 & 9F4, Block 10, DLF IT Park, Shivaji Garden, Nandambakkam Post, Ramapuram, Mount
Poonamallee Road, Chennai- 600089, India

CIN: U72900MH1995PLC089765



STOICS-IT

STOICS SOFTWARE DEVELOPMENT (INDIA) PVT LTD

Aashvi Arcade, 1589/B, 3rd Floor, 36th Cross, Banashankari 2nd Stage,
Bengaluru - 560 070, Karnataka State, India
T: +91 (0) 80 - 26716117

CIN - U72200KA2015FTC082597

Date: 18th January 2022

STRICTLY PRIVATE & CONFIDENTIAL

Mr. SATHISHKUMAR K
Tamil Nadu

RE: LETTER OF APPOINTMENT

We are pleased to offer you a job with Employer upon the attached terms of employment.

In addition to these terms, you will have to comply with the company's lawful employment policies, as established from time to time, throughout your period of employment.

If these terms of employment are acceptable to you, please sign where indicated below. Retain one copy with you and return the other copy of this letter (signed) to us, failing which this offer will be deemed to be withdrawn.

We hope you accept this offer and look forward to your joining our team.

Sincerely,

For Stoics Software Development (India) Pvt Ltd.

Andreas Chrysafis



Head – Human Resource

Stoics IT Solutions & Services LTD

60 Perikleous Avenue, 2021 Strovolos, Nicosia, Cyprus

www.stoics-it.com

Cyprus | India | Bulgaria | Malta | UAE

Fwd: SURESOFT/HR=> Offer for Mr. Thamotharan B to join in SureSoft for the post of Trainee - Technical Assistant on 07Mar22-Mon ...

1 message

B.Thamo Tharan <thamuguru8700@gmail.com>
To: a1xerox.sit@gmail.com

Fri, Mar 4, 2022 at 10:16 AM

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

From: **Admin(SSOFTS)** <admin@ssofts.com>

Date: Tue, 1 Mar, 2022, 4:33 PM

Subject: SURESOFT/HR=> Offer for Mr. Thamotharan B to join in SureSoft for the post of Trainee - Technical Assistant on 07Mar22-Mon ...

To: <thamuguru8700@gmail.com>

Cc: placement@sethu.ac.in <placement@sethu.ac.in>

Dear Mr. Thamotharan B,

Congratulations...!

As per the status of Interview conducted in **Sethu Institute of Technology, Kariapatti on 26Feb22-Sat**, you have been selected for the post of **Trainee - Technical Assistant**. You are advised to join in our Company on **07Mar22-Mon at 09.30AM**.

Though your academic course has not yet been completed, we are offering you to join with us for immediate recruitment. We will provide leaves for your Semester Exams according to the time table prescribed by the College. Please consider this email as our Offer Letter & plan for your joining accordingly. Please let me know if you find any query.

Company Address:

SureSoft Systems Pvt Ltd,
R.S.No. 151/7A, Pondicherry to Cuddalore Main Road,
Kattukuppam, Manapet Post,
Next to Hotel Anandha Bhavan,
Pondicherry - 607402.

Tel : + 91- 413- 26 11 357, 26 11 358

Mobile: +91-95 855 35 301, 309.

Landmark: Our Company is located on the Main road connecting Pondicherry & Cuddalore. Our premises is 350 Meters away from 'Mahatma Gandhi Medical College & Hospital' (Bus Stop) & opposite to Thalappakatty Restaurant.

Bus Route: Our Office is 16KMs away from Pondicherry Bus Stand. Please take local bus going to 'Bahour' or 'Kannikoil', get down at 'Kattukuppam' Bus stop & walk back in the same route. You can find our Company in 200Meters in the right side.



OFFER LETTER

Dated: 01 - 03 - 2022

Dear, Muthumani S.K

We are happy to inform you that you have been short listed in our screening test.

Training in our incubation centre starts on March 7th - TAMIL NADU

On the date of joining, we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes **Software Testing/Software Development & General Aptitude**.
- No other programs are included in this training module.

RULES:

Following rules to be followed for placement activities:

- You should have 90% attendance in class room / practical session
- Should be ready to relocate to different cities for job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation
- Bring this offer letter on the first day with all semester marks cards, 10th 12th, PUC documents and any other Govt ID proof.

This letter is valid on the date of joining. If you join on any other date, free training will not be valid. You may have to pay the fees.

Thank & Regards
Qspiders Campus Connect Team.



9513684738/7619163087



info@campus.qspiders.com



01, Basappa Layout, Gavipuram Extn, Gavipuram Extention,
Kempegowda Nagar, Bengaluru, Karnataka 560019

USN NO 2018103321

QURATIVITY

MEDIA

18th March 2022

Ms. Minumithra G N,
#45.A, Melakuilkudi Road,
Nagamalai Pudukottai
Madurai - 625019
Mob.: +91 979008 0773
Email.: minumithrauxui08@gmail.com

Sub: Letter of Offer for the position of UI / UX Designer

Dear **Minumithra,**

Please refer to the discussion we had on 15th March 2022.

We are pleased to know your interest towards contributing to our organization in achieving its prime objectives.

After carefully assessing your experience and skills, we offer you the position of **UI / UX Designer** for **QURATIVITY MEDIA SOLUTIONS PVT. LTD.** On the following terms:

1. The broad roles and responsibilities are listed in the Annexure 1.
2. The Remuneration for the Position will be Rs. 25,000/- per month for the period of 3 months and thereafter on the basis of performance your remuneration may remain the same or change.
3. Your area / location of work would be **Mysore District.**
4. The position will report to the **CEO.**
5. The offer will be valid till 25th March 2022. If you are satisfied with the terms of the offer, please send us your acceptance on or before the date mentioned.
6. Expected Date of Joining: 28th March 2022.

Thanking You

For **QURATIVITY MEDIA SOLUTIONS PVT. LTD.**

Felicia Crispin Rodrigues
Senior Executive – HR



ANNEXURE - I

Responsibilities and Duties

- Creating user centric design by understanding client's requirement
- Creating user flow, wireframes, prototyping and mockups
- Illustrating design ideas using storyboards, process flows and sitemaps
- Translating requirements into style guides, design systems, design patterns and attractive user interfaces
- Designing UI elements such as input controls, navigational components and informational components
- Creating original graphic designs
- Identifying and troubleshooting UX problems (e.g. responsiveness, haptic feedback etc)
- Collaborating effectively with the team
- Incorporating customer feedback, usage metrics, and usability findings into design in order to enhance user experience
- Develop UI mockups and prototypes that clearly illustrate how sites function and look like
- Conduct layout adjustments based on user feedback
- Adhere to style standards on fonts, colors and images
- Additional responsibilities as assigned





OFFER LETTER

Dated: 01-03-2022

Dear, Nandhini

We are happy to inform you that you have been short listed in our screening test.

Training in our incubation centre starts on March - 7th - TAMIL NADU

On the date of joining, we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes **Software Testing/Software Development & General Aptitude**.
- No other programs are included in this training module.

RULES:

Following rules to be followed for placement activities:

- You should have 90% attendance in class room / practical session
- Should be ready to relocate to different cities for job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation
- Bring this offer letter on the first day with all semester marks cards, 10th 12th, PUC documents and any other Govt ID proof.

This letter is valid on the date of joining. If you join on any other date, free training will not be valid. You may have to pay the fees.

Thank & Regards
Qspiders Campus Connect Team.

9543684738/7619163087

info@campus.qspiders.com

01, Basappa Layout, Gavipuram Extn, Gavipuram Extension,
Kempegowda Nagar, Bengaluru, Karnataka 560019

USN NO 2018103048



OFFER LETTER

Dated: 01 - 03 - 2022

Dear, *Nyammil Jathima S*

We are happy to inform you that you have been short listed in our screening test.

Training in our incubation centre starts on *Month Feb - Tamil Nadu*

On the date of joining, we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes Software Testing/Software Development & General Aptitude.
- No other programs are included in this training module.

RULES:

Following rules to be followed for placement activities:

- You should have 90% attendance in class room / practical session
- Should be ready to relocate to different cities for job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation
- Bring this offer letter on the first day with all semester marks cards, 10th 12th, PUC documents and any other Govt ID proof.

This letter is valid on the date of joining. If you join on any other date, free training will not be valid. You may have to pay the fees.

Thank & Regards

Oslanders Campus Connect Team.

95135684738/7619163087

info@campus.oslanders.com

01, Basappa Layout, Gavipuram Extn, Gavipuram Extension,

USN NO 2018103046



OFFER LETTER

Dated: 01-03-2022

Dear, *Suriya Prakash. R*

We are happy to inform you that you have been short listed in our screening test.

Training in our incubation centre starts on MARCH - 7th - TAMIL NADU

On the date of joining, we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes **Software Testing/Software Development & General Aptitude**.
- No other programs are included in this training module.

RULES:

Following rules to be followed for placement activities:

- You should have 90% attendance in class room / practical session
- Should be ready to relocate to different cities for job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation
- Bring this offer letter on the first day with all semester marks cards, 10th 12th, PUC documents and any other Govt ID proof.

This letter is valid on the date of joining. If you join on any other date, free training will not be valid. You may have to pay the fees.

[Signature]
Thank & Regards
Qspiders Campus Connect Team.

☎ 9513684738/7619163087

✉ info@campus.qspiders.com

📍 01, Basappa Layout, Gavipuram Extn, Gavipuram Extension,
Kempegowda Nagar, Bengaluru, Karnataka 560019

USN NO 2018103074



OFFER LETTER

Dated: 01 - 03 - 2022

Dear, *Madhangopal . S*

We are happy to inform you that you have been short listed in our screening test.

Training in our incubation centre starts on *March 7th - TAMIL NADU*

On the date of joining, we would explain you in detail the schedules.

NOTE:

- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes **Software Testing/Software Development & General Aptitude.**
- No other programs are included in this training module.

RULES:

Following rules to be followed for placement activities:

- You should have 90% attendance in class room / practical session
- Should be ready to relocate to different cities for job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation
- Bring this offer letter on the first day with all semester marks cards, 10th 12th, PUC documents and any other Govt ID proof.

This letter is valid on the date of joining. If you join on any other date, free training will not be valid. You may have to pay the fees.

Swika
Thank & Regards

QSpiders Campus Connect Team.

☎ 9513684738/7619163087

✉ info@campus.qspiders.com

📍 01, Basappa Layout, Gavipuram Extn, Gavipuram Extention,
Kempagowda Nagar, Bengaluru, Karnataka 560019

USN NO *2018104062*



OFFER LETTER

Dated: 01-03-2022

Dear, Balanivethitha.V

We are happy to inform you that you have been short listed in our screening test.

Training in our incubation centre starts on MARCH - 7th - TAMIL NADU

On the date of joining, we would explain you in detail the schedules.

NOTE:

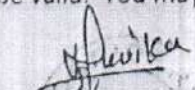
- We do not charge for the complete training which takes 3 months
- We do not charge you for any interviews and placement activity conducted at our end.
- The training includes **Software Testing/Software Development & General Aptitude**.
- No other programs are included in this training module.

RULES:

Following rules to be followed for placement activities:

- You should have 90% attendance in class room / practical session
- Should be ready to relocate to different cities for job / interviews (Bangalore, Chennai, Hyderabad, Pune and Delhi)
- Complete the given assignments in time.
- Give everyday presentation
- Bring this offer letter on the first day with all semester marks cards, 10th 12th, PUC documents and any other Govt ID proof.

This letter is valid on the date of joining. If you join on any other date, free training will not be valid. You may have to pay the fees.



Thank & Regards
Qspiders Campus Connect Team.

USN NO. 2018108014

☎ 9513684738/7619163087

✉ info@campus.qspiders.com

📍 01, Basappa Layout, Gavipuram Extn, Gavipuram Extension,
Kempegowda Nagar, Bengaluru, Karnataka 560019



Internship Letter

**NUIT/Chennai
22-Nov- 2021**

**P. Keerthana
B5/5, New Police Quarters,
TSP 6th Battalion
Madurai- 625014**

Dear P.Keerthana,

In reference to your application we would like to congratulate you on being selected for internship with **NU Information Technologies Pvt Ltd**, based at Tisel Bio Park Limited, Taramani/Remote. Your training is scheduled to start effective **1st December 2021** for a period of 6 months. All of us at **NU Information Technologies Pvt Ltd** are excited that you will be joining our team!

We are pleased to provide opportunity as **paid Voluntary Software Engineer - Trainee** and your position would carry a Stipend value of **Rs. 10,000/- per month (If Remote) or Rs.15,000/- Per Month (If In-Person)** inclusive of TDS.

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 you learned in class. You must be ready to learn any technologies based on the requirements.

Terms & Conditions:

- During the training period, the candidates will ensure to have their own machines ready for training and lab purposes. They will also need to ensure, they have faster and stable internet connectivity.
- It will be 6 days' work week starting from Monday to Saturday. Work timings will be from 9am to 7pm.
- Unnecessary leaves is not be entertained and emergency leaves alone will be taken into consideration.
- All required documents as discussed during the day of placements will need to be submitted on the start week of internship.
- All people undergoing internship will not be entitled for companies benefits until you become a full time employee. Trainees will have to be flexible and be available throughout the day for training sessions.
- In case of Identifying poor performance during the training period, Company will terminate you immediately and at the same time your offer letter also will be invalid.

NU Information Technologies Pvt Ltd

Tisel Bio Park Limit, Phase-II, Module-903, CSIR Road Taramani, Chennai-600103 Ph: +91-44-22542000
www.nutechnologyinc.com



The project details and technical platform will be shared with you on or before commencement of training.

You should report for training at the following address:

NU Information Technologies Pvt Ltd, Ticel Bio Park Limited, Phase-II,
9th floor, Module-903, No: 5, CSIR Road, Taramani, Chennai-600113.

Contact Person: AISWARYA GEORGE - HR Recruiter

Again, congratulations and we look forward to working with you.

Note: If Covid-19 effects continues, The Internship/Training will be held by remote.

Yours sincerely,
for **NU Information Technologies Pvt Ltd,**

DocuSigned by:
Krishnamoorthi K.S. 11/25/2021
CC7F8CEC2C554F8...

Krishnamoorthi K S
Director - India Operations

I accept the above Internship letter

DocuSigned by: 11/25/2021
D0D14B9C4E65431...

P. Keerthana

Post your internship you will be on the rules of NU permanent employee and will be governed by the rules as stated in the job offer letter NUIT-121/2022 dated 25th November 2021.

NU Information Technologies Pvt Ltd
Ticel Bio Park Limit, Phase-II, Module-903, CSIR Road Taramani, Chennai-600103 Ph: +91-44-22542000
www.nutechnologyinc.com



Internship Letter

NUIT/Chennai
25-Nov-2021

A.Mohammed Asraf Ali
14, 4/8 Pallivasal Street
Kariapatti, Virudhunagar
626106

Dear A.Mohammed Asraf Ali,

In reference to your application we would like to congratulate you on being selected for internship with **NU Information Technologies Pvt Ltd**, based at Tichel Bio Park Limited, Taramani/Remote. Your training is scheduled to start effective **1st December 2021** for a period of 6 months. All of us at **NU Information Technologies Pvt Ltd** are excited that you will be joining our team!

We are pleased to provide opportunity as **paid Voluntary Software Engineer - Trainee** and your position would carry a Stipend value of **Rs. 10,000/- per month (If Remote) or Rs.15,000/- Per Month (If In-Person)** inclusive of TDS.

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 you learned in class. You must be ready to learn any technologies based on the requirements.

Terms & Conditions:

- During the training period, the candidates will ensure to have their own machines ready for training and lab purposes. They will also need to ensure, they have faster and stable internet connectivity.
- It will be 6 days' work week starting from Monday to Saturday. Work timings will be from 9am to 7pm.
- Unnecessary leaves is not be entertained and emergency leaves alone will be taken into consideration.
- All required documents as discussed during the day of placements will need to be submitted on the start week of internship.
- All people undergoing internship will not be entitled for companies benefits until you become a full time employee. Trainees will have to be flexible and be available throughout the day for training sessions.
- In case of Identifying poor performance during the training period, Company will terminate you immediately and at the same time your offer letter also will be invalid.

NU Information Technologies Pvt Ltd

Tichel Bio Park Limit, Phase-II, Module-903, CSIR Road Taramani, Chennai-600103 Ph: +91-44-22542000
www.nutechnologyinc.com



The project details and technical platform will be shared with you on or before commencement of training.

You should report for training at the following address:

NU Information Technologies Pvt Ltd, Ticel Bio Park Limited, Phase-II,
9th floor, Module-903, No: 5, CSIR Road, Taramani, Chennai-600113.

Contact Person: AISWARYA GEORGE - HR Recruiter

Again, congratulations and we look forward to working with you.

Note: If Covid-19 effects continues, The Internship/Training will be held by remote.

Yours sincerely,
for **NU Information Technologies Pvt Ltd,**

DocuSigned by: 11/25/2021
Krishnamoorthi .K.S
CC7F6CEC2C554F8...

Krishnamoorthi K S
Director – India Operations

I accept the above Internship letter

DocuSigned by: 11/25/2021
Mohammed Asraf Ali
2613E15984F747F...
A.Mohammed Asraf Ali

Post your internship you will be on the rules of NU permanent employee and will be governed by the rules as stated in the job offer letter NUIT-122/2022 dated 25th November 2021.

NU Information Technologies Pvt Ltd

Ticel Bio Park Limit, Phase-II, Module-903, CSIR Road Taramani, Chennai-600103 Ph: +91-44-22542000
www.nutechnologyinc.com



Internship Letter

**NUIT/Chennai
22-Nov- 2021**

**Bharkavi Sandhiya M
No.13, Periyasamy Nagar,
9th Street, Avaniyapuram,
Madurai-625 012**

Dear Bharkavi Sandhiya M,

In reference to your application we would like to congratulate you on being selected for internship with **NU Information Technologies Pvt Ltd**, based at Ticel Bio Park Limited, Taramani/Remote. Your training is scheduled to start effective **1st December 2021** for a period of 6 months. All of us at **NU Information Technologies Pvt Ltd** are excited that you will be joining our team!

We are pleased to provide opportunity as **paid Voluntary Software Engineer - Trainee** and your position would carry a Stipend value of **Rs. 10,000/- per month (If Remote) or Rs.15,000/- Per Month (If In-Person)** inclusive of TDS.

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 you learned in class. You must be ready to learn any technologies based on the requirements.

Terms & Conditions:

- During the training period, the candidates will ensure to have their own machines ready for training and lab purposes. They will also need to ensure, they have faster and stable internet connectivity.
- It will be 6 days' work week starting from Monday to Saturday. Work timings will be from 9am to 7pm.
- Unnecessary leaves is not be entertained and emergency leaves alone will be taken into consideration.
- All required documents as discussed during the day of placements will need to be submitted on the start week of internship.
- All people undergoing internship will not be entitled for companies benefits until you become a full time employee. Trainees will have to be flexible and be available throughout the day for training sessions.
- In case of Identifying poor performance during the training period, Company will terminate you immediately and at the same time your offer letter also will be invalid.

NU Information Technologies Pvt Ltd

Ticel Bio Park Limit, Phase-II, Module-903, CSIR Road Taramani, Chennai-600103 Ph: +91-44-22542000

www.nutechnologyinc.com



The project details and technical platform will be shared with you on or before commencement of training.

You should report for training at the following address:

NU Information Technologies Pvt Ltd, Ticel Bio Park Limited, Phase-II,
9th floor, Module-903, No: 5, CSIR Road, Taramani, Chennai-600113.

Contact Person: AISWARYA GEORGE - HR Recruiter

Again, congratulations and we look forward to working with you.

Note: If Covid-19 effects continues, The Internship/Training will be held by remote.

Yours sincerely,
for **NU Information Technologies Pvt Ltd,**

DocuSigned by: 11/25/2021

Krishnamoorthi .K.S

CC7F6CEC2C554F8...

Krishnamoorthi K S

Director - India Operations

I accept the above Internship letter

DocuSigned by:

11/27/2021

M. Bharkavi Sandhiya

00C55E510A114F1...

Bharkavi Sandhiya M

NU Information Technologies Pvt Ltd

Ticel Bio Park Limit, Phase-II, Module-903, CSIR Road Taramani, Chennai-600103 Ph: +91-44-22542000

www.nutechnologyinc.com



Internship Letter

**NUIT/Chennai
25-Nov-2021**

**S.Nandhineeswari
5a,Subburayar vathiyar street,
South gate, Madurai-625001**

Dear S. Nandhineeswari,

In reference to your application we would like to congratulate you on being selected for internship with **NU Information Technologies Pvt Ltd**, based at Tisel Bio Park Limited, Taramani/Remote. Your training is scheduled to start effective **1st December 2021** for a period of 6 months. All of us at **NU Information Technologies Pvt Ltd** are excited that you will be joining our team!

We are pleased to provide opportunity as **paid Voluntary Software Engineer - Trainee** and your position would carry a Stipend value of **Rs. 10,000/- per month (If Remote) or Rs.15,000/- Per Month (If In-Person)** inclusive of TDS.

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 you learned in class. You must be ready to learn any technologies based on the requirements.

Terms & Conditions:

- During the training period, the candidates will ensure to have their own machines ready for training and lab purposes. They will also need to ensure, they have faster and stable internet connectivity.
- It will be 6 days' work week starting from Monday to Saturday. Work timings will be from 9am to 7pm.
- Unnecessary leaves is not be entertained and emergency leaves alone will be taken into consideration.
- All required documents as discussed during the day of placements will need to be submitted on the start week of internship.
- All people undergoing internship will not be entitled for companies benefits until you become a full time employee. Trainees will have to be flexible and be available throughout the day for training sessions.
- In case of Identifying poor performance during the training period, Company will terminate you immediately and at the same time your offer letter also will be invalid.

NU Information Technologies Pvt Ltd

Tisel Bio Park Limit, Phase-II, Module-903, CSIR Road Taramani, Chennai-600103 Ph: +91-44-22542000

www.nutechnologyinc.com



The project details and technical platform will be shared with you on or before commencement of training.

You should report for training at the following address:

NU Information Technologies Pvt Ltd, Tisel Bio Park Limited, Phase-II,
9th floor, Module-903, No: 5, CSIR Road, Taramani, Chennai-600113.

Contact Person: AISWARYA GEORGE - HR Recruiter

Again, congratulations and we look forward to working with you.

Note: If Covid-19 effects continues, The Internship/Training will be held by remote.

Yours sincerely,
for **NU Information Technologies Pvt Ltd,**

DocuSigned by:
Krishnamoorthi K.S. 11/28/2021
CC7F6CEC2C554F8...

Krishnamoorthi K S
Director - India Operations

I accept the above Internship letter

DocuSigned by:
S Nandhineeswari 11/26/2021
3356FF92851C4CD...

S. Nandhineeswari

Post your internship you will be on the rules of NU permanent employee and will be governed by the rules as stated in the job offer letter NUIT-120/2022 dated 25nd November 2021.

NU Information Technologies Pvt Ltd

Tisel Bio Park Limit, Phase-II, Module-903, CSIR Road Taramani, Chennai-600103 Ph: +91-44-22542000

www.nutechnologyinc.com



Internship Letter

**NUIT/Chennai
22-Nov- 2021**

**P. Keerthana
B5/5, New Police Quarters,
TSP 6th Battalion
Madurai- 625014**

Dear P.Keerthana,

In reference to your application we would like to congratulate you on being selected for internship with **NU Information Technologies Pvt Ltd**, based at Tisel Bio Park Limited, Taramani/Remote. Your training is scheduled to start effective **1st December 2021** for a period of 6 months. All of us at **NU Information Technologies Pvt Ltd** are excited that you will be joining our team!

We are pleased to provide opportunity as **paid Voluntary Software Engineer - Trainee** and your position would carry a Stipend value of **Rs. 10,000/- per month (If Remote) or Rs.15,000/- Per Month (If In-Person)** inclusive of TDS.

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 you learned in class. You must be ready to learn any technologies based on the requirements.

Terms & Conditions:

- During the training period, the candidates will ensure to have their own machines ready for training and lab purposes. They will also need to ensure, they have faster and stable internet connectivity.
- It will be 6 days' work week starting from Monday to Saturday. Work timings will be from 9am to 7pm.
- Unnecessary leaves is not be entertained and emergency leaves alone will be taken into consideration.
- All required documents as discussed during the day of placements will need to be submitted on the start week of internship.
- All people undergoing internship will not be entitled for companies benefits until you become a full time employee. Trainees will have to be flexible and be available throughout the day for training sessions.
- In case of Identifying poor performance during the training period, Company will terminate you immediately and at the same time your offer letter also will be invalid.

NU Information Technologies Pvt Ltd

Tisel Bio Park Limit, Phase-II, Module-903, CSIR Road Taramani, Chennai-600103 Ph: +91-44-22542000
www.nutechnologyinc.com



The project details and technical platform will be shared with you on or before commencement of training.

You should report for training at the following address:

NU Information Technologies Pvt Ltd, Ticel Bio Park Limited, Phase-II,
9th floor, Module-903, No: 5, CSIR Road, Taramani, Chennai-600113.

Contact Person: AISWARYA GEORGE - HR Recruiter

Again, congratulations and we look forward to working with you.

Note: If Covid-19 effects continues, The Internship/Training will be held by remote.

Yours sincerely,
for **NU Information Technologies Pvt Ltd,**

DocuSigned by:
Krishnamoorthi K.S. 11/25/2021
CC7F8CEC2C554F8...

Krishnamoorthi K S
Director – India Operations

I accept the above Internship letter

DocuSigned by: 11/25/2021
D0D14B9C4E55431...

P. Keerthana

Post your internship you will be on the rules of NU permanent employee and will be governed by the rules as stated in the job offer letter NUIT-121/2022 dated 25nd November 2021.

NU Information Technologies Pvt Ltd

Ticel Bio Park Limit, Phase-II, Module-903, CSIR Road Taramani, Chennai-600103 Ph: +91-44-22542000
www.nutechnologyinc.com

9/23/2021

Mr. Kiran Sundharapandiayan,
82/2 indirani nagar 2nd street
Mudakkusalai Madurai- 625016

Dear Kiran Sundharapandiayan,

We would like to congratulate you on being selected for the internship with our organization. Your internship will commence from 9/24/2021 till 8/31/2022.

We are confident that this assignment will be a good opportunity for you to learn and also make an impact in terms of your contribution. During the internship period, you will be paid Stipend of Rs.10, 000/- (Rupees Ten Thousand only) including tax.

The salary range will be vary based on the individual performance during the internship period, and the fixed CTC of Rs. 3.50 LPA to 4.50 LPA, on successful completion of graduation within the academic year (2022), and qualifying our education criteria. An internship period shall be extended if any delay in conducting university exams and final semester results announcement. The hard copy of appointment letter will be provided on completion of your graduation.

All confidential information, trade secrets, confidential programming, system development processes, information pertaining to the design, development and manufacturing of licensed product and data of any kind whatsoever coming into existence or acquired or used by the company or by you or by any employee or agent thereof during tenure with the company shall be treated as confidential by you and shall not disclose the same except with the express permission of the Company.

Copyright of all designs, drawings, plans and documentation pertaining to products sold, manufactured or otherwise dealt by the company shall at all times be the property of the Company. All discoveries, inventions, ideas that you may conceive during your tenure with the company, shall be the sole and exclusive property of the Company.

During this assignment you will work under the supervision of such officers as may be decided by the company from time to time. You shall diligently and faithfully carry out instructions given to you and to the best of your power, skill, ability for the business and interest of the Company.

You are expected to be present 05 days in a week and work 9.5 hrs per day and you need to complete the assignment within the stipulated time period. You will be governed by the company's rules & regulations that are in force from time to time.

You will be executing an agreement and bond for working with the company for Three (3) years which includes internship period of One (1) Year. The amount payable by you to the company for default in completing the bond period of three years would be Rs. 2,00,000/- together with any of the investments made by the Organization for providing on the job training to you including all

expenditures incurred. On receipt of which the company can release you from the contract of bond by written confirmation.

We look forward to having you as part of our team and to a mutually beneficial association.

Please sign and return the copy of this letter as a token of your acceptance.

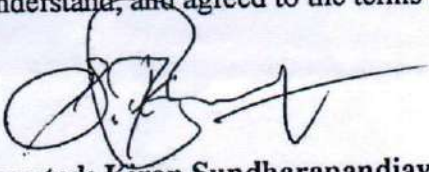
With best wishes,

For Kumaran Systems Private Limited



Ramu. R
Chief Operating Officer

I understand, and agreed to the terms and conditions.



Accepted: Kiran Sundharapandiayan
Date: 9/24/2021

9/23/2021

Mr. Azhageswaran Raja,
Door NO: 10/98,
Chockkanathapuram 2nd street,
New vilangudi, Madurai- 625018

Dear Azhageswaran Raja,

We would like to congratulate you on being selected for the internship with our organization. Your internship will commence from 9/24/2021 till 8/31/2022.

We are confident that this assignment will be a good opportunity for you to learn and also make an impact in terms of your contribution. During the internship period, you will be paid Stipend of Rs.10, 000/- (Rupees Ten Thousand only) including tax.

The salary range will be vary based on the individual performance during the internship period, and the fixed CTC of Rs. 3.50 LPA to 4.50 LPA, on successful completion of graduation within the academic year (2022), and qualifying our education criteria. An internship period shall be extended if any delay in conducting university exams and final semester results announcement. The hard copy of appointment letter will be provided on completion of your graduation.

All confidential information, trade secrets, confidential programming, system development processes, information pertaining to the design, development and manufacturing of licensed product and data of any kind whatsoever coming into existence or acquired or used by the company or by you or by any employee or agent thereof during tenure with the company shall be treated as confidential by you and shall not disclose the same except with the express permission of the Company.

Copyright of all designs, drawings, plans and documentation pertaining to products sold, manufactured or otherwise dealt by the company shall at all times be the property of the Company. All discoveries, inventions, ideas that you may conceive during your tenure with the company, shall be the sole and exclusive property of the Company.

During this assignment you will work under the supervision of such officers as may be decided by the company from time to time. You shall diligently and faithfully carry out instructions given to you and to the best of your power, skill, ability for the business and interest of the Company.

You are expected to be present 05 days in a week and work 9.5 hrs per day and you need to complete the assignment within the stipulated time period. You will be governed by the company's rules & regulations that are in force from time to time.

You will be executing an agreement and bond for working with the company for Three (3) years which includes internship period of One (1) Year. The amount payable by you to the company for default in completing the bond period of three years would be Rs. 2,00,000/- together with any of the investments made by the Organization for providing on the job training to you including all

expenditures incurred. On receipt of which the company can release you from the contract of bond by written confirmation.

We look forward to having you as part of our team and to a mutually beneficial association.

Please sign and return the copy of this letter as a token of your acceptance.

With best wishes,

For Kumaran Systems Private Limited

Ramu. R
Chief Operating Officer

I understand, and agreed to the terms and conditions.

Accepted: Azhageswaran Raja
Date: 9/24/2021

Date: 10-Feb-2022

Provisional Letter of Employment

Dear **Pradeepa Lakshmanan**

Thank you for the keen interest you have shown in **KANINI Software Solutions** (a fully owned Subsidiary of KANINI Software Solutions Inc, USA). Further to the discussions that we have had with you, we are delighted to offer you a Provisional appointment for the position of Intern for duration of 3 to 6 months with a stipend of Rs. 10,000/ month and further as **Trainee Associate** as a full-time employee on roll, on successful completion of internship.

A detailed offer letter showing all the terms of your employment will be provided up on your acceptance of this provisional appointment and completion of internship.

Your annual cost to the company would be **INR 4,00,000 as** an employee. A breakup of this would be provided along with your offer letter once you complete your internship.

We urge you to send an acceptance by replying to this offer.

Looking forward to your joining with our "Winning Team".

This offer of employment is subject to the following:

- Upon you clearing of all subjects with no standing arrears when the course gets completed in the academic year 2021-22.
- This offer stands confirmed as indicated on completion of your internship for the period agreed
- You, sending a confirmation of acceptance to this offer within 3 days from the date of receipt of this offer letter.

We will keep you informed about your confirmed date of joining through an email upon completion of pre-employment activities.

With best wishes,

Yours sincerely,

For **KANINI Software Solutions,**



Srinivasan Karunakaran
Chief Operating Officer

Vishal Ponnachen <vishal.ponnachen@kanini.com> Thu Mar 24 5:12 PM
(4 days ago)
to Sit_dineshselvaraj0001, me, leninprasanna223, pradeepa3082000, selvasathya1011

Hi Arockia

Thank you for the confirmation.

The internship starts on 4th Apr. The training team will reach out on their mobile nos/ email for the next formalities.

Marking them in this mail so that all are on the same understanding.

Warm Regards,
Vishal
Manager - Talent Acquisition

KANINI SOFTWARE SOLUTIONS

Rattina Tek Meadows

No. 51, Tower - B, 3rd Floor, OMR, Sholinganallur, Chennai 600119

+91 9840381588

WWW.KANINI.COM

From: Sit Placement <placement@sethu.ac.in>
Sent: 24 March 2022 17:02
To: Vishal Ponnachen <vishal.ponnachen@kanini.com>
Subject: Re: Kanini Software Solutions - Final Shortlisted Candidates - Apr 2022

Dear Sir,

Hope this mail finds you in good health and spirits. All the selected students of Kanini systems are available and they will be joining for the internship as per your instructions.

Looking forward to keep connected with you always.

Thanks and Regards
Y. Arockia Jesuraj M.Tech., (Ph.D)
Dean - Placement
9944551673 / 9842970074

S.Ramesh Kumar., M.Tech(Ph.D)
Placement Officer
97912 48375 / 98428 70078

Sethu Institute of Technology
Pulloor kariapatti
Virudhunagar district Tamilnadu

On Tue, Mar 22, 2022 at 2:09 PM Vishal Ponnachen <vishal.ponnachen@kanini.com> wrote:

Hi Arockia,

As discussed, below candidates have been offered for the internship and Permanent placement with us

Kindly speak to them and give us a confirmation asap on the below

Details -

1. Internship period would be from 4th Apr - Mid July
2. The timing of the internship would be between 9am to 5pm
3. Students should have their own laptops for the internship program and it would be a virtual session
4. Students would be allowed to take up exams in between however please make sure that they are allowed to attend the internship without issues. Kindly let them know they shouldn't skip sessions in between without reasons.

Name	Branch	College	Contact Number	Email
Dinesh Selvaraj	CSE	Sethu Institute of Technology	8825948284	dineshselvareja0001@gmail.com
Jeyakumar Moorthy	EEE	Sethu Institute of Technology	8056595771	krishnakumar085@gmail.com
Lenin Prasanna Gopalakrishnan	ECE	Sethu Institute of Technology	9043720662	leninprasanna223@gmail.com
Pradeep Lakshmanan	ECE	Sethu Institute of Technology	6363701040	pradeepa3062000@gmail.com
Sathyaapriya Alagar	ECE	Sethu Institute of Technology	9077699029	sathyaapriya1011@gmail.com

Warm Regards,

Vishal

Manager - Talent Acquisition

KANINI SOFTWARE SOLUTIONS

Rathna Tek Meadows

No. 51, Tower - B, 3rd Floor, OMR, Sholinganallur, Chennai 600119

+91 9840381568

9/19/2021

Mr. Dhanasekaran B
5-19-60, T. S. Ramalinga Nagar 2nd Street
Madurai Road, Aruppukottai - 626101

Dear Dhanasekaran B,

We would like to congratulate you on being selected for the internship with our organization. Your internship will commence from **9/20/2021** till **8/27/2022**.

We are confident that this assignment will be a good opportunity for you to learn and also make an impact in terms of your contribution. During the internship period, you will be paid Stipend of **Rs.10, 000/- (Rupees Ten Thousand only)** including tax.

The salary range will be vary based on the individual performance during the internship period, and the fixed **CTC of Rs. 3.50 LPA to 4.50 LPA**, on successful completion of graduation within the academic year (2022), and qualifying our education criteria. An internship period shall be extended if any delay in conducting university exams and final semester results announcement. The hard copy of appointment letter will be provided on completion of your graduation.

All confidential information, trade secrets, confidential programming, system development processes, information pertaining to the design, development and manufacturing of licensed product and data of any kind whatsoever coming into existence or acquired or used by the company or by you or by any employee or agent thereof during tenure with the company shall be treated as confidential by you and shall not disclose the same except with the express permission of the Company.

Copyright of all designs, drawings, plans and documentation pertaining to products sold, manufactured or otherwise dealt by the company shall at all times be the property of the Company. All discoveries, inventions, ideas that you may conceive during your tenure with the company, shall be the sole and exclusive property of the Company.

During this assignment you will work under the supervision of such officers as may be decided by the company from time to time. You shall diligently and faithfully carry out instructions given to you and to the best of your power, skill, ability for the business and interest of the Company.

You are expected to be present 05 days in a week and work 9.5 hrs per day and you need to complete the assignment within the stipulated time period. You will be governed by the company's rules & regulations that are in force from time to time.

You will be executing an agreement and bond for working with the company for Three (3) years which includes internship period of One (1) Year. The amount payable by you to the company for default in completing the bond period of three years would be Rs. 2,00,000/- together with any of the investments made by the Organization for providing on the job training to you including all

expenditures incurred. On receipt of which the company can release you from the contract of bond by written confirmation.

We look forward to having you as part of our team and to a mutually beneficial association.

Please sign and return the copy of this letter as a token of your acceptance.

With best wishes,

For Kumaran Systems Private Limited



Ramu. R
Chief Operating Officer

I understand, and agreed to the terms and conditions.

Accepted: Dhanasekaran B

Date: 9/20/2021

9/19/2021

Mr. Aathinarayanan Thangaraj
157/A Uranipatti Street, Srivillipittur
Viruthunagar District - 626125

Dear Aathinarayanan Thangaraj,

We would like to congratulate you on being selected for the internship with our organization. Your internship will commence from **9/20/2021** till **8/25/2022**.

We are confident that this assignment will be a good opportunity for you to learn and also make an impact in terms of your contribution. During the internship period, you will be paid Stipend of **Rs.10, 000/- (Rupees Ten Thousand only)** including tax.

The salary range will be vary based on the individual performance during the internship period, and the fixed **CTC of Rs. 3.50 LPA to 4.50 LPA**, on successful completion of graduation within the academic year (2022), and qualifying our education criteria. An internship period shall be extended if any delay in conducting university exams and final semester results announcement. The hard copy of appointment letter will be provided on completion of your graduation.

All confidential information, trade secrets, confidential programming, system development processes, information pertaining to the design, development and manufacturing of licensed product and data of any kind whatsoever coming into existence or acquired or used by the company or by you or by any employee or agent thereof during tenure with the company shall be treated as confidential by you and shall not disclose the same except with the express permission of the Company.

Copyright of all designs, drawings, plans and documentation pertaining to products sold, manufactured or otherwise dealt by the company shall at all times be the property of the Company. All discoveries, inventions, ideas that you may conceive during your tenure with the company, shall be the sole and exclusive property of the Company.

During this assignment you will work under the supervision of such officers as may be decided by the company from time to time. You shall diligently and faithfully carry out instructions given to you and to the best of your power, skill, ability for the business and interest of the Company.

You are expected to be present 05 days in a week and work 9.5 hrs per day and you need to complete the assignment within the stipulated time period. You will be governed by the company's rules & regulations that are in force from time to time.

You will be executing an agreement and bond for working with the company for Three (3) years which includes internship period of One (1) Year. The amount payable by you to the company for default in completing the bond period of three years would be Rs. 2,00,000/- together with any of the investments made by the Organization for providing on the job training to you including all

expenditures incurred. On receipt of
by written confirmation.

We look forward to having you as pa

Please sign and return the copy of th

With best wishes,

For Kumaran Systems Private Lir

A handwritten signature in black ink, consisting of several vertical strokes followed by a wavy line.

expenditures incurred. On receipt of which the company can release you from the contract of bond by written confirmation.

We look forward to having you as part of our team and to a mutually beneficial association.

Please sign and return the copy of this letter as a token of your acceptance.

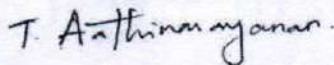
With best wishes,

For Kumaran Systems Private Limited



Ramu. R
Chief Operating Officer

I understand, and agreed to the terms and conditions.



Accepted: Aathinarayanan Thangaraj
Date: 9/20/2021

9/19/2021

Mr. Aathinarayanan Thangaraj
157/A Uranipatti Street, Srivillipi
Viruthunagar District - 626125

Dear Aathinarayanan Thangaraj,

We would like to congratulate you on
internship will commence from 9/20

We are confident that this assignment
will have a positive impact in terms of your contribution.
Rs.10, 000/- (Rupees Ten Thousand)

The salary range will be vary based
on the fixed **CTC of Rs. 3.50 LPA**
for the academic year (2022) and qua



KANINI

Excellence Redefined

Date: 10-Feb-2022

Provisional Letter of Employment

Dear **Sathiyapriya Alagar**

Thank you for the keen interest you have shown in **KANINI Software Solutions** (a fully owned Subsidiary of KANINI Software Solutions Inc, USA). Further to the discussions that we have had with you, we are delighted to offer you a Provisional appointment for the position of Intern for duration of 3 to 6 months with a stipend of Rs. 10,000/ month and further as **Trainee Associate** as a full-time employee on roll, on successful completion of internship.

A detailed offer letter showing all the terms of your employment will be provided up on your acceptance of this provisional appointment and completion of internship.

Your annual cost to the company would be **INR 4,00,000 as** an employee. A breakup of this would be provided along with your offer letter once you complete your internship.

We urge you to send an acceptance by replying to this offer.

Looking forward to your joining with our "Winning Team".

This offer of employment is subject to the following:

- Upon you clearing of all subjects with no standing arrears when the course gets completed in the academic year 2021-22.
- This offer stands confirmed as indicated on completion of your internship for the period agreed
- You, sending a confirmation of acceptance to this offer within 3 days from the date of receipt of this offer letter.

We will keep you informed about your confirmed date of joining through an email upon completion of pre-employment activities.

With best wishes,

Yours sincerely,

For **KANINI Software Solutions,**

Srinivasan Karunakaran
Chief Operating Officer

Vishal Ponnachen <vishal.ponnachen@kanini.com> Thu, Mar 24, 5:12 PM
(4 days ago)
to: Sit, dineshselvaraj0001, me, leninprasanna223, pradeepa3082000, selvasathya1011

Hi Arockia,

Thank you for the confirmation.

The internship starts on 4th Apr. The training team will reach out on their mobile nos /email for the next formalities.

Marking them in this mail so that all are on the same understanding.

Warm Regards,

Vishal

Manager - Talent Acquisition

KANINI SOFTWARE SOLUTIONS

Ratha Tek Meadows

No. 51, Tower - B, 3rd Floor, OMR, Sholinganallur, Chennai 600119

+91 9840381588

WWW.KANINI.COM

From: Sit Placement <placement@sethu.ac.in>

Sent: 24 March 2022 17:02

To: Vishal Ponnachen <vishal.ponnachen@kanini.com>

Subject: Re: Kanini Software Solutions - Final Shortlisted Candidates - Apr 2022

Dear Sir,

Hope this mail finds you in good health and spirits. All the selected students of Kanini systems are available and they will be joining for the internship as per your instructions.

Looking forward to keep connected with you always.

Thanks and Regards

Y. Arockia Jesuraj M.Tech., (Ph.D)

Dean - Placement

9944551673 / 9842970074

S.Ramesh Kumar., M.Tech(Ph.D)

Placement Officer

97912 48375 / 98428 70078

Sethu Institute of Technology

Pulloor kariapatti

Virudhunagar district Tamilnadu

On Tue, Mar 22, 2022 at 2:09 PM Vishal Ponnachen <vishal.ponnachen@kanini.com> wrote:

Hi Arockia,

As discussed, below candidates have been offered for the Internship and Permanent placement with us.

Kindly speak to them and give us a confirmation asap on the below

Details -

1. Internship period would be from 4th Apr - Mid July
2. The timing of the internship would be between 9am to 6pm
3. Students should have their own laptops for the internship program and it would be a virtual session.
4. Students would be allowed to take up exams in between however please make sure that they are allowed to attend the internship without issues. Kindly let them know they shouldn't skip sessions in between without reasons.

Name	Branch	College	Contact Number	Email
Dinesh Selvaraj	CSE	Sethu Institute of Technology	8825948284	dineshselvaraj0001@gmail.com
Jeyakumar Moorthy	EEE	Sethu Institute of Technology	8056595771	krishakumar085@gmail.com
Lenin Prasanna Gopalakrishnan	ECE	Sethu Institute of Technology	9043720062	leninprasanna223@gmail.com
Pradeepa Lakshmanan	ECE	Sethu Institute of Technology	6369701040	pradeepa3062000@gmail.com
Sathiyapriya Alagar	ECE	Sethu Institute of Technology	9677699029	selvasathya1011@gmail.com

Warm Regards,

Vishal

Manager - Talent Acquisition

KANINI SOFTWARE SOLUTIONS

Rattha Tek Meadows

No. 51, Tower - B, 3rd Floor, OMR, Sholinganallur, Chennai 600119

+91 9840381588



KANINI

Excellence Redefined

Date: 10-Feb-2022

Provisional Letter of Employment

Dear **Jeyakumar Moorthy**

Thank you for the keen interest you have shown in **KANINI Software Solutions** (a fully owned Subsidiary of KANINI Software Solutions Inc, USA). Further to the discussions that we have had with you, we are delighted to offer you a Provisional appointment for the position of Intern for duration of 3 to 6 months with a stipend of Rs. 10,000/ month and further as **Trainee Associate** as a full-time employee on roll, on successful completion of internship.

A detailed offer letter showing all the terms of your employment will be provided up on your acceptance of this provisional appointment and completion of internship.

Your annual cost to the company would be **INR 4,00,000 as** an employee. A breakup of this would be provided along with your offer letter once you complete your internship.

We urge you to send an acceptance by replying to this offer.

Looking forward to your joining with our "Winning Team".

This offer of employment is subject to the following:

- Upon you clearing of all subjects with no standing arrears when the course gets completed in the academic year 2021-22.
- This offer stands confirmed as indicated on completion of your internship for the period agreed
- You, sending a confirmation of acceptance to this offer within 3 days from the date of receipt of this offer letter.

We will keep you informed about your confirmed date of joining through an email upon completion of pre-employment activities.

With best wishes,

Yours sincerely,

For **KANINI Software Solutions,**

Srinivasan Karunakaran
Chief Operating Officer

Vishal Ponnachen <vishal.ponnachen@kanini.com> Thu, Mar 24, 5:12 PM
(4 days ago)

to Sit, dineshselvaraj0001, me, leninprasanna223, pradeepa3082000, selvasathya1011

Hi Arockia,

Thank you for the confirmation.

The internship starts on 4th Apr. The training team will reach out on their mobile nos./email for the next formalities.

Marking them in this mail so that all are on the same understanding.

Warm Regards,
Vishal
Manager - Talent Acquisition

KANINI SOFTWARE SOLUTIONS

Rattha Tek Meadows

No. 51, Tower - B, 3rd Floor, OMR, Sholinganallur, Chennai 600119.
+91 9840381588

WWW.KANINI.COM

From: Sit Placement <placement@sethu.ac.in>

Sent: 24 March 2022 17:02

To: Vishal Ponnachen <vishal.ponnachen@kanini.com>

Subject: Re: Kanini Software Solutions - Final Shortlisted Candidates - Apr 2022

Dear Sir,

Hope this mail finds you in good health and spirits. All the selected students of Kanini systems are available and they will be joining for the internship as per your instructions.

Looking forward to keep connected with you always.

Thanks and Regards

Y. Arockia Jesuraj M.Tech., (Ph.D)

Dean - Placement

9944551673 / 9842970074

S.Ramesh Kumar., M.Tech(Ph.D)

Placement Officer

97912 48375 / 98428 70078

Sethu Institute of Technology

Pulloor kariapatti

Virudhunagar district Tamilnadu

On Tue, Mar 22, 2022 at 2:09 PM Vishal Ponnachen <vishal.ponnachen@kanini.com> wrote:

Hi Arockia,

As discussed, below candidates have been offered for the Internship and Permanent placement with us.

Kindly speak to them and give us a confirmation asap on the below.

Details –

1. Internship period would be from 4th Apr – Mid July.
2. The timing of the internship would be between 9am to 6pm
3. Students should have their own laptops for the internship program and it would be a virtual session.
4. Students would be allowed to take up exams in between however please make sure that they are allowed to attend the internship without issues. Kindly let them know they shouldn't skip sessions in between without reasons.

Name	Branch	College	Contact Number	Email
Dinesh Selvaraj	CSE	Sethu Institute of Technology	8825948284	dineshselvaraj0001@gmail.com
Jeyakumar Moorthy	EEE	Sethu Institute of Technology	8056595771	krishkumar085@gmail.com
Lenin Prasanna Gopalakrishnan	ECE	Sethu Institute of Technology	9043720662	leninprasanna223@gmail.com
Pradeepa Lakshmanan	ECE	Sethu Institute of Technology	6369701040	pradeepa3082000@gmail.com
Sathiyapriya Alagar	ECE	Sethu Institute of Technology	9677699029	selvasathya1011@gmail.com

Warm Regards,
Vishal
Manager - Talent Acquisition

KANINI SOFTWARE SOLUTIONS

Rattha Tek Meadows
No. 51, Tower - B, 3rd Floor, OMR, Sholinganallur, Chennai 600119.
+91 9840381588



KANINI

Excellence Redefined

Date: 10-Feb-2022

Provisional Letter of Employment

Dear **Dinesh Selvaraj**

Thank you for the keen interest you have shown in **KANINI Software Solutions** (a fully owned Subsidiary of KANINI Software Solutions Inc, USA). Further to the discussions that we have had with you, we are delighted to offer you a Provisional appointment for the position of Intern for duration of 3 to 6 months with a stipend of Rs. 10,000/ month and further as **Trainee Associate** as a full-time employee on roll, on successful completion of internship.

A detailed offer letter showing all the terms of your employment will be provided up on your acceptance of this provisional appointment and completion of internship.

Your annual cost to the company would be **INR 4,00,000 as** an employee. A breakup of this would be provided along with your offer letter once you complete your internship.

We urge you to send an acceptance by replying to this offer.

Looking forward to your joining with our "Winning Team".

This offer of employment is subject to the following:

- Upon you clearing of all subjects with no standing arrears when the course gets completed in the academic year 2021-22.
- This offer stands confirmed as indicated on completion of your internship for the period agreed
- You, sending a confirmation of acceptance to this offer within 3 days from the date of receipt of this offer letter.

We will keep you informed about your confirmed date of joining through an email upon completion of pre-employment activities.

With best wishes,

Yours sincerely,

For **KANINI Software Solutions,**

Srinivasan Karunakaran
Chief Operating Officer

Vishal Ponnachen <vishal.ponnachen@kanini.com> Thu, Mar 24, 5:12 PM
(4 days ago)

to Sit, dineshselvaraj0001, me, leninprasanna223, pradeepa3082000, selvasathya1011

Hi Arockia,

Thank you for the confirmation.

The internship starts on 4th Apr. The training team will reach out on their mobile nos./email for the next formalities.

Marking them in this mail so that all are on the same understanding.

Warm Regards,
Vishal
Manager - Talent Acquisition

KANINI SOFTWARE SOLUTIONS

Rattha Tek Meadows

No. 51, Tower - B, 3rd Floor, OMR, Sholinganallur, Chennai 600119.
+91 9840381588

WWW.KANINI.COM

From: Sit Placement <placement@sethu.ac.in>

Sent: 24 March 2022 17:02

To: Vishal Ponnachen <vishal.ponnachen@kanini.com>

Subject: Re: Kanini Software Solutions - Final Shortlisted Candidates - Apr 2022

Dear Sir,

Hope this mail finds you in good health and spirits. All the selected students of Kanini systems are available and they will be joining for the internship as per your instructions.

Looking forward to keep connected with you always.

Thanks and Regards
Y. Arockia Jesuraj M.Tech., (Ph.D)
Dean - Placement
9944551673 / 9842970074

S.Ramesh Kumar., M.Tech(Ph.D)
Placement Officer
97912 48375 / 98428 70078

Sethu Institute of Technology

Pulloor kariapatti
Virudhunagar district Tamilnadu

On Tue, Mar 22, 2022 at 2:09 PM Vishal Ponnachen <vishal.ponnachen@kanini.com> wrote:

Hi Arockia,

As discussed, below candidates have been offered for the Internship and Permanent placement with us.

Kindly speak to them and give us a confirmation asap on the below.

Details –

1. Internship period would be from 4th Apr – Mid July.
2. The timing of the internship would be between 9am to 6pm
3. Students should have their own laptops for the internship program and it would be a virtual session.
4. Students would be allowed to take up exams in between however please make sure that they are allowed to attend the internship without issues. Kindly let them know they shouldn't skip sessions in between without reasons.

Name	Branch	College	Contact Number	Email
Dinesh Selvaraj	CSE	Sethu Institute of Technology	8825948284	dineshselvaraj0001@gmail.com
Jeyakumar Moorthy	EEE	Sethu Institute of Technology	8056595771	krishkumar085@gmail.com
Lenin Prasanna Gopalakrishnan	ECE	Sethu Institute of Technology	9043720662	leninprasanna223@gmail.com
Pradeepa Lakshmanan	ECE	Sethu Institute of Technology	6369701040	pradeepa3082000@gmail.com
Sathiyapriya Alagar	ECE	Sethu Institute of Technology	9677699029	selvasathya1011@gmail.com

Warm Regards,
Vishal
Manager - Talent Acquisition

KANINI SOFTWARE SOLUTIONS

Rattha Tek Meadows
No. 51, Tower - B, 3rd Floor, OMR, Sholinganallur, Chennai 600119.
+91 9840381588



KANINI

Excellence Redefined

Date: 10-Feb-2022

Provisional Letter of Employment

Dear **Lenin Prasanna Gopalakrishnan**

Thank you for the keen interest you have shown in **KANINI Software Solutions** (a fully owned Subsidiary of KANINI Software Solutions Inc, USA). Further to the discussions that we have had with you, we are delighted to offer you a Provisional appointment for the position of Intern for duration of 3 to 6 months with a stipend of Rs. 10,000/ month and further as **Trainee Associate** as a full-time employee on roll, on successful completion of internship.

A detailed offer letter showing all the terms of your employment will be provided up on your acceptance of this provisional appointment and completion of internship.

Your annual cost to the company would be **INR 4,00,000** as an employee. A breakup of this would be provided along with your offer letter once you complete your internship.

We urge you to send an acceptance by replying to this offer.

Looking forward to your joining with our "Winning Team".

This offer of employment is subject to the following:

- Upon you clearing of all subjects with no standing arrears when the course gets completed in the academic year 2021-22.
- This offer stands confirmed as indicated on completion of your internship for the period agreed
- You, sending a confirmation of acceptance to this offer within 3 days from the date of receipt of this offer letter.

We will keep you informed about your confirmed date of joining through an email upon completion of pre-employment activities.

With best wishes,

Yours sincerely,

For **KANINI Software Solutions,**

Srinivasan Karunakaran
Chief Operating Officer

KANINI Software Solutions India Private Limited
(An ISO 9001:2015 Certified Company)

Rattha Tek Meadows, No. 51, Tower - B, 3rd Floor, OMR, Sholinganallur,
Chennai -600 119 | Phone : +91 44 40098700 | www.KANINI.com

Vishal Ponnachen <vishal.ponnachen@kanini.com> Thu, Mar 24, 5:12 PM
(4 days ago)

to Sit, dineshselvaraj0001, me, leninprasanna223, pradeepa3082000, selvasathya1011

Hi Arockia,

Thank you for the confirmation.

The internship starts on 4th Apr. The training team will reach out on their mobile nos./email for the next formalities.

Marking them in this mail so that all are on the same understanding.

Warm Regards,
Vishal
Manager - Talent Acquisition

KANINI SOFTWARE SOLUTIONS

Rattha Tek Meadows

No. 51, Tower - B, 3rd Floor, OMR, Sholinganallur, Chennai 600119.
+91 9840381588

WWW.KANINI.COM

From: Sit Placement <placement@sethu.ac.in>

Sent: 24 March 2022 17:02

To: Vishal Ponnachen <vishal.ponnachen@kanini.com>

Subject: Re: Kanini Software Solutions - Final Shortlisted Candidates - Apr 2022

Dear Sir,

Hope this mail finds you in good health and spirits. All the selected students of Kanini systems are available and they will be joining for the internship as per your instructions.

Looking forward to keep connected with you always.

Thanks and Regards

Y. Arockia Jesuraj M.Tech., (Ph.D)

Dean - Placement

9944551673 / 9842970074

S.Ramesh Kumar., M.Tech(Ph.D)

Placement Officer

97912 48375 / 98428 70078

Sethu Institute of Technology

Pulloor kariapatti

Virudhunagar district Tamilnadu

On Tue, Mar 22, 2022 at 2:09 PM Vishal Ponnachen <vishal.ponnachen@kanini.com> wrote:

Hi Arockia,

As discussed, below candidates have been offered for the Internship and Permanent placement with us.

Kindly speak to them and give us a confirmation asap on the below.

Details –

1. Internship period would be from 4th Apr – Mid July.
2. The timing of the internship would be between 9am to 6pm
3. Students should have their own laptops for the internship program and it would be a virtual session.
4. Students would be allowed to take up exams in between however please make sure that they are allowed to attend the internship without issues. Kindly let them know they shouldn't skip sessions in between without reasons.

Name	Branch	College	Contact Number	Email
Dinesh Selvaraj	CSE	Sethu Institute of Technology	8825948284	dineshselvaraj0001@gmail.com
Jeyakumar Moorthy	EEE	Sethu Institute of Technology	8056595771	krishkumar085@gmail.com
Lenin Prasanna Gopalakrishnan	ECE	Sethu Institute of Technology	9043720662	leninprasanna223@gmail.com
Pradeepa Lakshmanan	ECE	Sethu Institute of Technology	6369701040	pradeepa3082000@gmail.com
Sathiyapriya Alagar	ECE	Sethu Institute of Technology	9677699029	selvasathya1011@gmail.com

Warm Regards,
Vishal
Manager - Talent Acquisition

KANINI SOFTWARE SOLUTIONS

Rattha Tek Meadows

No. 51, Tower - B, 3rd Floor, OMR, Sholinganallur, Chennai 600119.
+91 9840381588



INNODHA

KNOW BETTER. DO BETTER

December 02nd, 2021

Siva C,

Madurai,

Tamil Nadu.

Phone: +91-80569 08934

Sub: Job Offer Letter for the post of **Programmer Trainee**.

Dear **Siva C**,

Congratulations! We are pleased to inform you that you have been selected to work for **innodha Technologies**. We are delighted to make you the following job offer. The position we are offering is that of a **Programmer Trainee**. Initially you will be on probation for a period of three months. This position reports to the Manager that has been assigned to you.

Please submit the copies of the following documents.

1. 10th/12th Certificate
2. Course Completion Certificate
3. Address Proof – Passport, Driving Licence
4. Pan Card/Aadhaar Card.
5. Digital as well as 3 copies of your recent photo – passport size (on joining).

We would like you to start work on **06/December/2021**

If there is anything you are unclear about, disagree with or wish to discuss, please feel free to contact us.

Please sign the enclosed copy of this letter as well as the agreements and return it to Mr. K Sheik Abdullah (business@innodha.com) by **06/December/2021** to indicate your acceptance of this offer, failing which this offer would stand to be cancelled.



(+91)9080050626



business@innodha.com
www.innodha.com



Technology Business Incubator (TCE-TBI),
TCE-Campus,
Thiruparankundram,
Madurai-625015.
Tamil Nadu, India.

General Terms and Conditions

1.1 This letter contains the general terms and conditions of your employment in India and it supersedes' other documents, employment letters and contracts entered into earlier. This letter is subject to change from time to time at the Company's discretion.

1.2 We trust that you have provided us with true declaration and information. The Company reserves the right to take appropriate action including the termination of employment without notice should a false declaration is made by you.

1.3 Background Check This clause is applicable to you during your probation period also. Your appointment might be subject to the verification of your credentials, testimonials and other particulars mentioned by you in your application at the time of your appointment. If the particulars given by you are in any way found to be inaccurate or misleading, your employment shall be deemed to be automatically cancelled and your services will be terminated. If required, the Company may also conduct client specific background checks regarding you after the commencement of your employment, in the event that a Company client requires background checks to be conducted as an eligibility condition for working on projects for such client and if you are staffed / are to be staffed to any such project. In the event any client prescribed background checks are to be conducted, you will be required to cooperate fully in the exercise and disclose the relevant information required from you for successfully completing such background check. Based on the results of such background check, the Company reserves the right to withdraw your staffing on such project, or to take disciplinary action against you as appropriate.

1.4 You warrant that you are not prevented by a court or by any other administrative or judicial order from providing the services required under this employment.

1.5 Your employment is governed by this letter and the applicable rules and policies provided in the available with Human Resources.

1.6 This offer is being made to you subject to your producing the relevant documents as intimated to you by the Company.

1.7 Your retention in Company's employment may be subject to your continuous medical fitness. Company reserves the right to ask you to undergo medical examination as and when considered necessary.

1.8 You will have a salary appraisal once a year in the month of March-April, provided you have been employed and currently in employment at Innodha Technologies Pvt. Ltd. for One Hundred and Eighty Days prior to the said appraisal month.



(+91)9080050626



business@innodha.com
www.innodha.com



Technology Business Incubator (TCE-TBI),
TCE-Campus,
Thiruparankundram,
Madurai-625015.
Tamil Nadu, India.



INNODHA

KNOW BETTER. DO BETTER

1.9 For whatever reason if the employee decides to terminate employment the notice period to be served is ninety days.

2.0 In the unlikely event for whatever reason it may be that you decide not to join the organization after communicating your acceptance to the company, you would have to pay a penalty not limited to 10% of your annual Gross CTC, failing which the company would be forced to take legal recourse against you to the fullest extent permissible by law.

2.1 In the event that you have been found to be furnishing false information, you will be terminated with immediate effect.

We are confident you will be able to make a significant contribution to the success of our Company.

Sincerely,

K Sheik Abdullah,

Director,

Innodha Technologies Pvt Ltd.

innodha Technologies P.V.T.Ltd.,
TCE-TBI CAMPUS,
Thiruparankudram,
Madurai-625 5015,
Mob: 08072 183735.

I accept the offer as well as the terms and conditions as outlined above.

C. Siva

(Name & Signature)

Date: 06/12/21



(+91)9080050626



business@innodha.com
www.innodha.com



Technology Business Incubator (TCE-TBI),
TCE-Campus,
Thiruparankudram,
Madurai-625015.
Tamil Nadu, India.



INNODHA

KNOW BETTER. DO BETTER

Annexure 1

(All figures in INR)

Innodha Technologies Pvt Ltd	
Designation	Programmer Trainee
Cost to Company Per Month	Three months stipend



(+91)9080050626



business@innodha.com
www.innodha.com



Technology Business Incubator (TCE-TBI),
TCE-Campus,
Thiruparankundram,
Madurai-625015.
Tamil Nadu, India.



13-Jan-2022

Mahesh Babu
B.Tech Information Technology
Sethu Institute of Technology, Kariapatti

Dear Mahesh Babu,

Further to our Letter of Intent / Offer for the position of Programmer Analyst Trainee / Programmer Analyst aligned to the hiring category and in response to your subsequent confirmation for Internship Program with us, we are pleased to offer you an Internship with us for **a period of 3 to 6 months**, starting Dec 2021.

During this period, you will be provided with a stipend of INR 12,000 per month equated to the planned duration of the Internship curriculum and will be paid only subject to successful completion of milestones as defined in the curriculum prior to the monthly stipend processing window for a given month based on your performance and attendance.

Actual commencement of Internship dates and duration would be shortly communicated to you and the internship would be based on the business demand aligned to your skill tracks.

Though Cognizant Internship being a pre- requisite skill and capability development program, it does not guarantee employment. However, the successful completion of internship will form a critical part of your employment with Cognizant if an opportunity arises in future.

You will undergo a learning curriculum as per the learning track assigned to you. The learning path will include in-depth sessions, hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The outcome during Internship would be monitored through formal evaluations.

Prior to joining on the rolls of Cognizant, you must have successfully completed the prescribed Internship program. In the event of unsatisfactory Internship, Cognizant reserves rights at its sole discretion to revoke its employment offer.

Please also note that:

- The Internship timings would be for 9 hours per day from Monday through Friday aligned to the working timings followed in Cognizant
- Interns are covered under Cognizant's calendar holidays of the respective location of internship and you would need to adhere with minimum attendance requirements. Prior approvals are must towards any unavoidable leave or break requests during the program.
- There would be zero tolerance to plagiarisms and misconduct during the internship. Any such incident reported will lead to immediate cancellation of internship without any notice.
- You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions.
- You may be required, to travel to other locations within India if there is a business need as per your internship program
- Cognizant reserves rights regarding IT infra as applicable and access to information and material of Cognizant during the internship period and may modify or amend the Cognizant GenC program terms and conditions from time to time
- Stipend payment will be done for the prescribed Internship Curriculum period only and no additional payment will be done for any delay in completion.
- Attendance and successful completion of Milestone(s) are the eligible factors for processing stipend payment and tenure spent will not guarantee your monthly stipend payment.

At the time of your reporting for the internship, you will be required to sign a Non - Disclosure Agreement with the company. During the course of your Internship and after completion of the same, you are required to maintain strictest confidentiality with respect to company proprietary or products that you access or come into contact with, during your project as an Intern, at all times as per our Policy. Use of company proprietary information or products shall not be made without prior permission from the concerned authority. Any breach of information security will be dealt as per Company Policy.

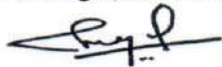
You will also be required to submit the following documents at the time of reporting;

- Photocopy of your Passport & Visa
- Photocopy of your Certificates / Mark Sheets in support of your Educational Qualification(s)
- 2 Passport-size photographs
- Pan Card
- Aadhar Card
- Personal individual bank account from a nationalized bank for processing stipend

Please do not hesitate to call us for any information you may need.

We wish you good luck.

Yours sincerely,
For **Cognizant Technology Solutions India Pvt. Ltd.,**



Maya Sreekumar
Vice President - Human Resource

I accept the terms and conditions of the internship program as mentioned above.

Signature:

Date:



Chennai
13-10-2021

Dear Hari Haran Nagendran,

With reference to the discussion, you had with us on 12th October 2021, we are pleased to inform you that you have been selected for an internship from the campus drive interview. You are advised to join on 1st November 2021.


During your internship, you will be paid a stipend of INR 20,000/- (twenty thousand only) per month. Depending on your performance during your internship, you will be hired as an employee.

The following copy of the certificates to be produced at the time of joining without fail.

1. 10th, 12th, Diploma/Degree Mark Sheet & Degree Certificates. (Photocopy with attestation)
2. Transfer Certificate / Proof of DOB.
3. Address Proof (Ration Card, Driving license, etc.).
4. Bonafide certificate from college.
5. Aadhar Card.

The Internship appointment letter with all the terms and conditions discussed and agreed will be given to you at the time of joining.

For Crystal Delta Solutions Pvt. Ltd

DocuSigned by:

64EF873944CD45F...

Melton Soosai

Head of Operations

13/10/2021 | 4:33 PM IST

DocuSigned by:

8451610507AF42D...
Hari Haran

13/10/2021 | 3:45 PM IST

CRYSTALDELTA.COM
+91 44 42022659

Crystal Delta Solutions Private Limited

No 5, 1st Floor 54th Street, Ashok Nagar, Chennai - 600 083, Tamil Nadu, India



13-Jan-2022

Twinkle J
B.E. Computer Science & Engineering
Sethu Institute of Technology, Kariapatti

Dear Twinkle J,

Further to our Letter of Intent / Offer for the position of Programmer Analyst Trainee / Programmer Analyst aligned to the hiring category and in response to your subsequent confirmation for Internship Program with us, we are pleased to offer you an Internship with us for **a period of 3 to 6 months**, starting Dec 2021.

During this period, you will be provided with a stipend of INR 12,000 per month equated to the planned duration of the Internship curriculum and will be paid only subject to successful completion of milestones as defined in the curriculum prior to the monthly stipend processing window for a given month based on your performance and attendance.

Actual commencement of Internship dates and duration would be shortly communicated to you and the internship would be based on the business demand aligned to your skill tracks.

Though Cognizant Internship being a pre-requisite skill and capability development program, it does not guarantee employment. However, the successful completion of internship will form a critical part of your employment with Cognizant if an opportunity arises in future.

You will undergo a learning curriculum as per the learning track assigned to you. The learning path will include in-depth sessions, hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The outcome during Internship would be monitored through formal evaluations.

Prior to joining on the rolls of Cognizant, you must have successfully completed the prescribed Internship program. In the event of unsatisfactory Internship, Cognizant reserves rights at its sole discretion to revoke its employment offer.

Please also note that:

- The Internship timings would be for 9 hours per day from Monday through Friday aligned to the working timings followed in Cognizant
- Interns are covered under Cognizant's calendar holidays of the respective location of internship and you would need to adhere with minimum attendance requirements. Prior approvals are must towards any unavoidable leave or break requests during the program.
- There would be zero tolerance to plagiarisms and misconduct during the internship. Any such incident reported will lead to immediate cancellation of internship without any notice.
- You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions.
- You may be required, to travel to other locations within India if there is a business need as per your internship program
- Cognizant reserves rights regarding IT infra as applicable and access to information and material of Cognizant during the internship period and may modify or amend the Cognizant GenC program terms and conditions from time to time
- Stipend payment will be done for the prescribed Internship Curriculum period only and no additional payment will be done for any delay in completion.
- Attendance and successful completion of Milestone(s) are the eligible factors for processing stipend payment and tenure spent will not guarantee your monthly stipend payment.

At the time of your reporting for the internship, you will be required to sign a Non - Disclosure Agreement with the company. During the course of your Internship and after completion of the same, you are required to maintain strictest confidentiality with respect to company proprietary or products that you access or come into contact with, during your project as an Intern, at all times as per our Policy. Use of company proprietary information or products shall not be made without prior permission from the concerned authority. Any breach of information security will be dealt as per Company Policy.

You will also be required to submit the following documents at the time of reporting;

- Photocopy of your Passport & Visa
- Photocopy of your Certificates / Mark Sheets in support of your Educational Qualification(s)
- 2 Passport-size photographs
- Pan Card
- Aadhar Card
- Personal individual bank account from a nationalized bank for processing stipend

Please do not hesitate to call us for any information you may need.

We wish you good luck.

Yours sincerely,

For **Cognizant Technology Solutions India Pvt. Ltd.,**



Maya Sreekumar

Vice President - Human Resource

I accept the terms and conditions of the internship program as mentioned above.

Signature:

Date:

Onboarding Pass



Candidate Name (CandidateID) : Twinkle J (19733306)

Date of Joining : 29 Jan 2022

Telephone Number : 6383591214

Blood Group :

Date of Birth : 28 May 2001

PAN Card : BOTPT9313M

Aadhar Card Number: Consent Taken

Cognizant Address :

This pass is valid only on DOJ

SECURITY, HEALTH & SAFETY GUIDELINES FOR VISITORS IN COGNIZANT PREMISES

- Please do not enter any 'Restricted' or Access controlled area unless authorized
- Cognizant prohibits carrying arms, explosives or incendiary materials into the premises
- Cognizant prohibits carrying narcotic drugs, psychotropic substances and alcoholic drinks in the premises
- Please wear and display your visitor ID badge when you are in the premises
- This is a smoke free campus and smoking is strictly prohibited
- All our buildings are monitored by CCTV cameras and fire alarms systems
- Please do not connect your Laptop or any Mobile Computing Devices to Cognizant Network without specific approval from Cognizant Information Security Team
- Kindly return this pass to the Security Personnel at the Gate if record your exit from the Campus
- Cognizant has a safety Policy to ensure the wellbeing of all its associates, visitors and business partners. We request your cooperation by following all safety notices and instructions at all times
- Speed limit for vehicle inside the campus is 20 kmph.
- Please park your vehicle only at designated parking lot
- Please walk along the designated pathways
- In case of fire, the fire alarm will ring. Listen carefully to the voice announcement on the PA system for further instructions
- Follow the fire exist signs to safety exit the building to the nearest Assembly point
- Follow the instructions of Emergency Response Team (ERT) members to safely evacuate the building • In case of fire, do not use the elevators; use the staircase
- Vendors must obtain necessary work permits prior to starting any work. Cognizant reserves the right to turn away/stop the vendor's work where required safety precautions are not followed.

EMERGENCY CONTACT

If you witness/are involved in a safety incident please report to Cognizant Emergency Call Center immediately at 1800 258 2345

FOR OFFICE USE ONLY:



Candidate Name (Candidate ID) : Twinkle J (19733306)

Date of Joining : 29 Jan 2022

Telephone Number : 6383591214

Blood Group :

Date of Birth : 28 May 2001

PAN Card : BOTPT9313M

Aadhar Card Number: Consent Taken

Cognizant Address :



13-Jan-2022

Mathar Sikkandar
B.Tech Information Technology
Sethu Institute of Technology, Kariapatti

Dear Mathar Sikkandar,

Further to our Letter of Intent / Offer for the position of Programmer Analyst Trainee / Programmer Analyst aligned to the hiring category and in response to your subsequent confirmation for Internship Program with us, we are pleased to offer you an Internship with us for a **period of 3 to 6 months**, starting Dec 2021.

During this period, you will be provided with a stipend of INR 12,000 per month equated to the planned duration of the Internship curriculum and will be paid only subject to successful completion of milestones as defined in the curriculum prior to the monthly stipend processing window for a given month based on your performance and attendance.

Actual commencement of Internship dates and duration would be shortly communicated to you and the internship would be based on the business demand aligned to your skill tracks.

Though Cognizant Internship being a pre-requisite skill and capability development program, it does not guarantee employment. However, the successful completion of internship will form a critical part of your employment with Cognizant if an opportunity arises in future.

You will undergo a learning curriculum as per the learning track assigned to you. The learning path will include in-depth sessions, hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The outcome during Internship would be monitored through formal evaluations.

Prior to joining on the rolls of Cognizant, you must have successfully completed the prescribed Internship program. In the event of unsatisfactory Internship, Cognizant reserves rights at its sole discretion to revoke its employment offer.

Please also note that:

- The Internship timings would be for 9 hours per day from Monday through Friday aligned to the working timings followed in Cognizant
- Interns are covered under Cognizant's calendar holidays of the respective location of internship and you would need to adhere with minimum attendance requirements. Prior approvals are must towards any unavoidable leave or break requests during the program.
- There would be zero tolerance to plagiarisms and misconduct during the internship. Any such incident reported will lead to immediate cancellation of internship without any notice.
- You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions.
- You may be required, to travel to other locations within India if there is a business need as per your internship program
- Cognizant reserves rights regarding IT infra as applicable and access to information and material of Cognizant during the internship period and may modify or amend the Cognizant GenC program terms and conditions from time to time
- Stipend payment will be done for the prescribed Internship Curriculum period only and no additional payment will be done for any delay in completion.
- Attendance and successful completion of Milestone(s) are the eligible factors for processing stipend payment and tenure spent will not guarantee your monthly stipend payment.

At the time of your reporting for the internship, you will be required to sign a Non - Disclosure Agreement with the company. During the course of your Internship and after completion of the same, you are required to maintain strictest confidentiality with respect to company proprietary or products that you access or come into contact with, during your project as an Intern, at all times as per our Policy. Use of company proprietary information or products shall not be made without prior permission from the concerned authority. Any breach of information security will be dealt as per Company Policy.

You will also be required to submit the following documents at the time of reporting;

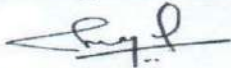
- Photocopy of your Passport & Visa
- Photocopy of your Certificates / Mark Sheets in support of your Educational Qualification(s)
- 2 Passport-size photographs
- Pan Card
- Aadhar Card
- Personal individual bank account from a nationalized bank for processing stipend

Please do not hesitate to call us for any information you may need.

We wish you good luck.

Yours sincerely,

For **Cognizant Technology Solutions India Pvt. Ltd.,**



Maya Sreekumar

Vice President - Human Resource

I accept the terms and conditions of the internship program as mentioned above.

Signature:

Date:

At the time of your reporting for the internship, you will be required to sign a Non - Disclosure Agreement with the company. During the course of your Internship and after completion of the same, you are required to maintain strictest confidentiality with respect to company proprietary or products that you access or come into contact with, during your project as an Intern, at all times as per our Policy. Use of company proprietary information or products shall not be made without prior permission from the concerned authority. Any breach of information security will be dealt as per Company Policy.

You will also be required to submit the following documents at the time of reporting;

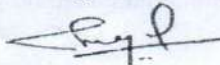
- Photocopy of your Passport & Visa
- Photocopy of your Certificates / Mark Sheets in support of your Educational Qualification(s)
- 2 Passport-size photographs
- Pan Card
- Aadhar Card
- Personal individual bank account from a nationalized bank for processing stipend

Please do not hesitate to call us for any information you may need.

We wish you good luck.

Yours sincerely,

For **Cognizant Technology Solutions India Pvt. Ltd.,**



Maya Sreekumar

Vice President - Human Resource

I accept the terms and conditions of the internship program as mentioned above.

Signature:

Date:



13-Jan-2022

Ravin P
B.E. Electronics & Communication Engineering
Sethu Institute of Technology, Kariapatti

Dear Ravin P,

Further to our Letter of Intent / Offer for the position of Programmer Analyst Trainee / Programmer Analyst aligned to the hiring category and in response to your subsequent confirmation for Internship Program with us, we are pleased to offer you an Internship with us for a **period of 3 to 6 months**, starting Dec 2021.

During this period, you will be provided with a stipend of INR 12,000 per month equated to the planned duration of the Internship curriculum and will be paid only subject to successful completion of milestones as defined in the curriculum prior to the monthly stipend processing window for a given month based on your performance and attendance.

Actual commencement of Internship dates and duration would be shortly communicated to you and the internship would be based on the business demand aligned to your skill tracks.

Though Cognizant Internship being a pre-requisite skill and capability development program, it does not guarantee employment. However, the successful completion of internship will form a critical part of your employment with Cognizant if an opportunity arises in future.

You will undergo a learning curriculum as per the learning track assigned to you. The learning path will include in-depth sessions, hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The outcome during Internship would be monitored through formal evaluations.

Prior to joining on the rolls of Cognizant, you must have successfully completed the prescribed Internship program. In the event of unsatisfactory Internship, Cognizant reserves rights at its sole discretion to revoke its employment offer.

Please also note that:

- The Internship timings would be for 9 hours per day from Monday through Friday aligned to the working timings followed in Cognizant
- Interns are covered under Cognizant's calendar holidays of the respective location of internship and you would need to adhere with minimum attendance requirements. Prior approvals are must towards any unavoidable leave or break requests during the program.
- There would be zero tolerance to plagiarisms and misconduct during the internship. Any such incident reported will lead to immediate cancellation of internship without any notice.
- You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions.
- You may be required, to travel to other locations within India if there is a business need as per your internship program
- Cognizant reserves rights regarding IT infra as applicable and access to information and material of Cognizant during the internship period and may modify or amend the Cognizant GenC program terms and conditions from time to time
- Stipend payment will be done for the prescribed Internship Curriculum period only and no additional payment will be done for any delay in completion.
- Attendance and successful completion of Milestone(s) are the eligible factors for processing stipend payment and tenure spent will not guarantee your monthly stipend payment.



Letter of Intent (LOI)

Superset ID: 1357421

November 10, 2021

Dear Kannan C,

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we are pleased to inform you that we have found you suitable for the role you applied and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued.

Your annual total remuneration will be **INR 401,988/-**. This includes an annual incentive target of **INR 22,500/-**. This amount may vary depending on individual and Cognizant's performance. The detailed information on compensation and benefits will be provided in your Offer Letter.

This LOI expresses only our intent to enter into a definitive Employment Agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon you and Cognizant, and as such does not constitute any contractually binding relationship between you and Cognizant.

This LOI from Cognizant is valid for 3 weeks from the date of the LOI. Hence, you are requested to accept or decline the LOI within 3 weeks from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered for purposes of joining Cognizant. For all onboarding formalities, the definitive Employment Agreement is required.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link.

Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).

<https://campus2cognizant.cognizant.com/Pages/Prelogin>

Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For **Cognizant Technology Solutions India Pvt. Ltd.**

Maya Sreekumar

Vice President - Human Resources



13-Jan-2022

Kannan C
B.E. Computer Science & Engineering
Sethu Institute of Technology, Kariapatti

Dear Kannan C,

Further to our Letter of Intent / Offer for the position of Programmer Analyst Trainee / Programmer Analyst aligned to the hiring category and in response to your subsequent confirmation for Internship Program with us, we are pleased to offer you an Internship with us for a **period of 3 to 6 months**, starting Dec 2021.

During this period, you will be provided with a stipend of INR 12,000 per month equated to the planned duration of the Internship curriculum and will be paid only subject to successful completion of milestones as defined in the curriculum prior to the monthly stipend processing window for a given month based on your performance and attendance.

Actual commencement of Internship dates and duration would be shortly communicated to you and the internship would be based on the business demand aligned to your skill tracks.

Though Cognizant Internship being a pre-requisite skill and capability development program, it does not guarantee employment. However, the successful completion of internship will form a critical part of your employment with Cognizant if an opportunity arises in future.

You will undergo a learning curriculum as per the learning track assigned to you. The learning path will include in-depth sessions, hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The outcome during Internship would be monitored through formal evaluations.

Prior to joining on the rolls of Cognizant, you must have successfully completed the prescribed Internship program. In the event of unsatisfactory Internship, Cognizant reserves rights at its sole discretion to revoke its employment offer.

Please also note that:

- The Internship timings would be for 9 hours per day from Monday through Friday aligned to the working timings followed in Cognizant
- Interns are covered under Cognizant's calendar holidays of the respective location of internship and you would need to adhere with minimum attendance requirements. Prior approvals are must towards any unavoidable leave or break requests during the program.
- There would be zero tolerance to plagiarisms and misconduct during the internship. Any such incident reported will lead to immediate cancellation of internship without any notice.
- You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions.
- You may be required, to travel to other locations within India if there is a business need as per your internship program
- Cognizant reserves rights regarding IT infra as applicable and access to information and material of Cognizant during the internship period and may modify or amend the Cognizant GenC program terms and conditions from time to time
- Stipend payment will be done for the prescribed Internship Curriculum period only and no additional payment will be done for any delay in completion.
- Attendance and successful completion of Milestone(s) are the eligible factors for processing stipend payment and tenure spent will not guarantee your monthly stipend payment.

At the time of your reporting for the internship, you will be required to sign a Non - Disclosure Agreement with the company. During the course of your Internship and after completion of the same, you are required to maintain strictest confidentiality with respect to company proprietary or products that you access or come into contact with, during your project as an Intern, at all times as per our Policy. Use of company proprietary information or products shall not be made without prior permission from the concerned authority. Any breach of information security will be dealt as per Company Policy.

You will also be required to submit the following documents at the time of reporting;

- Photocopy of your Passport & Visa
- Photocopy of your Certificates / Mark Sheets in support of your Educational Qualification(s)
- 2 Passport-size photographs
- Pan Card
- Aadhar Card
- Personal individual bank account from a nationalized bank for processing stipend

Please do not hesitate to call us for any information you may need.

We wish you good luck.

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.,



Maya Sreekumar
Vice President - Human Resource

I accept the terms and conditions of the internship program as mentioned above.

Signature:

Date:



Letter of Intent (LOI)

Superset ID: 1147054

November 10, 2021

Dear Johi Sriram G,

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("**Cognizant**") and subsequent discussions. Basis the information and representation provided by you, we are pleased to inform you that we have found you suitable for the role you applied and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued.

Your annual total remuneration will be **INR 401,988/-**. This includes an annual incentive target of **INR 22,500/-**. This amount may vary depending on individual and Cognizant's performance. The detailed information on compensation and benefits will be provided in your Offer Letter.

This LOI expresses only our intent to enter into a definitive Employment Agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon you and Cognizant, and as such does not constitute any contractually binding relationship between you and Cognizant.

This LOI from Cognizant is valid for 3 weeks from the date of the LOI. Hence, you are requested to accept or decline the LOI within 3 weeks from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered for purposes of joining Cognizant. For all onboarding formalities, the definitive Employment Agreement is required.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link.

Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).

<https://campus2cognizant.cognizant.com/Pages/Prelogin>

Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For **Cognizant Technology Solutions India Pvt. Ltd.**

Maya Sreekumar

Vice President - Human Resources



13-Jan-2022

Johi Sriram G
B.E. Computer Science & Engineering
Sethu Institute of Technology, Kariapatti

Dear Johi Sriram G,

Further to our Letter of Intent / Offer for the position of Programmer Analyst Trainee / Programmer Analyst aligned to the hiring category and in response to your subsequent confirmation for Internship Program with us, we are pleased to offer you an Internship with us for a **period of 3 to 6 months**, starting Dec 2021.

During this period, you will be provided with a stipend of INR 12,000 per month equated to the planned duration of the Internship curriculum and will be paid only subject to successful completion of milestones as defined in the curriculum prior to the monthly stipend processing window for a given month based on your performance and attendance.

Actual commencement of Internship dates and duration would be shortly communicated to you and the internship would be based on the business demand aligned to your skill tracks.

Though Cognizant Internship being a pre-requisite skill and capability development program, it does not guarantee employment. However, the successful completion of internship will form a critical part of your employment with Cognizant if an opportunity arises in future.

You will undergo a learning curriculum as per the learning track assigned to you. The learning path will include in-depth sessions, hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The outcome during Internship would be monitored through formal evaluations.

Prior to joining on the rolls of Cognizant, you must have successfully completed the prescribed Internship program. In the event of unsatisfactory Internship, Cognizant reserves rights at its sole discretion to revoke its employment offer.

Please also note that:

- The Internship timings would be for 9 hours per day from Monday through Friday aligned to the working timings followed in Cognizant
- Interns are covered under Cognizant's calendar holidays of the respective location of internship and you would need to adhere with minimum attendance requirements. Prior approvals are must towards any unavoidable leave or break requests during the program.
- There would be zero tolerance to plagiarisms and misconduct during the internship. Any such incident reported will lead to immediate cancellation of internship without any notice.
- You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions.
- You may be required, to travel to other locations within India if there is a business need as per your internship program
- Cognizant reserves rights regarding IT infra as applicable and access to information and material of Cognizant during the internship period and may modify or amend the Cognizant GenC program terms and conditions from time to time
- Stipend payment will be done for the prescribed Internship Curriculum period only and no additional payment will be done for any delay in completion.
- Attendance and successful completion of Milestone(s) are the eligible factors for processing stipend payment and tenure spent will not guarantee your monthly stipend payment.

At the time of your reporting for the internship, you will be required to sign a Non - Disclosure Agreement with the company. During the course of your Internship and after completion of the same, you are required to maintain strictest confidentiality with respect to company proprietary or products that you access or come into contact with, during your project as an Intern, at all times as per our Policy. Use of company proprietary information or products shall not be made without prior permission from the concerned authority. Any breach of information security will be dealt as per Company Policy.

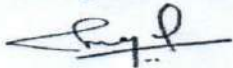
You will also be required to submit the following documents at the time of reporting;

- Photocopy of your Passport & Visa
- Photocopy of your Certificates / Mark Sheets in support of your Educational Qualification(s)
- 2 Passport-size photographs
- Pan Card
- Aadhar Card
- Personal individual bank account from a nationalized bank for processing stipend

Please do not hesitate to call us for any information you may need.

We wish you good luck.

Yours sincerely,
For **Cognizant Technology Solutions India Pvt. Ltd.,**



Maya Sreekumar
Vice President - Human Resource

I accept the terms and conditions of the internship program as mentioned above.

Signature:

Date:



Letter of Intent (LOI)

Superset ID: 1346330

November 10, 2021

Dear Sakthi Kumar M,

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we are pleased to inform you that we have found you suitable for the role you applied and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued.

Your annual total remuneration will be **INR 401,988/-**. This includes an annual incentive target of **INR 22,500/-**. This amount may vary depending on individual and Cognizant's performance. The detailed information on compensation and benefits will be provided in your Offer Letter.

This LOI expresses only our intent to enter into a definitive Employment Agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon you and Cognizant, and as such does not constitute any contractually binding relationship between you and Cognizant.

This LOI from Cognizant is valid for 3 weeks from the date of the LOI. Hence, you are requested to accept or decline the LOI within 3 weeks from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered for purposes of joining Cognizant. For all onboarding formalities, the definitive Employment Agreement is required.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link.

Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).

<https://campus2cognizant.cognizant.com/Pages/Prelogin>

Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar

Vice President - Human Resources



05-Jan-2022

Keerthana V
B.E Electronics & Communication Engineering
Sethu Institute of Technology, Kariapatti

Dear Keerthana V,

Further to our Letter of Intent / Offer for the position of Programmer Analyst Trainee / Programmer Analyst aligned to the hiring category and in response to your subsequent confirmation for Internship Program with us, we are pleased to offer you an Internship with us for **a period of 3 to 6 months**, starting Dec 2021.

During this period, you will be provided with a stipend of INR 12,000 per month equated to the planned duration of the Internship curriculum and will be paid only subject to successful completion of milestones as defined in the curriculum prior to the monthly stipend processing window for a given month based on your performance and attendance.

Actual commencement of Internship dates and duration would be shortly communicated to you and the internship would be based on the business demand aligned to your skill tracks.

Though Cognizant Internship being a pre-requisite skill and capability development program, it does not guarantee employment. However, the successful completion of internship will form a critical part of your employment with Cognizant if an opportunity arises in future.

You will undergo a learning curriculum as per the learning track assigned to you. The learning path will include in-depth sessions, hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The outcome during Internship would be monitored through formal evaluations.

Prior to joining on the rolls of Cognizant, you must have successfully completed the prescribed Internship program. In the event of unsatisfactory Internship, Cognizant reserves rights at its sole discretion to revoke its employment offer.

Please also note that:

- The Internship timings would be for 9 hours per day from Monday through Friday aligned to the working timings followed in Cognizant
- Interns are covered under Cognizant's calendar holidays of the respective location of internship and you would need to adhere with minimum attendance requirements. Prior approvals are must towards any unavoidable leave or break requests during the program.
- There would be zero tolerance to plagiarisms and misconduct during the internship. Any such incident reported will lead to immediate cancellation of internship without any notice.
- You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions.
- You may be required, to travel to other locations within India if there is a business need as per your internship program
- Cognizant reserves rights regarding IT infra as applicable and access to information and material of Cognizant during the internship period and may modify or amend the Cognizant GenC program terms and conditions from time to time
- Stipend payment will be done for the prescribed Internship Curriculum period only and no additional payment will be done for any delay in completion.
- Attendance and successful completion of Milestone(s) are the eligible factors for processing stipend payment and tenure spent will not guarantee your monthly stipend payment.

At the time of your reporting for the internship, you will be required to sign a Non - Disclosure Agreement with the company. During the course of your Internship and after completion of the same, you are required to maintain strictest confidentiality with respect to company proprietary or products that you access or come into contact with, during your project as an Intern, at all times as per our Policy. Use of company proprietary information or products shall not be made without prior permission from the concerned authority. Any breach of information security will be dealt as per Company Policy.

You will also be required to submit the following documents at the time of reporting;

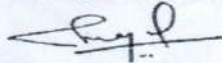
- Photocopy of your Passport & Visa
- Photocopy of your Certificates / Mark Sheets in support of your Educational Qualification(s)
- 2 Passport-size photographs
- Pan Card
- Aadhar Card
- Personal individual bank account from a nationalized bank for processing stipend

Please do not hesitate to call us for any information you may need.

We wish you good luck.

Yours sincerely,

For **Cognizant Technology Solutions India Pvt. Ltd.**,



Maya Sreekumar

Vice President - Human Resource

I accept the terms and conditions of the internship program as mentioned above.

Signature:

Date:



13-Jan-2022

Hemalatha J
B.E. Computer Science
Sethu Institute of Technology, Kariapatti

Dear Hemalatha J,

Further to our Letter of Intent / Offer for the position of Programmer Analyst Trainee / Programmer Analyst aligned to the hiring category and in response to your subsequent confirmation for Internship Program with us, we are pleased to offer you an Internship with us for a **period of 3 to 6 months**, starting Dec 2021.

During this period, you will be provided with a stipend of INR 12,000 per month equated to the planned duration of the Internship curriculum and will be paid only subject to successful completion of milestones as defined in the curriculum prior to the monthly stipend processing window for a given month based on your performance and attendance.

Actual commencement of Internship dates and duration would be shortly communicated to you and the internship would be based on the business demand aligned to your skill tracks.

Though Cognizant Internship being a pre-requisite skill and capability development program, it does not guarantee employment. However, the successful completion of internship will form a critical part of your employment with Cognizant if an opportunity arises in future.

You will undergo a learning curriculum as per the learning track assigned to you. The learning path will include in-depth sessions, hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The outcome during Internship would be monitored through formal evaluations.

Prior to joining on the rolls of Cognizant, you must have successfully completed the prescribed Internship program. In the event of unsatisfactory Internship, Cognizant reserves rights at its sole discretion to revoke its employment offer.

Please also note that:

- The Internship timings would be for 9 hours per day from Monday through Friday aligned to the working timings followed in Cognizant
- Interns are covered under Cognizant's calendar holidays of the respective location of internship and you would need to adhere with minimum attendance requirements. Prior approvals are must towards any unavoidable leave or break requests during the program.
- There would be zero tolerance to plagiarisms and misconduct during the internship. Any such incident reported will lead to immediate cancellation of internship without any notice.
- You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions.
- You may be required, to travel to other locations within India if there is a business need as per your internship program
- Cognizant reserves rights regarding IT infra as applicable and access to information and material of Cognizant during the internship period and may modify or amend the Cognizant GenC program terms and conditions from time to time
- Stipend payment will be done for the prescribed Internship Curriculum period only and no additional payment will be done for any delay in completion.
- Attendance and successful completion of Milestone(s) are the eligible factors for processing stipend payment and tenure spent will not guarantee your monthly stipend payment.

At the time of your reporting for the internship, you will be required to sign a Non - Disclosure Agreement with the company. During the course of your Internship and after completion of the same, you are required to maintain strictest confidentiality with respect to company proprietary or products that you access or come into contact with, during your project as an Intern, at all times as per our Policy. Use of company proprietary information or products shall not be made without prior permission from the concerned authority. Any breach of information security will be dealt as per Company Policy.

You will also be required to submit the following documents at the time of reporting;

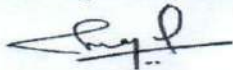
- Photocopy of your Passport & Visa
- Photocopy of your Certificates / Mark Sheets in support of your Educational Qualification(s)
- 2 Passport-size photographs
- Pan Card
- Aadhar Card
- Personal individual bank account from a nationalized bank for processing stipend

Please do not hesitate to call us for any information you may need.

We wish you good luck.

Yours sincerely,

For **Cognizant Technology Solutions India Pvt. Ltd.,**



Maya Sreekumar

Vice President - Human Resource

I accept the terms and conditions of the internship program as mentioned above.

Signature:

Date:



16-Jan-2022

Jancy Angel M
B.E. Electronics & Communication Engineering
Sethu Institute of Technology, Kariapatti

Dear Jancy Angel M,

Further to our Letter of Intent / Offer for the position of Programmer Analyst Trainee / Programmer Analyst aligned to the hiring category and in response to your subsequent confirmation for Internship Program with us, we are pleased to offer you an Internship with us for a **period of 3 to 6 months**. Your Internship onboarding will be scheduled anytime between now, through end of March 2022 based on your availability factoring your college exam schedule and our business requirements.

During this period, you will be provided with a stipend of INR 12,000 per month equated to the planned duration of the Internship curriculum and will be paid only subject to successful completion of milestones as defined in the curriculum prior to the monthly stipend processing window for a given month based on your performance and attendance.

Actual commencement of Internship dates and duration would be shortly communicated to you and the internship would be based on the business demand aligned to your skill tracks.

Though Cognizant Internship being a pre-requisite skill and capability development program, it does not guarantee employment. However, the successful completion of internship will form a critical part of your employment with Cognizant if an opportunity arises in future.

You will undergo a learning curriculum as per the learning track assigned to you. The learning path will include in-depth sessions, hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The outcome during Internship would be monitored through formal evaluations.

Prior to joining on the rolls of Cognizant, you must have successfully completed the prescribed Internship program. In the event of unsatisfactory Internship, Cognizant reserves rights at its sole discretion to revoke its employment offer.

Please also note that:

- The Internship timings would be for 9 hours per day from Monday through Friday aligned to the working timings followed in Cognizant
- Interns are covered under Cognizant's calendar holidays of the respective location of internship and you would need to adhere with minimum attendance requirements. Prior approvals are must towards any unavoidable leave or break requests during the program.
- There would be zero tolerance to plagiarisms and misconduct during the internship. Any such incident reported will lead to immediate cancellation of internship without any notice.
- You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions.
- You may be required, to travel to other locations within India if there is a business need as per your internship program
- Cognizant reserves rights regarding IT infra as applicable and access to information and material of Cognizant during the internship period and may modify or amend the Cognizant GenC program terms and conditions from time to time
- Stipend payment will be done for the prescribed Internship Curriculum period only and no additional payment will be done for any delay in completion.
- Attendance and successful completion of Milestone(s) are the eligible factors for processing stipend

payment and tenure spent will not guarantee your monthly stipend payment.

At the time of your reporting for the internship, you will be required to sign a Non - Disclosure Agreement with the company. During the course of your Internship and after completion of the same, you are required to maintain strictest confidentiality with respect to company proprietary or products that you access or come into contact with, during your project as an Intern, at all times as per our Policy. Use of company proprietary information or products shall not be made without prior permission from the concerned authority. Any breach of information security will be dealt as per Company Policy.

You will also be required to submit the following documents at the time of reporting;

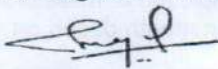
- Photocopy of your Passport & Visa
- Photocopy of your Certificates / Mark Sheets in support of your Educational Qualification(s)
- 2 Passport-size photographs
- Pan Card
- Aadhar Card
- Personal individual bank account from a nationalized bank for processing stipend

Please do not hesitate to call us for any information you may need.

We wish you good luck.

Yours sincerely,

For **Cognizant Technology Solutions India Pvt. Ltd.,**



Maya Sreekumar

Vice President - Human Resource

I accept the terms and conditions of the internship program as mentioned above.

Signature:

Date:



13-Jan-2022

Santhana Karthick G
B.E. Electronics & Communication Engineering
Sethu Institute of Technology, Kariapatti

Dear Santhana Karthick G,

Further to our Letter of Intent / Offer for the position of Programmer Analyst Trainee / Programmer Analyst aligned to the hiring category and in response to your subsequent confirmation for Internship Program with us, we are pleased to offer you an Internship with us for a **period of 3 to 6 months**, starting Dec 2021.

During this period, you will be provided with a stipend of INR 12,000 per month equated to the planned duration of the Internship curriculum and will be paid only subject to successful completion of milestones as defined in the curriculum prior to the monthly stipend processing window for a given month based on your performance and attendance.

Actual commencement of Internship dates and duration would be shortly communicated to you and the internship would be based on the business demand aligned to your skill tracks.

Though Cognizant Internship being a pre-requisite skill and capability development program, it does not guarantee employment. However, the successful completion of internship will form a critical part of your employment with Cognizant if an opportunity arises in future.

You will undergo a learning curriculum as per the learning track assigned to you. The learning path will include in-depth sessions, hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The outcome during Internship would be monitored through formal evaluations.

Prior to joining on the rolls of Cognizant, you must have successfully completed the prescribed Internship program. In the event of unsatisfactory Internship, Cognizant reserves rights at its sole discretion to revoke its employment offer.

Please also note that:

- The Internship timings would be for 9 hours per day from Monday through Friday aligned to the working timings followed in Cognizant
- Interns are covered under Cognizant's calendar holidays of the respective location of internship and you would need to adhere with minimum attendance requirements. Prior approvals are must towards any unavoidable leave or break requests during the program.
- There would be zero tolerance to plagiarisms and misconduct during the internship. Any such incident reported will lead to immediate cancellation of internship without any notice.
- You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions.
- You may be required, to travel to other locations within India if there is a business need as per your internship program
- Cognizant reserves rights regarding IT infra as applicable and access to information and material of Cognizant during the internship period and may modify or amend the Cognizant GenC program terms and conditions from time to time
- Stipend payment will be done for the prescribed Internship Curriculum period only and no additional payment will be done for any delay in completion.
- Attendance and successful completion of Milestone(s) are the eligible factors for processing stipend payment and tenure spent will not guarantee your monthly stipend payment.

At the time of your reporting for the internship, you will be required to sign a Non - Disclosure Agreement with the company. During the course of your Internship and after completion of the same, you are required to maintain strictest confidentiality with respect to company proprietary or products that you access or come into contact with, during your project as an intern, at all times as per our Policy. Use of company proprietary information or products shall not be made without prior permission from the concerned authority. Any breach of information security will be dealt as per Company Policy.

You will also be required to submit the following documents at the time of reporting;

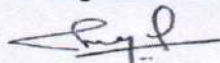
- Photocopy of your Passport & Visa
- Photocopy of your Certificates / Mark Sheets in support of your Educational Qualification(s)
- 2 Passport-size photographs
- Pan Card
- Aadhar Card
- Personal individual bank account from a nationalized bank for processing stipend

Please do not hesitate to call us for any information you may need.

We wish you good luck.

Yours sincerely,

For **Cognizant Technology Solutions India Pvt. Ltd.,**



Maya Sreekumar

Vice President - Human Resource

I accept the terms and conditions of the internship program as mentioned above.

Signature:

Date:



13-Jan-2022

Manimeenakshi T
B.Tech Information Technology
Sethu Institute of Technology, Kariapatti

Dear Manimeenakshi T,

Further to our Letter of Intent / Offer for the position of Programmer Analyst Trainee / Programmer Analyst aligned to the hiring category and in response to your subsequent confirmation for Internship Program with us, we are pleased to offer you an Internship with us for a **period of 3 to 6 months**, starting Dec 2021.

During this period, you will be provided with a stipend of INR 12,000 per month equated to the planned duration of the Internship curriculum and will be paid only subject to successful completion of milestones as defined in the curriculum prior to the monthly stipend processing window for a given month based on your performance and attendance.

Actual commencement of Internship dates and duration would be shortly communicated to you and the internship would be based on the business demand aligned to your skill tracks.

Though Cognizant Internship being a pre-requisite skill and capability development program, it does not guarantee employment. However, the successful completion of internship will form a critical part of your employment with Cognizant if an opportunity arises in future.

You will undergo a learning curriculum as per the learning track assigned to you. The learning path will include in-depth sessions, hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The outcome during Internship would be monitored through formal evaluations.

Prior to joining on the rolls of Cognizant, you must have successfully completed the prescribed Internship program. In the event of unsatisfactory Internship, Cognizant reserves rights at its sole discretion to revoke its employment offer.

Please also note that:

- The Internship timings would be for 9 hours per day from Monday through Friday aligned to the working timings followed in Cognizant
- Interns are covered under Cognizant's calendar holidays of the respective location of internship and you would need to adhere with minimum attendance requirements. Prior approvals are must towards any unavoidable leave or break requests during the program.
- There would be zero tolerance to plagiarisms and misconduct during the internship. Any such incident reported will lead to immediate cancellation of internship without any notice.
- You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions.
- You may be required, to travel to other locations within India if there is a business need as per your internship program
- Cognizant reserves rights regarding IT infra as applicable and access to information and material of Cognizant during the internship period and may modify or amend the Cognizant GenC program terms and conditions from time to time
- Stipend payment will be done for the prescribed Internship Curriculum period only and no additional payment will be done for any delay in completion.
- Attendance and successful completion of Milestone(s) are the eligible factors for processing stipend payment and tenure spent will not guarantee your monthly stipend payment.

At the time of your reporting for the internship, you will be required to sign a Non - Disclosure Agreement with the company. During the course of your Internship and after completion of the same, you are required to maintain strictest confidentiality with respect to company proprietary or products that you access or come into contact with, during your project as an Intern, at all times as per our Policy. Use of company proprietary information or products shall not be made without prior permission from the concerned authority. Any breach of information security will be dealt as per Company Policy.

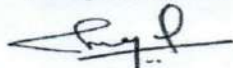
You will also be required to submit the following documents at the time of reporting;

- Photocopy of your Passport & Visa
- Photocopy of your Certificates / Mark Sheets in support of your Educational Qualification(s)
- 2 Passport-size photographs
- Pan Card
- Aadhar Card
- Personal individual bank account from a nationalized bank for processing stipend

Please do not hesitate to call us for any information you may need.

We wish you good luck.

Yours sincerely,
For **Cognizant Technology Solutions India Pvt. Ltd.,**



Maya Sreekumar
Vice President - Human Resource

I accept the terms and conditions of the internship program as mentioned above.

Signature:

Date:



13-Jan-2022

N Seethalakshmi
B.Tech Information Technology
Sethu Institute of Technology, Kariapatti

Dear N Seethalakshmi,

Further to our Letter of Intent / Offer for the position of Programmer Analyst Trainee / Programmer Analyst aligned to the hiring category and in response to your subsequent confirmation for Internship Program with us, we are pleased to offer you an Internship with us for **a period of 3 to 6 months**, starting Dec 2021.

During this period, you will be provided with a stipend of INR 12,000 per month equated to the planned duration of the Internship curriculum and will be paid only subject to successful completion of milestones as defined in the curriculum prior to the monthly stipend processing window for a given month based on your performance and attendance.

Actual commencement of Internship dates and duration would be shortly communicated to you and the internship would be based on the business demand aligned to your skill tracks.

Though Cognizant Internship being a pre-requisite skill and capability development program, it does not guarantee employment. However, the successful completion of internship will form a critical part of your employment with Cognizant if an opportunity arises in future.

You will undergo a learning curriculum as per the learning track assigned to you. The learning path will include in-depth sessions, hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The outcome during Internship would be monitored through formal evaluations.

Prior to joining on the rolls of Cognizant, you must have successfully completed the prescribed Internship program. In the event of unsatisfactory Internship, Cognizant reserves rights at its sole discretion to revoke its employment offer.

Please also note that:

- The Internship timings would be for 9 hours per day from Monday through Friday aligned to the working timings followed in Cognizant
- Interns are covered under Cognizant's calendar holidays of the respective location of internship and you would need to adhere with minimum attendance requirements. Prior approvals are must towards any unavoidable leave or break requests during the program.
- There would be zero tolerance to plagiarisms and misconduct during the internship. Any such incident reported will lead to immediate cancellation of internship without any notice.
- You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions.
- You may be required, to travel to other locations within India if there is a business need as per your internship program
- Cognizant reserves rights regarding IT infra as applicable and access to information and material of Cognizant during the internship period and may modify or amend the Cognizant GenC program terms and conditions from time to time
- Stipend payment will be done for the prescribed Internship Curriculum period only and no additional payment will be done for any delay in completion
- Attendance and successful completion of Milestone(s) are the eligible factors for processing stipend payment and tenure spent will not guarantee your monthly stipend payment.

At the time of your reporting for the internship, you will be required to sign a Non - Disclosure Agreement with the company. During the course of your Internship and after completion of the same, you are required to maintain strictest confidentiality with respect to company proprietary or products that you access or come into contact with, during your project as an Intern, at all times as per our Policy. Use of company proprietary information or products shall not be made without prior permission from the concerned authority. Any breach of information security will be dealt as per Company Policy.

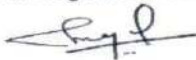
You will also be required to submit the following documents at the time of reporting;

- Photocopy of your Passport & Visa
- Photocopy of your Certificates / Mark Sheets in support of your Educational Qualification(s)
- 2 Passport-size photographs
- Pan Card
- Aadhar Card
- Personal individual bank account from a nationalized bank for processing stipend

Please do not hesitate to call us for any information you may need.

We wish you good luck.

Yours sincerely,
For **Cognizant Technology Solutions India Pvt. Ltd.,**



Maya Sreekumar
Vice President - Human Resource

I accept the terms and conditions of the internship program as mentioned above.

Signature:

Date:



Letter of Intent (LOI)

Superset ID: 1390130

November 10, 2021

Dear seethalakshmi ,

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we are pleased to inform you that we have found you suitable for the role you applied and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued.

Your annual total remuneration will be **INR 401,988/-**. This includes an annual incentive target of **INR 22,500/-**. This amount may vary depending on individual and Cognizant's performance. The detailed information on compensation and benefits will be provided in your Offer Letter.

This LOI expresses only our intent to enter into a definitive Employment Agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon you and Cognizant, and as such does not constitute any contractually binding relationship between you and Cognizant.

This LOI from Cognizant is valid for 3 weeks from the date of the LOI. Hence, you are requested to accept or decline the LOI within 3 weeks from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered for purposes of joining Cognizant. For all onboarding formalities, the definitive Employment Agreement is required.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link.

Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).

<https://campus2cognizant.cognizant.com/Pages/Prelogin>

Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar

Vice President - Human Resources



11-Jan-2022

Keerthika R
B.Tech Information Technology
Sethu Institute of Technology, Kariapatti

Dear Keerthika R,

Further to our Letter of Intent / Offer for the position of Programmer Analyst Trainee / Programmer Analyst aligned to the hiring category and in response to your subsequent confirmation for Internship Program with us, we are pleased to offer you an Internship with us for a **period of 3 to 6 months**, starting Dec 2021.

During this period, you will be provided with a stipend of INR 12,000 per month equated to the planned duration of the Internship curriculum and will be paid only subject to successful completion of milestones as defined in the curriculum prior to the monthly stipend processing window for a given month based on your performance and attendance.

Actual commencement of Internship dates and duration would be shortly communicated to you and the internship would be based on the business demand aligned to your skill tracks.

Though Cognizant Internship being a pre-requisite skill and capability development program, it does not guarantee employment. However, the successful completion of internship will form a critical part of your employment with Cognizant if an opportunity arises in future.

You will undergo a learning curriculum as per the learning track assigned to you. The learning path will include in-depth sessions, hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The outcome during Internship would be monitored through formal evaluations.

Prior to joining on the rolls of Cognizant, you must have successfully completed the prescribed Internship program. In the event of unsatisfactory Internship, Cognizant reserves rights at its sole discretion to revoke its employment offer.

Please also note that:

- The Internship timings would be for 9 hours per day from Monday through Friday aligned to the work timings followed in Cognizant
- Interns are covered under Cognizant's calendar holidays of the respective location of internship and you would need to adhere with minimum attendance requirements. Prior approvals are must towards any unavoidable leave or break requests during the program.
- There would be zero tolerance to plagiarisms and misconduct during the internship. Any such incident reported will lead to immediate cancellation of internship without any notice.
- You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions.
- You may be required, to travel to other locations within India if there is a business need as per your internship program
- Cognizant reserves rights regarding IT infra as applicable and access to information and material of Cognizant during the internship period and may modify or amend the Cognizant GenC program terms and conditions from time to time
- Stipend payment will be done for the prescribed Internship Curriculum period only and no additional payment will be done for any delay in completion.
- Attendance and successful completion of Milestone(s) are the eligible factors for processing stipend payment and tenure spent will not guarantee your monthly stipend payment.

At the time of your reporting for the internship, you will be required to sign a Non - Disclosure Agreement with the company. During the course of your Internship and after completion of the same, you are required to maintain strictest confidentiality with respect to company proprietary or products that you access or come into contact with, during your project as an Intern, at all times as per our Policy. Use of company proprietary information or products shall not be made without prior permission from the concerned authority. Any breach of information security will be dealt as per Company Policy.

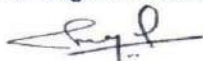
You will also be required to submit the following documents at the time of reporting;

- Photocopy of your Passport & Visa
- Photocopy of your Certificates / Mark Sheets in support of your Educational Qualification(s)
- 2 Passport-size photographs
- Pan Card
- Aadhar Card
- Personal individual bank account from a nationalized bank for processing stipend

Please do not hesitate to call us for any information you may need.

We wish you good luck.

Yours sincerely,
For **Cognizant Technology Solutions India Pvt. Ltd.,**



Maya Sreekumar
Vice President - Human Resource

I accept the terms and conditions of the internship program as mentioned above.

Signature:

Date:



Letter of Intent (LOI)

Superset ID: 1439103

November 10, 2021

Dear keerthika R,

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we are pleased to inform you that we have found you suitable for the role you applied and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued.

Your annual total remuneration will be **INR 401,988/-**. This includes an annual incentive target of **INR 22,500/-**. This amount may vary depending on individual and Cognizant's performance. The detailed information on compensation and benefits will be provided in your Offer Letter.

This LOI expresses only our intent to enter into a definitive Employment Agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon you and Cognizant, and as such does not constitute any contractually binding relationship between you and Cognizant.

This LOI from Cognizant is valid for 3 weeks from the date of the LOI. Hence, you are requested to accept or decline the LOI within 3 weeks from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered for purposes of joining Cognizant. For all onboarding formalities, the definitive Employment Agreement is required.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link.

Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).

<https://campus2cognizant.cognizant.com/Pages/Prelogin>

Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For **Cognizant Technology Solutions India Pvt. Ltd.**

Maya Sreekumar

Vice President - Human Resources



13-Jan-2022

Princy Jessica M
B.Tech Information Technology
Sethu Institute of Technology, Kariapatti

Dear Princy Jessica M,

Further to our Letter of Intent / Offer for the position of Programmer Analyst Trainee / Programmer Analyst aligned to the hiring category and in response to your subsequent confirmation for Internship Program with us, we are pleased to offer you an Internship with us for a **period of 3 to 6 months**, starting Dec 2021.

During this period, you will be provided with a stipend of INR 12,000 per month equated to the planned duration of the Internship curriculum and will be paid only subject to successful completion of milestones as defined in the curriculum prior to the monthly stipend processing window for a given month based on your performance and attendance.

Actual commencement of Internship dates and duration would be shortly communicated to you and the internship would be based on the business demand aligned to your skill tracks.

Though Cognizant Internship being a pre-requisite skill and capability development program, it does not guarantee employment. However, the successful completion of internship will form a critical part of your employment with Cognizant if an opportunity arises in future.

You will undergo a learning curriculum as per the learning track assigned to you. The learning path will include in-depth sessions, hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The outcome during Internship would be monitored through formal evaluations.

Prior to joining on the rolls of Cognizant, you must have successfully completed the prescribed Internship program. In the event of unsatisfactory Internship, Cognizant reserves rights at its sole discretion to revoke its employment offer.

Please also note that:

- The Internship timings would be for 9 hours per day from Monday through Friday aligned to the working timings followed in Cognizant
- Interns are covered under Cognizant's calendar holidays of the respective location of internship and you would need to adhere with minimum attendance requirements. Prior approvals are must towards any unavoidable leave or break requests during the program.
- There would be zero tolerance to plagiarisms and misconduct during the internship. Any such incident reported will lead to immediate cancellation of internship without any notice.
- You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions.
- You may be required, to travel to other locations within India if there is a business need as per your internship program
- Cognizant reserves rights regarding IT infra as applicable and access to information and material of Cognizant during the internship period and may modify or amend the Cognizant GenC program terms and conditions from time to time
- Stipend payment will be done for the prescribed Internship Curriculum period only and no additional payment will be done for any delay in completion.
- Attendance and successful completion of Milestone(s) are the eligible factors for processing stipend payment and tenure spent will not guarantee your monthly stipend payment.

At the time of your reporting for the internship, you will be required to sign a Non - Disclosure Agreement with the company. During the course of your Internship and after completion of the same, you are required to maintain strictest confidentiality with respect to company proprietary or products that you access or come into contact with, during your project as an Intern, at all times as per our Policy. Use of company proprietary information or products shall not be made without prior permission from the concerned authority. Any breach of information security will be dealt as per Company Policy.

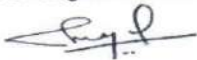
You will also be required to submit the following documents at the time of reporting;

- Photocopy of your Passport & Visa
- Photocopy of your Certificates / Mark Sheets in support of your Educational Qualification(s)
- 2 Passport-size photographs
- Pan Card
- Aadhar Card
- Personal individual bank account from a nationalized bank for processing stipend

Please do not hesitate to call us for any information you may need.

We wish you good luck.

Yours sincerely,
For **Cognizant Technology Solutions India Pvt. Ltd.,**



Maya Sreekumar
Vice President - Human Resource

I accept the terms and conditions of the internship program as mentioned above.

Signature:

Date:



Letter of Intent (LOI)

Superset ID: 1385888

November 10, 2021

Dear Princy M,

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we are pleased to inform you that we have found you suitable for the role you applied and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued.

Your annual total remuneration will be **INR 401,988/-**. This includes an annual incentive target of **INR 22,500/-**. This amount may vary depending on individual and Cognizant's performance. The detailed information on compensation and benefits will be provided in your Offer Letter.

This LOI expresses only our intent to enter into a definitive Employment Agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon you and Cognizant, and as such does not constitute any contractually binding relationship between you and Cognizant.

This LOI from Cognizant is valid for 3 weeks from the date of the LOI. Hence, you are requested to accept or decline the LOI within 3 weeks from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at sole discretion of Cognizant. Please note that this LOI is not deemed to be considered for purposes of joining Cognizant. For all onboarding formalities, the definitive Employment Agreement is required.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link.

Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).

<https://campus2cognizant.cognizant.com/Pages/Prelogin>

Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For **Cognizant Technology Solutions India Pvt. Ltd.**

Maya Sreekumar

Vice President - Human Resources



13-Jan-2022

Anish Sulthana T
B.E. Electronics & Communication Engineering
Sethu Institute of Technology, Kariapatti

Dear Anish Sulthana T,

Further to our Letter of Intent / Offer for the position of Programmer Analyst Trainee / Programmer Analyst aligned to the hiring category and in response to your subsequent confirmation for Internship Program with us, we are pleased to offer you an Internship with us for **a period of 3 to 6 months**, starting Dec 2021.

During this period, you will be provided with a stipend of INR 12,000 per month equated to the planned duration of the Internship curriculum and will be paid only subject to successful completion of milestones as defined in the curriculum prior to the monthly stipend processing window for a given month based on your performance and attendance.

Actual commencement of Internship dates and duration would be shortly communicated to you and the internship would be based on the business demand aligned to your skill tracks.

Though Cognizant Internship being a pre-requisite skill and capability development program, it does not guarantee employment. However, the successful completion of internship will form a critical part of your employment with Cognizant if an opportunity arises in future.

You will undergo a learning curriculum as per the learning track assigned to you. The learning path will include in-depth sessions, hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The outcome during Internship would be monitored through formal evaluations.

Prior to joining on the rolls of Cognizant, you must have successfully completed the prescribed Internship program. In the event of unsatisfactory Internship, Cognizant reserves rights at its sole discretion to revoke its employment offer.

Please also note that:

- The Internship timings would be for 9 hours per day from Monday through Friday aligned to the working timings followed in Cognizant
- Interns are covered under Cognizant's calendar holidays of the respective location of internship and you would need to adhere with minimum attendance requirements. Prior approvals are must towards any unavoidable leave or break requests during the program.
- There would be zero tolerance to plagiarisms and misconduct during the internship. Any such incident reported will lead to immediate cancellation of internship without any notice.
- You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions.
- You may be required, to travel to other locations within India if there is a business need as per your internship program
- Cognizant reserves rights regarding IT infra as applicable and access to information and material of Cognizant during the internship period and may modify or amend the Cognizant GenC program terms and conditions from time to time
- Stipend payment will be done for the prescribed Internship Curriculum period only and no additional payment will be done for any delay in completion.
- Attendance and successful completion of Milestone(s) are the eligible factors for processing stipend payment and tenure spent will not guarantee your monthly stipend payment.



Letter of Intent (LOI)

Superset ID: 1397606

November 10, 2021

Dear Samson S,

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we are pleased to inform you that we have found you suitable for the role you applied and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued.

Your annual total remuneration will be **INR 401,988/-**. This includes an annual incentive target of **INR 22,500/-**. This amount may vary depending on individual and Cognizant's performance. The detailed information on compensation and benefits will be provided in your Offer Letter.

This LOI expresses only our intent to enter into a definitive Employment Agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon you and Cognizant, and as such does not constitute any contractually binding relationship between you and Cognizant.

This LOI from Cognizant is valid for 3 weeks from the date of the LOI. Hence, you are requested to accept or decline the LOI within 3 weeks from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered for purposes of joining Cognizant. For all onboarding formalities, the definitive Employment Agreement is required.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link.

Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).

<https://campus2cognizant.cognizant.com/Pages/Prelogin>

Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For **Cognizant Technology Solutions India Pvt. Ltd.**

Maya Sreekumar

Vice President - Human Resources



27-Jan-2022

Dear Samson S,
B.E., Electronics & Communication Engineering
Sethu Institute of Technology, Kariapatti

Candidate ID – 19931095

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of **INR 401,988/-**. This includes an annual target incentive of **INR 22,500/-** as well as Cognizant's contribution of **INR 19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

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 **INR 450,500/-**. This includes an annual target incentive of **INR 22,500/-** as well as Cognizant's contribution of **INR 19,500/-** towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. 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.

This offer of employment is subject to your fulfillment of other pre-requirements as detailed in this letter and other communications shared with you.

Please note:

1. This appointment is subject to satisfactory background verification including 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.

This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. 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.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program, if offered to you:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs

focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.

b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program

c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.

b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

a) You could be onboarded directly to business without any additional training.

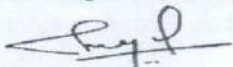
b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.

c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

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.



Maya Sreekumar

Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature:

Date:

Compensation and Benefits

Name: Samson S

Designation: Programmer Analyst
Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
Annual Gross Compensation			359,988
Incentive Indication (per annum)**			22,500
Annual Total Compensation			382,488
Company's contribution towards benefits (Medical, Accident and Life Insurance)			19,500
Annual Total Remuneration			401,988

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
- 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

Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

- For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
- Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

- Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
- Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
- ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

*** 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 prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

*****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 pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of _____ between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Samson S, 22, residing at _____ (hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

- a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
- b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
- c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's

systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

- a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
- b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
- c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
- d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
- e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
- f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
- g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,

- a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
- b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
- c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
- d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
- e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

- a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
- b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
- c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per

any Company policy and which will be notified to you in advance.

d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

- i. IP Assignment Agreement
- ii. The Code of Business Ethics
- iii. Acceptable Use Policy and Social Media Policy
- iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;

b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.

b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company
- Violation of non-disparagement obligations

- Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.

This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto), are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.

IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited**Samson S**

Sign: _____
Name: _____

Sign: _____
Name: _____



05-Jan-2022

Sridharan V R
B.E. Computer Science & Engineering
Sethu Institute of Technology, Kariapatti

Dear Sridharan V R,

Further to our Letter of Intent / Offer for the position of Programmer Analyst Trainee / Programmer Analyst aligned to the hiring category and in response to your subsequent confirmation for Internship Program with us, we are pleased to offer you an Internship with us for a **period of 3 to 6 months**, starting Dec 2021.

During this period, you will be provided with a stipend of INR 12,000 per month equated to the planned duration of the Internship curriculum and will be paid only subject to successful completion of milestones as defined in the curriculum prior to the monthly stipend processing window for a given month based on your performance and attendance.

Actual commencement of Internship dates and duration would be shortly communicated to you and the internship would be based on the business demand aligned to your skill tracks.

Though Cognizant Internship being a pre-requisite skill and capability development program, it does not guarantee employment. However, the successful completion of internship will form a critical part of your employment with Cognizant if an opportunity arises in future.

You will undergo a learning curriculum as per the learning track assigned to you. The learning path will include in-depth sessions, hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The outcome during Internship would be monitored through formal evaluations.

Prior to joining on the rolls of Cognizant, you must have successfully completed the prescribed Internship program. In the event of unsatisfactory Internship, Cognizant reserves rights at its sole discretion to revoke its employment offer.

Please also note that:

- The Internship timings would be for 9 hours per day from Monday through Friday aligned to the working timings followed in Cognizant
- Interns are covered under Cognizant's calendar holidays of the respective location of internship and you would need to adhere with minimum attendance requirements. Prior approvals are must towards any unavoidable leave or break requests during the program.
- There would be zero tolerance to plagiarisms and misconduct during the internship. Any such incident reported will lead to immediate cancellation of internship without any notice.
- You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions.
- You may be required, to travel to other locations within India if there is a business need as per your internship program
- Cognizant reserves rights regarding IT infra as applicable and access to information and material of Cognizant during the internship period and may modify or amend the Cognizant GenC program terms and conditions from time to time
- Stipend payment will be done for the prescribed Internship Curriculum period only and no additional payment will be done for any delay in completion.
- Attendance and successful completion of Milestone(s) are the eligible factors for processing stipend payment and tenure spent will not guarantee your monthly stipend payment.

At the time of your reporting for the internship, you will be required to sign a Non - Disclosure Agreement with the company. During the course of your Internship and after completion of the same, you are required to maintain strictest confidentiality with respect to company proprietary or products that you access or come into contact with, during your project as an Intern, at all times as per our Policy. Use of company proprietary information or products shall not be made without prior permission from the concerned authority. Any breach of information security will be dealt as per Company Policy.

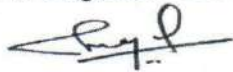
You will also be required to submit the following documents at the time of reporting;

- Photocopy of your Passport & Visa
- Photocopy of your Certificates / Mark Sheets in support of your Educational Qualification(s)
- 2 Passport-size photographs
- Pan Card
- Aadhar Card
- Personal individual bank account from a nationalized bank for processing stipend

Please do not hesitate to call us for any information you may need.

We wish you good luck.

Yours sincerely,
For **Cognizant Technology Solutions India Pvt. Ltd.,**



Maya Sreekumar
Vice President - Human Resource

I accept the terms and conditions of the internship program as mentioned above.

Signature:

Sridharan.V.R.

Date: *10.01.2022*



0130

Candidate Name (ID)
Sridharan V R (19607827)

Date of Joining
13 Jan 2022

Telephone Number
7094155039

Blood Group

Date of Birth
16 Mar 2000

PAN Card
JZCPS8051P

Aadhar Card Number
Consent Taken

Cognizant Address

This Pass is only Valid on 13 Jan 2022

Security Health & Safety Guidelines for Visitors in Cognizant Premises

- Please do not enter any 'Restricted' or Access controlled area unless authorized
- Cognizant prohibits carrying arms, explosives or incendiary materials into the premises
- Please wear and display your visitor ID badge when you are in the premises
- This is a smoke free campus and smoking is strictly prohibited
- All our buildings are monitored by CCTV cameras and fire alarms systems
- Please do not connect your Laptop or any Mobile Computing Devices to Cognizant Network without specific approval from Cognizant Information Security Team
- Kindly return this pass to the Security Personnel at the Gate to record your exit from the Campus
- Cognizant has a safety Policy to ensure the wellbeing of all its associates, visitors and business partners. We request your cooperation by following all safety notices and instructions at all times
- Speed limit for vehicle inside the campus is 20 kmph.
- Please park your vehicle only at designated parking lot
- Please walk along the designated pathways
- In case of fire, the fire alarm will ring. Listen carefully to the voice announcement on the PA system for further instructions
- Follow the fire exit signs to safely exit the building to the nearest Assembly point
- Follow the instructions of Emergency Response Team (ERT) members to safely evacuate the building
- In case of fire, do not use the elevators; use the staircase
- Vendors must obtain necessary work permits prior to starting any work. Cognizant reserves the right to turn away/stop the vendor's work where required safety precautions are not followed

Emergency Contact

- If you witness / are involved in a safety incident please report to Cognizant Emergency Call Center immediately at

■ 1800 258 2345

For office use only



0130

Candidate Name (ID)
Sridharan V R (19607827)

Date of Joining
13 Jan 2022

Telephone Number
7094155039

Blood Group

Date of Birth
16 Mar 2000

PAN Card
JZCPS8051P

Aadhar Card Number
Consent Taken

Cognizant Address



13-Jan-2022

Raja Gopika Sri M
B.E. Computer Science & Engineering
Sethu Institute of Technology, Kariapatti

Dear Raja Gopika Sri M,

Further to our Letter of Intent / Offer for the position of Programmer Analyst Trainee / Programmer Analyst aligned to the hiring category and in response to your subsequent confirmation for Internship Program with us, we are pleased to offer you an Internship with us for a **period of 3 to 6 months**, starting Dec 2021.

During this period, you will be provided with a stipend of INR 12,000 per month equated to the planned duration of the Internship curriculum and will be paid only subject to successful completion of milestones as defined in the curriculum prior to the monthly stipend processing window for a given month based on your performance and attendance.

Actual commencement of Internship dates and duration would be shortly communicated to you and the internship would be based on the business demand aligned to your skill tracks.

Though Cognizant Internship being a pre-requisite skill and capability development program, it does not guarantee employment. However, the successful completion of internship will form a critical part of your employment with Cognizant if an opportunity arises in future.

You will undergo a learning curriculum as per the learning track assigned to you. The learning path will include in-depth sessions, hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The outcome during Internship would be monitored through formal evaluations.

Prior to joining on the rolls of Cognizant, you must have successfully completed the prescribed Internship program. In the event of unsatisfactory Internship, Cognizant reserves rights at its sole discretion to revoke its employment offer.

Please also note that:

- The Internship timings would be for 9 hours per day from Monday through Friday aligned to the working timings followed in Cognizant
- Interns are covered under Cognizant's calendar holidays of the respective location of internship and you would need to adhere with minimum attendance requirements. Prior approvals are must towards any unavoidable leave or break requests during the program.
- There would be zero tolerance to plagiarisms and misconduct during the internship. Any such incident reported will lead to immediate cancellation of internship without any notice.
- You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions.
- You may be required, to travel to other locations within India if there is a business need as per your internship program
- Cognizant reserves rights regarding IT infra as applicable and access to information and material of Cognizant during the internship period and may modify or amend the Cognizant GenC program terms and conditions from time to time
- Stipend payment will be done for the prescribed Internship Curriculum period only and no additional payment will be done for any delay in completion.
- Attendance and successful completion of Milestone(s) are the eligible factors for processing stipend payment and tenure spent will not guarantee your monthly stipend payment.

At the time of your reporting for the internship, you will be required to sign a Non - Disclosure Agreement with the company. During the course of your Internship and after completion of the same, you are required to maintain strictest confidentiality with respect to company proprietary or products that you access or come into contact with, during your project as an Intern, at all times as per our Policy. Use of company proprietary information or products shall not be made without prior permission from the concerned authority. Any breach of information security will be dealt as per Company Policy.

You will also be required to submit the following documents at the time of reporting;

- Photocopy of your Passport & Visa
- Photocopy of your Certificates / Mark Sheets in support of your Educational Qualification(s)
- 2 Passport-size photographs
- Pan Card
- Aadhar Card
- Personal individual bank account from a nationalized bank for processing stipend

Please do not hesitate to call us for any information you may need.

We wish you good luck.

Yours sincerely,
For **Cognizant Technology Solutions India Pvt. Ltd.,**



Maya Sreekumar
Vice President - Human Resource

I accept the terms and conditions of the internship program as mentioned above.

Signature:

Date:

Onboarding Pass



Candidate Name (CandidateID) : Raja Gopika Sri M (19733

Date of Joining : 29 Jan 2022

Telephone Number : 6382698588

Blood Group :

Date of Birth : 15 Feb 2001

PAN Card : DWSPR6524K

Aadhar Card Number: Consent Taken

Cognizant Address :

This pass is valid only on DOJ

SECURITY, HEALTH & SAFETY GUIDELINES FOR VISITORS IN COGNIZANT PREMISES

- Please do not enter any 'Restricted' or Access controlled area unless authorized
- Cognizant prohibits carrying arms, explosives or incendiary materials into the premises
- Cognizant prohibits carrying narcotic drugs, psychotropic substances and alcoholic drinks in the premises
- Please wear and display your visitor ID badge when you are in the premises
- This is a smoke free campus and smoking is strictly prohibited
- All our buildings are monitored by CCTV cameras and fire alarms systems
- Please do not connect your Laptop or any Mobile Computing Devices to Cognizant Network without specific approval from Cognizant Information Security Team
- Kindly return this pass to the Security Personnel at the Gate to record your exit from the Campus
- Cognizant has a safety Policy to ensure the wellbeing of all its associates, visitors and business partners. We request your cooperation by following all safety notices and instructions at all times
- Speed limit for vehicle inside the campus is 20 kmph.
- Please park your vehicle only at designated parking lot
- Please walk along the designated pathways
- In case of fire, the fire alarm will ring. Listen carefully to the voice announcement on the PA system for further instructions
- Follow the fire exist signs to safely exit the building to the nearest Assembly point
- Follow the instructions of Emergency Response Team (ERT) members to safely evacuate the building
- In case of fire, do not use the elevators; use the staircase
- Vendors must obtain necessary work permits prior to starting any work. Cognizant reserves the right to turn away/stop the vendor's work where required safety precautions are not followed.

EMERGENCY CONTACT

If you witness/are involved in a safety incident please report to Cognizant Emergency Call Center immediately at 1800 258 2345

FOR OFFICE USE ONLY:



Candidate Name (Candidate ID) : Raja Gopika Sri M (19733

Date of Joining : 29 Jan 2022

Telephone Number : 6382698588

Blood Group :

Date of Birth : 15 Feb 2001

PAN Card : DWSPR6524K

Aadhar Card Number: Consent Taken

Cognizant Address :



13-Jan-2022

Subhashini K M
B.E. Computer Science & Engineering
Sethu Institute of Technology, Kariapatti

Dear Subhashini K M,

Further to our Letter of Intent / Offer for the position of Programmer Analyst Trainee / Programmer Analyst aligned to the hiring category and in response to your subsequent confirmation for Internship Program with us, we are pleased to offer you an Internship with us for a **period of 3 to 6 months**, starting Dec 2021.

During this period, you will be provided with a stipend of INR 12,000 per month equated to the planned duration of the Internship curriculum and will be paid only subject to successful completion of milestones as defined in the curriculum prior to the monthly stipend processing window for a given month based on your performance and attendance.

Actual commencement of Internship dates and duration would be shortly communicated to you and the internship would be based on the business demand aligned to your skill tracks.

Though Cognizant Internship being a pre- requisite skill and capability development program, it does not guarantee employment. However, the successful completion of internship will form a critical part of your employment with Cognizant if an opportunity arises in future.

You will undergo a learning curriculum as per the learning track assigned to you. The learning path will include in-depth sessions, hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The outcome during Internship would be monitored through formal evaluations.

Prior to joining on the rolls of Cognizant, you must have successfully completed the prescribed Internship program. In the event of unsatisfactory Internship, Cognizant reserves rights at its sole discretion to revoke its employment offer.

Please also note that:

- The Internship timings would be for 9 hours per day from Monday through Friday aligned to the working timings followed in Cognizant
- Interns are covered under Cognizant's calendar holidays of the respective location of internship and you would need to adhere with minimum attendance requirements. Prior approvals are must towards any unavoidable leave or break requests during the program.
- There would be zero tolerance to plagiarisms and misconduct during the internship. Any such incident reported will lead to immediate cancellation of internship without any notice.
- You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions.
- You may be required, to travel to other locations within India if there is a business need as per your internship program
- Cognizant reserves rights regarding IT infra as applicable and access to information and material of Cognizant during the internship period and may modify or amend the Cognizant GenC program terms and conditions from time to time
- Stipend payment will be done for the prescribed Internship Curriculum period only and no additional payment will be done for any delay in completion.
- Attendance and successful completion of Milestone(s) are the eligible factors for processing stipend payment and tenure spent will not guarantee your monthly stipend payment.

At the time of your reporting for the internship, you will be required to sign a Non - Disclosure Agreement with the company. During the course of your Internship and after completion of the same, you are required to maintain strictest confidentiality with respect to company proprietary or products that you access or come into contact with, during your project as an Intern, at all times as per our Policy. Use of company proprietary information or products shall not be made without prior permission from the concerned authority. Any breach of information security will be dealt as per Company Policy.

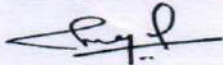
You will also be required to submit the following documents at the time of reporting;

- Photocopy of your Passport & Visa
- Photocopy of your Certificates / Mark Sheets in support of your Educational Qualification(s)
- 2 Passport-size photographs
- Pan Card
- Aadhar Card
- Personal individual bank account from a nationalized bank for processing stipend

Please do not hesitate to call us for any information you may need.

We wish you good luck.

Yours sincerely,
For **Cognizant Technology Solutions India Pvt. Ltd.,**



Maya Sreekumar
Vice President - Human Resource

I accept the terms and conditions of the internship program as mentioned above.

Signature:

Date:



Candidate Name (ID)
Subhashini K M (19733299)

Date of Joining
29 Jan 2022

Telephone Number
8098382521

Blood Group

Date of Birth
16 May 2001

PAN Card
LAGPS0579D

Aadhar Card Number
Consent Taken

Cognizant Address

This Pass is only Valid on 29 Jan 2022

Security Health & Safety Guidelines for Visitors in Cognizant Premises

- Please do not enter any 'Restricted' or Access controlled area unless authorized
- Cognizant prohibits carrying arms, explosives or incendiary materials into the premises
- Please wear and display your visitor ID badge when you are in the premises
- This is a smoke free campus and smoking is strictly prohibited
- All our buildings are monitored by CCTV cameras and fire alarms systems
- Please do not connect your Laptop or any Mobile Computing Devices to Cognizant Network without specific approval from Cognizant Information Security Team
- Kindly return this pass to the Security Personnel at the Gate to record your exit from the Campus
- Cognizant has a safety Policy to ensure the wellbeing of all its associates, visitors and business partners. We request your cooperation by following all safety notices and instructions at all times
- Speed limit for vehicle inside the campus is 20 kmph.
- Please park your vehicle only at designated parking lot
- Please walk along the designated pathways
- In case of fire, the fire alarm will ring. Listen carefully to the voice announcement on the PA system for further instructions
- Follow the fire exist signs to safely exit the building to the nearest Assembly point
- Follow the instructions of Emergency Response Team (ERT) members to safely evacuate the building
- In case of fire, do not use the elevators; use the staircase
- Vendors must obtain necessary work permits prior to starting any work. Cognizant reserves the right to turn away/stop the vendor's work where required safety precautions are not followed

Emergency Contact

■ If you witness / are involved in a safety incident please report to Cognizant Emergency Call Center immediately at

■ 1800 258 2345

For office use only



Candidate Name (ID)
Subhashini K M (19733299)

Date of Joining
29 Jan 2022

Telephone Number
8098382521

Blood Group

Date of Birth
16 May 2001

PAN Card
LAGPS0579D

Aadhar Card Number
Consent Taken

Cognizant Address



13-Jan-2022

Diwaahar R
B.Tech Information Technology
Sethu Institute of Technology, Kariapatti

Dear Diwaahar R,

Further to our Letter of Intent / Offer for the position of Programmer Analyst Trainee / Programmer Analyst aligned to the hiring category and in response to your subsequent confirmation for Internship Program with us, we are pleased to offer you an Internship with us for a **period of 3 to 6 months**, starting Dec 2021.

During this period, you will be provided with a stipend of INR 12,000 per month equated to the planned duration of the Internship curriculum and will be paid only subject to successful completion of milestones as defined in the curriculum prior to the monthly stipend processing window for a given month based on your performance and attendance.

Actual commencement of Internship dates and duration would be shortly communicated to you and the internship would be based on the business demand aligned to your skill tracks.

Though Cognizant Internship being a pre-requisite skill and capability development program, it does not guarantee employment. However, the successful completion of internship will form a critical part of your employment with Cognizant if an opportunity arises in future.

You will undergo a learning curriculum as per the learning track assigned to you. The learning path will include in-depth sessions, hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The outcome during Internship would be monitored through formal evaluations.

Prior to joining on the rolls of Cognizant, you must have successfully completed the prescribed Internship program. In the event of unsatisfactory Internship, Cognizant reserves rights at its sole discretion to revoke its employment offer.

Please also note that:

- The Internship timings would be for 9 hours per day from Monday through Friday aligned to the working timings followed in Cognizant
- Interns are covered under Cognizant's calendar holidays of the respective location of internship and you would need to adhere with minimum attendance requirements. Prior approvals are must towards any unavoidable leave or break requests during the program.
- There would be zero tolerance to plagiarisms and misconduct during the internship. Any such incident reported will lead to immediate cancellation of internship without any notice.
- You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions.
- You may be required, to travel to other locations within India if there is a business need as per your internship program
- Cognizant reserves rights regarding IT infra as applicable and access to information and material of Cognizant during the internship period and may modify or amend the Cognizant GenC program terms and conditions from time to time
- Stipend payment will be done for the prescribed Internship Curriculum period only and no additional payment will be done for any delay in completion.
- Attendance and successful completion of Milestone(s) are the eligible factors for processing stipend payment and tenure spent will not guarantee your monthly stipend payment.

At the time of your reporting for the internship, you will be required to sign a Non - Disclosure Agreement with the company. During the course of your Internship and after completion of the same, you are required to maintain strictest confidentiality with respect to company proprietary or products that you access or come into contact with, during your project as an Intern, at all times as per our Policy. Use of company proprietary information or products shall not be made without prior permission from the concerned authority. Any breach of information security will be dealt as per Company Policy.


You will also be required to submit the following documents at the time of reporting;

- Photocopy of your Passport & Visa
- Photocopy of your Certificates / Mark Sheets in support of your Educational Qualification(s)
- 2 Passport-size photographs
- Pan Card
- Aadhar Card
- Personal individual bank account from a nationalized bank for processing stipend

Please do not hesitate to call us for any information you may need.

We wish you good luck.

Yours sincerely,
For **Cognizant Technology Solutions India Pvt. Ltd.,**



Maya Sreekumar
Vice President - Human Resource

I accept the terms and conditions of the internship program as mentioned above.

Signature:

Date:

1. Introduction
2. Objectives
3. Methodology

4. Results

5. Discussion

6. Conclusion

7. References

8. Appendix

9. Acknowledgements

10. Bibliography

11. Glossary

12. Index

13. List of Figures

14. List of Tables

15. Summary

16. Abstract

17. Executive Summary

18. Introduction

19. Objectives

20. Methodology

21. Results

22. Discussion

23. Conclusion

24. References



13-Jan-2022

Keerthana G
B.E. Computer Science
Sethu Institute of Technology, Kariapatti

Dear Keerthana G,

Further to our Letter of Intent / Offer for the position of Programmer Analyst Trainee / Programmer Analyst aligned to the hiring category and in response to your subsequent confirmation for Internship Program with us, we are pleased to offer you an Internship with us for a **period of 3 to 6 months**, starting Dec 2021.

During this period, you will be provided with a stipend of INR 12,000 per month equated to the planned duration of the Internship curriculum and will be paid only subject to successful completion of milestones as defined in the curriculum prior to the monthly stipend processing window for a given month based on your performance and attendance.

Actual commencement of Internship dates and duration would be shortly communicated to you and the internship would be based on the business demand aligned to your skill tracks.

Though Cognizant Internship being a pre-requisite skill and capability development program, it does not guarantee employment. However, the successful completion of internship will form a critical part of your employment with Cognizant if an opportunity arises in future.

You will undergo a learning curriculum as per the learning track assigned to you. The learning path will include in-depth sessions, hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The outcome during Internship would be monitored through formal evaluations.

Prior to joining on the rolls of Cognizant, you must have successfully completed the prescribed Internship program. In the event of unsatisfactory Internship, Cognizant reserves rights at its sole discretion to revoke its employment offer.

Please also note that:

- The Internship timings would be for 9 hours per day from Monday through Friday aligned to the working timings followed in Cognizant
- Interns are covered under Cognizant's calendar holidays of the respective location of internship and you would need to adhere with minimum attendance requirements. Prior approvals are must towards any unavoidable leave or break requests during the program.
- There would be zero tolerance to plagiarisms and misconduct during the internship. Any such incident reported will lead to immediate cancellation of internship without any notice.
- You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions.
- You may be required, to travel to other locations within India if there is a business need as per your internship program
- Cognizant reserves rights regarding IT infra as applicable and access to information and material of Cognizant during the internship period and may modify or amend the Cognizant GenC program terms and conditions from time to time
- Stipend payment will be done for the prescribed Internship Curriculum period only and no additional payment will be done for any delay in completion.
- Attendance and successful completion of Milestone(s) are the eligible factors for processing stipend payment and tenure spent will not guarantee your monthly stipend payment.

At the time of your reporting for the internship, you will be required to sign a Non - Disclosure Agreement with the company. During the course of your Internship and after completion of the same, you are required to maintain strictest confidentiality with respect to company proprietary or products that you access or come into contact with, during your project as an Intern, at all times as per our Policy. Use of company proprietary information or products shall not be made without prior permission from the concerned authority. Any breach of information security will be dealt as per Company Policy.

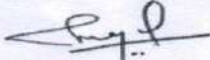
You will also be required to submit the following documents at the time of reporting;

- Photocopy of your Passport & Visa
- Photocopy of your Certificates / Mark Sheets in support of your Educational Qualification(s)
- 2 Passport-size photographs
- Pan Card
- Aadhar Card
- Personal individual bank account from a nationalized bank for processing stipend

Please do not hesitate to call us for any information you may need.

We wish you good luck.

Yours sincerely,
For **Cognizant Technology Solutions India Pvt. Ltd.,**



Maya Sreekumar
Vice President - Human Resource

I accept the terms and conditions of the internship program as mentioned above.

Signature:

Date:



Candidate Name (ID)
Keerthana G (19733325)

Date of Joining
29 Jan 2022

Telephone Number
6381035124

Blood Group

Date of Birth
22 Feb 2001

PAN Card
LEMPK6631J

Aadhar Card Number
Consent Taken

Cognizant Address

This Pass is only Valid on 29 Jan 2022

Security Health & Safety Guidelines for Visitors in Cognizant Premises

- Please do not enter any 'Restricted' or Access controlled area unless authorized
- Cognizant prohibits carrying arms, explosives or incendiary materials into the premises
- Please wear and display your visitor ID badge when you are in the premises
- This is a smoke free campus and smoking is strictly prohibited
- All our buildings are monitored by CCTV cameras and fire alarms systems
- Please do not connect your Laptop or any Mobile Computing Devices to Cognizant Network without specific approval from Cognizant Information Security Team
- Kindly return this pass to the Security Personnel at the Gate if record your exit from the Campus
- Cognizant has a safety Policy to ensure the wellbeing of all its associates, visitors and business partners. We request your cooperation by following all safety notices and instructions at all times
- Speed limit for vehicle inside the campus is 20 kmph.
- Please park your vehicle only at designated parking lot
- Please walk along the designated pathways
- In case of fire, the fire alarm will ring. Listen carefully to the voice announcement on the PA system for further instructions
- Follow the fire exit signs to safely exit the building to the nearest Assembly point
- Follow the instructions of Emergency Response Team (ERT) members to safely evacuate the building
- In case of fire, do not use the elevators; use the staircase
- Vendors must obtain necessary work permits prior to starting any work. Cognizant reserves the right to turn away/stop the vendor's work where required safety precautions are not followed

Emergency Contact

- If you witness / are involved in a safety incident please report to Cognizant Emergency Call Center Immediately at
- 1800 258 2345

For office use only



Candidate Name (ID)
Keerthana G (19733325)

Date of Joining
29 Jan 2022

Telephone Number
6381035124

Blood Group

Date of Birth
22 Feb 2001

PAN Card
LEMPK6631J

Aadhar Card Number
Consent Taken

Cognizant Address



13-Jan-2022

Mohamed Abu Backer
B.E. Computer Science
Sethu Institute of Technology, Kariapatti

Dear Mohamed Abu Backer,

Further to our Letter of Intent / Offer for the position of Programmer Analyst Trainee / Programmer Analyst aligned to the hiring category and in response to your subsequent confirmation for Internship Program with us, we are pleased to offer you an Internship with us for a **period of 3 to 6 months**, starting Dec 2021.

During this period, you will be provided with a stipend of INR 12,000 per month equated to the planned duration of the Internship curriculum and will be paid only subject to successful completion of milestones as defined in the curriculum prior to the monthly stipend processing window for a given month based on your performance and attendance.

Actual commencement of Internship dates and duration would be shortly communicated to you and the internship would be based on the business demand aligned to your skill tracks.

Though Cognizant Internship being a pre- requisite skill and capability development program, it does not guarantee employment. However, the successful completion of internship will form a critical part of your employment with Cognizant if an opportunity arises in future.

You will undergo a learning curriculum as per the learning track assigned to you. The learning path will include in-depth sessions, hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The outcome during Internship would be monitored through formal evaluations.

Prior to joining on the rolls of Cognizant, you must have successfully completed the prescribed Internship program. In the event of unsatisfactory Internship, Cognizant reserves rights at its sole discretion to revoke its employment offer.

Please also note that:

- The Internship timings would be for 9 hours per day from Monday through Friday aligned to the working timings followed in Cognizant
- Interns are covered under Cognizant's calendar holidays of the respective location of internship and you would need to adhere with minimum attendance requirements. Prior approvals are must towards any unavoidable leave or break requests during the program.
- There would be zero tolerance to plagiarisms and misconduct during the internship. Any such incident reported will lead to immediate cancellation of internship without any notice.
- You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions.
- You may be required, to travel to other locations within India if there is a business need as per your internship program
- Cognizant reserves rights regarding IT infra as applicable and access to information and material of Cognizant during the internship period and may modify or amend the Cognizant GenC program terms and conditions from time to time
- Stipend payment will be done for the prescribed Internship Curriculum period only and no additional payment will be done for any delay in completion.
- Attendance and successful completion of Milestone(s) are the eligible factors for processing stipend payment and tenure spent will not guarantee your monthly stipend payment.

At the time of your reporting for the internship, you will be required to sign a Non - Disclosure Agreement with the company. During the course of your Internship and after completion of the same, you are required to maintain strictest confidentiality with respect to company proprietary or products that you access or come into contact with, during your project as an Intern, at all times as per our Policy. Use of company proprietary information or products shall not be made without prior permission from the concerned authority. Any breach of information security will be dealt as per Company Policy.

You will also be required to submit the following documents at the time of reporting;

- Photocopy of your Passport & Visa
- Photocopy of your Certificates / Mark Sheets in support of your Educational Qualification(s)
- 2 Passport-size photographs
- Pan Card
- Aadhar Card
- Personal individual bank account from a nationalized bank for processing stipend

Please do not hesitate to call us for any information you may need.

We wish you good luck.

Yours sincerely,
For **Cognizant Technology Solutions India Pvt. Ltd.,**



Maya Sreekumar
Vice President - Human Resource

I accept the terms and conditions of the internship program as mentioned above.

Signature:

Date:

Dr. J. S. Srinivasan

1st year 2002

2nd year 2003

Kannur

to the Principal

3rd year 2004

Kannur

4th year 2005

5th year 2006

6th year 2007

7th year 2008

8th year 2009

9th year 2010

10th year 2011

11th year 2012

12th year 2013

13th year 2014

14th year 2015

15th year 2016

16th year 2017

17th year 2018

18th year 2019

19th year 2020

20th year 2021

Head of the Department
Department of Computer Science
and Engineering
Sri Lanka Institute of Technology
Pulicat, Kattankulathur
Villupuram.

Dr. J. S. Srinivasan

20/11/2021

Dr. J. S. Srinivasan



13-Jan-2022

Priyadharshini K
B.E. Computer Science & Engineering
Sethu Institute of Technology, Kariapatti

Dear Priyadharshini K,

Further to our Letter of Intent / Offer for the position of Programmer Analyst Trainee / Programmer Analyst aligned to the hiring category and in response to your subsequent confirmation for Internship Program with us, we are pleased to offer you an Internship with us for **a period of 3 to 6 months**, starting Dec 2021.

During this period, you will be provided with a stipend of INR 12,000 per month equated to the planned duration of the Internship curriculum and will be paid only subject to successful completion of milestones as defined in the curriculum prior to the monthly stipend processing window for a given month based on your performance and attendance.

Actual commencement of Internship dates and duration would be shortly communicated to you and the internship would be based on the business demand aligned to your skill tracks.

Though Cognizant Internship being a pre- requisite skill and capability development program, it does not guarantee employment. However, the successful completion of internship will form a critical part of your employment with Cognizant if an opportunity arises in future.

You will undergo a learning curriculum as per the learning track assigned to you. The learning path will include in-depth sessions, hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The outcome during Internship would be monitored through formal evaluations.

Prior to joining on the rolls of Cognizant, you must have successfully completed the prescribed Internship program. In the event of unsatisfactory Internship, Cognizant reserves rights at its sole discretion to revoke its employment offer.

Please also note that:

- The Internship timings would be for 9 hours per day from Monday through Friday aligned to the working timings followed in Cognizant
- Interns are covered under Cognizant's calendar holidays of the respective location of internship and you would need to adhere with minimum attendance requirements. Prior approvals are must towards any unavoidable leave or break requests during the program.
- There would be zero tolerance to plagiarisms and misconduct during the internship. Any such incident reported will lead to immediate cancellation of internship without any notice.
- You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions.
- You may be required, to travel to other locations within India if there is a business need as per your internship program
- Cognizant reserves rights regarding IT infra as applicable and access to information and material of Cognizant during the internship period and may modify or amend the Cognizant GenC program terms and conditions from time to time
- Stipend payment will be done for the prescribed Internship Curriculum period only and no additional payment will be done for any delay in completion.
- Attendance and successful completion of Milestone(s) are the eligible factors for processing stipend payment and tenure spent will not guarantee your monthly stipend payment.

At the time of your reporting for the internship, you will be required to sign a Non - Disclosure Agreement with the company. During the course of your Internship and after completion of the same, you are required to maintain strictest confidentiality with respect to company proprietary or products that you access or come into contact with, during your project as an Intern, at all times as per our Policy. Use of company proprietary information or products shall not be made without prior permission from the concerned authority. Any breach of information security will be dealt as per Company Policy.

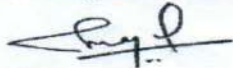
You will also be required to submit the following documents at the time of reporting;

- Photocopy of your Passport & Visa
- Photocopy of your Certificates / Mark Sheets in support of your Educational Qualification(s)
- 2 Passport-size photographs
- Pan Card
- Aadhar Card
- Personal individual bank account from a nationalized bank for processing stipend

Please do not hesitate to call us for any information you may need.

We wish you good luck.

Yours sincerely,
For **Cognizant Technology Solutions India Pvt. Ltd.,**



Maya Sreekumar
Vice President - Human Resource

I accept the terms and conditions of the internship program as mentioned above.

Signature:

Date:



13-Jan-2022

Mohamed Hazzali M
B.E. Electronics & Communication Engineering
Sethu Institute of Technology, Kariapatti

Dear Mohamed Hazzali M,

Further to our Letter of Intent / Offer for the position of Programmer Analyst Trainee / Programmer Analyst aligned to the hiring category and in response to your subsequent confirmation for Internship Program with us, we are pleased to offer you an Internship with us for a **period of 3 to 6 months**, starting Dec 2021.

During this period, you will be provided with a stipend of INR 12,000 per month equated to the planned duration of the Internship curriculum and will be paid only subject to successful completion of milestones as defined in the curriculum prior to the monthly stipend processing window for a given month based on your performance and attendance.

Actual commencement of Internship dates and duration would be shortly communicated to you and the internship would be based on the business demand aligned to your skill tracks.

Though Cognizant Internship being a pre- requisite skill and capability development program, it does not guarantee employment. However, the successful completion of internship will form a critical part of your employment with Cognizant if an opportunity arises in future.

You will undergo a learning curriculum as per the learning track assigned to you. The learning path will include in-depth sessions, hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The outcome during Internship would be monitored through formal evaluations.

Prior to joining on the rolls of Cognizant, you must have successfully completed the prescribed Internship program. In the event of unsatisfactory Internship, Cognizant reserves rights at its sole discretion to revoke its employment offer.

Please also note that:

- The Internship timings would be for 9 hours per day from Monday through Friday aligned to the working timings followed in Cognizant
- Interns are covered under Cognizant's calendar holidays of the respective location of internship and you would need to adhere with minimum attendance requirements. Prior approvals are must towards any unavoidable leave or break requests during the program.
- There would be zero tolerance to plagiarisms and misconduct during the internship. Any such incident reported will lead to immediate cancellation of internship without any notice.
- You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions.
- You may be required, to travel to other locations within India if there is a business need as per your internship program
- Cognizant reserves rights regarding IT infra as applicable and access to information and material of Cognizant during the internship period and may modify or amend the Cognizant GenC program terms and conditions from time to time
- Stipend payment will be done for the prescribed Internship Curriculum period only and no additional payment will be done for any delay in completion.
- Attendance and successful completion of Milestone(s) are the eligible factors for processing stipend payment and tenure spent will not guarantee your monthly stipend payment.

At the time of your reporting for the internship, you will be required to sign a Non - Disclosure Agreement with the company. During the course of your Internship and after completion of the same, you are required to maintain strictest confidentiality with respect to company proprietary or products that you access or come into contact with, during your project as an Intern, at all times as per our Policy. Use of company proprietary information or products shall not be made without prior permission from the concerned authority. Any breach of information security will be dealt as per Company Policy.

You will also be required to submit the following documents at the time of reporting;

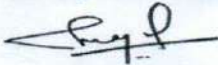
- Photocopy of your Passport & Visa
- Photocopy of your Certificates / Mark Sheets in support of your Educational Qualification(s)
- 2 Passport-size photographs
- Pan Card
- Aadhar Card
- Personal individual bank account from a nationalized bank for processing stipend

Please do not hesitate to call us for any information you may need.

We wish you good luck.

Yours sincerely,

For **Cognizant Technology Solutions India Pvt. Ltd.,**



Maya Sreekumar

Vice President - Human Resource

I accept the terms and conditions of the internship program as mentioned above.

Signature:

Date:

Head of the Department
Department of Computer Science
and Engineering
Sri Institute of Technology
Tollu, Katsipati-520 115
Vijayanagara District



13-Jan-2022

Jaline Grace Marcline
B.E. Computer Science
Sethu Institute of Technology, Kariapatti

Dear Jaline Grace Marcline,

Further to our Letter of Intent / Offer for the position of Programmer Analyst Trainee / Programmer Analyst aligned to the hiring category and in response to your subsequent confirmation for Internship Program with us, we are pleased to offer you an Internship with us for a period of 3 to 6 months, starting Dec 2021.

During this period, you will be provided with a stipend of INR 12,000 per month equated to the planned duration of the Internship curriculum and will be paid only subject to successful completion of milestones as defined in the curriculum prior to the monthly stipend processing window for a given month based on your performance and attendance.

Actual commencement of Internship dates and duration would be shortly communicated to you and the internship would be based on the business demand aligned to your skill tracks.

Though Cognizant Internship being a pre-requisite skill and capability development program, it does not guarantee employment. However, the successful completion of internship will form a critical part of your employment with Cognizant if an opportunity arises in future.

You will undergo a learning curriculum as per the learning track assigned to you. The learning path will include in-depth sessions, hands on exercise and project work. There will also be series of webinars, quizzes, SME interactions, mentor connects, code challenges, assessments etc. to accelerate your learning. The outcome during Internship would be monitored through formal evaluations.

Prior to joining on the rolls of Cognizant, you must have successfully completed the prescribed Internship program. In the event of unsatisfactory Internship, Cognizant reserves rights at its sole discretion to revoke its employment offer.

Please also note that:

- The Internship timings would be for 9 hours per day from Monday through Friday aligned to the working timings followed in Cognizant
- Interns are covered under Cognizant's calendar holidays of the respective location of internship and you would need to adhere with minimum attendance requirements. Prior approvals are must towards any unavoidable leave or break requests during the program.
- There would be zero tolerance to plagiarisms and misconduct during the internship. Any such incident reported will lead to immediate cancellation of internship without any notice.
- You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions.
- You may be required, to travel to other locations within India if there is a business need as per your internship program
- Cognizant reserves rights regarding IT infra as applicable and access to information and material of Cognizant during the internship period and may modify or amend the Cognizant GenC program terms and conditions from time to time
- Stipend payment will be done for the prescribed Internship Curriculum period only and no additional payment will be done for any delay in completion.
- Attendance and successful completion of Milestone(s) are the eligible factors for processing stipend payment and tenure spent will not guarantee your monthly stipend payment.

At the time of your reporting for the internship, you will be required to sign a Non - Disclosure Agreement with the company. During the course of your Internship and after completion of the same, you are required to maintain strictest confidentiality with respect to company proprietary or products that you access or come into contact with, during your project as an Intern, at all times as per our Policy. Use of company proprietary information or products shall not be made without prior permission from the concerned authority. Any breach of information security will be dealt as per Company Policy.

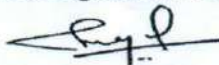
You will also be required to submit the following documents at the time of reporting;

- Photocopy of your Passport & Visa
- Photocopy of your Certificates / Mark Sheets in support of your Educational Qualification(s)
- 2 Passport-size photographs
- Pan Card
- Aadhar Card
- Personal individual bank account from a nationalized bank for processing stipend

Please do not hesitate to call us for any information you may need.

We wish you good luck.

Yours sincerely,
For **Cognizant Technology Solutions India Pvt. Ltd.,**



Maya Sreekumar
Vice President - Human Resource

I accept the terms and conditions of the internship program as mentioned above.

Signature:

Date:

Dear Sabhari Shrinivas,

Congratulations! You have been selected for a 3-month internship at Codemire, as **"Game Developer Intern"**. During this internship, you will work closely with the Codemire team to design and develop games. During the internship, the following will be your expected deliverables that you will be evaluated on:

1. Support, guide, and motivate our engineers & review their performances.
2. Participate in strategic planning & drive progression and innovation within our app development processes.
3. Assist our producers and team leads.
4. Keep a close eye on the trend shifts and innovations early.
5. Involve in research and coding responsibilities.
6. Be with ready hands-on code whenever required.
7. Maintain a clean up-to-date work record to submit to the reporting manager.
8. Involve in regular discussion with Technical Architect to maintain technical production flow.

Please note: This internship doesn't require regular attendance in the office.

Perks

1. Certificates and Letter of Recommendation signed by Codemire Founders
2. Exposure to exponential learning – Improve team, business, and communication skills.
3. Build a network with people connected very well in the start-up industry internationally.
4. Pre placement offer
5. Access to various industry events
6. Development of leadership, management, and general knowledge skills.

7. Stipend: ☐ 5,000 - ☐ 10,000/month (Based on performance)

8. 5% profit sharing on every game success.

Codemire reserves the right to terminate the internship at any point owing to non-performance or unethical practices.

About Codemire

Codemire is an expanding Indian gaming studio, who creates super addictive hyper casual games and help other developer to develop their first game and publish it via us.

Welcome to Codemire. Let's improve your skills with us!

Signed by

Vishwas Bhushan

Vishwas Bhushan
Co-Founder & CEO, Codemire

www.codemire.com

Roshini,
D4, Royal Avenue, Gladway Green City,
Avaniapuram Bypass Road,
Avaniapuram,
Madurai - 625 012

Dear Roshini,

Welcome to Centizen Inc.!

In our new journey, you will be experimenting and learning while understanding our deeply held values and our relationships with our clients that are the cornerstones of our organization.

We look forward to working with you and wish you success in your career with us.

Warm regards,

A JOSEPH
Vice President
Centizen Inc.

Roshini,
D4, Royal Avenue, Gladway Green City,
Avaniapuram Bypass Road,
Avaniapuram,
Madurai - 625 012

Dear Roshini,

Congratulations! We are delighted to make you an offer as Software Engineer Intern and your role is Software Engineer.

Here are the terms and conditions of our offer:

Joining

Your tentative scheduled date of Joining Internship will be **1 December, 2021**. In case of inconvenience of either parties, adjustments can be made on the joining date.

Location

Your location of posting is Tirunelveli. 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.

Leave

You are entitled to Earned Leave for 12 working days annually, right from your date of joining.

Agreement

Our offer to you as Software Engineer is subject to the execution of the Service Agreement. The Service Agreement details i.e., the scope, terms and conditions of your employment, the

necessary training and the contractual obligations towards Centizen Inc., from the date of your joining and up to a period of 30 months including Internship period. 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.

Salary

Your Stipend for the Internship period of first six months will be **INR 7,500 per month (if you are asked to do internship at home, the stipend will be Rs. 5,000 only)** and Total Gross Salary for the training period of six months will be **INR 15,000 per month**. Total Gross Salary after training will be **INR 25,000 per month**. There will be an increment in your salary based on your performance after the completion of two years' service. The break-up of your salary has been provided in the Compensation Details sheet in Annexure – I and Annexure – II.

Notice period

During the service 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 two months' notice period. Similarly, the Company can terminate your services by giving two months' notice or salary thereof.

Background checks

The Company may, at its discretion, conduct background checks prior to or after your scheduled date of joining. You expressly consent to the Company conducting such background checks.

The Company, at its discretion, may request further validation of the details provided by you. If the outcome of the background check is found to be unsatisfactory, we reserve the right, in our sole discretion, to withdraw this offer without notice nor compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

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 Centizen Inc. 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.

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 Tirunelveli, India.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

We welcome you to the Centizen and wish you a rewarding career over the years to come.

Yours sincerely,

Centizen

A JOSEPH
Vice President
Centizen Inc.

I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Date:

Sign your name

Print your name

Location

ANNEXURE – I
(Compensation after One Year)

COMPENSATION DETAILS		
(All figures in INR per month)		
ROLE	Software Engineer	
ROLE DESIGNATION	Software Engineer	
MONTHLY COMPONENTS		
BASIC SALARY		21,500
FIXED DEARNESS ALLOWANCE (FDA)		2,500
BASKET OF ALLOWANCES (This is to be used towards HRA, LTA, Medical Allowance, Children's Education Allowance, Transport Allowance)		1,000
MONTHLY GROSS SALARY		25,000
Yearly bonus will be provided based on the individual performance (Variable)		0 to 50,000 Per annum
Yearly bonus will be provided based on the company performance (Variable)		0 to 50,000 Per annum

ANNEXURE-II
(Compensation for the first Six months)

COMPENSATION DETAILS	
(All figures in INR per month)	
ROLE	Software Engineer
ROLE DESIGNATION	Software Engineer Intern
MONTHLY COMPONENTS	
STIPEND PER MONTH	7,500

(Compensation for the Training period of Six months)

COMPENSATION DETAILS		
(All figures in INR per month)		
ROLE	Software Engineer	
ROLE DESIGNATION	Software Engineer Trainee	
MONTHLY COMPONENTS		
MONTHLY GROSS SALARY		15,000

12:39 PM

0% 5G 100% 100% 100%



Centizen Inc _ Date of Join

Update Inbox



Fanny Arul 15 Nov

to jessicamary1704@gmail.com, h...



Hi,

Greetings from Centizen Inc!

This is to inform you that, we have confirmed your Date of Join on 6 December 2021.

Your location for posting will be Tirunelveli.

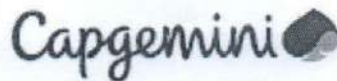
Address: Centizen Inc, #25, Vinayagar Nagar, NGO colony, (Near Jeba garden), Tirunelveli.

Welcome on board and we look forward to your valuable contributions and wish you all the very best for a rewarding career with our organization.

If you need any assistance in accommodation or in any other travel-related queries please reach out to us.

Thanks and Regards,

Fanny HR,
Centizen Inc.
6380780156



Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 1426981

Letter of Intent ("LOI")

Dear Ramji V,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited** (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.

The terms of this Letter of Intent shall remain confidential and are not to be disclosed to any third party.

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com, please ensure below format of email subject -

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 1426981**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 1426981**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1426981**

Thanking you,

Yours Sincerely,

For & On Behalf of Capgemini

Tejinder Sethi

Head - Fresher Hiring

This is a system generated document and does not need a signature

ANNEXURE 1

Ramji V

Analyst and A4

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000/- (Rupees Four Lakh only)**. On completion of 1 year of service from your date of joining, you will receive fixed one-time incentive of **INR 25,000/- (Rupees Twenty Five Thousand only)**. Based on your Date of Joining, your compensation shall be paid monthly. The company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Tejinder Sethi

Head - Fresher Hiring

This is a system generated document and does not need a signature

Regd Office: Pune Hinjewadi Regd. Office No. 14, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, MIDC SEZ, Village Man, Taluka Mulshi, Pune - 411057, Maharashtra, India. Tel: +91 20 6699 1000 | Fax: +91 20 6699 5050 | CIN: U85110PN1993PLC145950



Centizen Inc _ Date of Join Update Inbox



Fanny Arul 15 Nov

to jessicamary1704@gmail.com, h...



Hi,

Greetings from Centizen Inc!

This is to inform you that, we have confirmed your Date of Join on 6 December 2021.

Your location for posting will be Tirunelveli.

Address: Centizen Inc, #25, Vinayagar Nagar, NGO colony, (Near Jeba garden), Tirunelveli.

Welcome on board and we look forward to your valuable contributions and wish you all the very best for a rewarding career with our organization.

If you need any assistance in accommodation or in any other travel-related queries please reach out to us.

Thanks and Regards,

Fanny HR,
Centizen Inc.
6380780156

Dear Candidate,

Greetings from Capgemini.

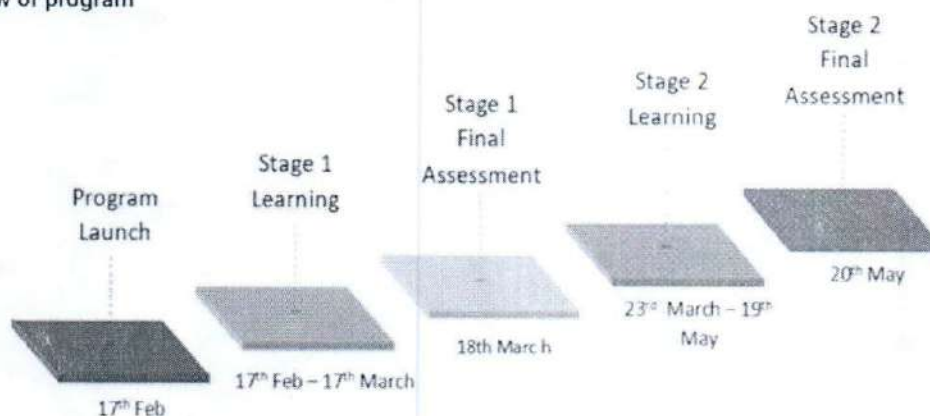
Thank you for accepting the Letter of Intent. We welcome you on your first steps to be a part of the Capgemini family.

We are delighted to introduce you to our Flagship Pre-joining Program enabled by our Digital platform **ADAPT** (**A** ccelerated **D** igital **A** id for **P** re-Onboarding the **T** alent). This platform offers you a comprehensive suite of self-paced learning modules blended with periodic assessments. Successful completion of learning through this platform is key pre-requisite for next level training. Hence, request you to take good advantage of this learning opportunity and be fully equipped to start your career with us.

What does ADAPT offer you?

- Equip yourself with foundational skills especially if you are not from CS/IT background
- If you are graduating with CS/IT, leverage this platform to refresh your skills and get a firm grip on fundamentals
- Get into the discipline and mode of Self-Learning and Learning by Doing and gear up for the advanced skill training
- Compare your progress with your peers and best performing benchmark through weekly dashboard
- Enhance the possibility of obtaining strong fundamentals by completing the course on time and demonstrating good performance

Flow of program



Your learning journey is structured into two stages. First stage is a bouquet of foundational courses which prepare you for second stage, which offers courses aligned to specific skill track. You are mandatorily required to complete both stages. Technology track for second stage will be decided based on your performance in first stage and the business demand we foresee.

Please note that your participation and performance in all the components of the program quizzes, assignments, assessments will be considered in your overall ADAPT and next stage training performance. Completing this program on time will enable you to perform well in the next stage of your learning journey with Capgemini, which will be launched in 2022.

Expectation from the participant

- You are expected to understand the complete learning journey
- Assess yourself on the skills being covered
- Create a learning plan focused on the gaps
- Complete the online learning modules including hands-on assignments as per your plan
- Participate in the webinars to get your questions cleared
- Take up all the assessments that are conducted through the journey and emerge as a budding professional ready to get into Capgemini
- Share your learnings with your peers and get recognized for your technical brilliance and boundary less behaviour

To sum up, enjoy the learning and lay a strong foundation for yourself to have a successful career in IT Industry.

Ethics and Confidentiality



At Capgemini, we value ethics as these are not only rules of behaviour but also guiding principles. We expect you to live by these values and maintain integrity while you participate in the assignments, quizzes, and assessments. Any unethical practice would adversely impact your onboarding into Capgemini.



You are expected to maintain confidentiality of the program details, including your user-id and password

Next Steps

Please join one of the kick-off sessions scheduled on **17th Feb 22** . Kindly chose a time slot and register for the session by clicking on the links provided in below.

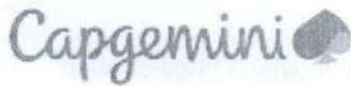
Please note that each session has a registration limit, and you are requested to register for your desired time slot at the earliest to get a seat. You will not receive the link to join till you register.

Time slot	Registration link
5 PM 6 PM IST	https://attendee.gotowebinar.com/register/8502538132315495951

You will be receiving the user credentials from email ID: **adapt.in@capgemini.com** (this email can also be used for highlighting any issues where you are not getting help related to the ADAPT program only). For technical queries, please use the helpline of Capgeminis Learning Partner, which you will get with the login credentials communication.

Regards.

Capgemini ADAPT Team



Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 1443519

Letter of Intent ("LOI")

Dear Logesh Pandi.C,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited** (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.

The terms of this Letter of Intent shall remain confidential and are not to be disclosed to any third party.

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com, please ensure below format of email subject -

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 1443519**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 1443519**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1443519**

Thanking you,

Yours Sincerely,

For & On Behalf of Capgemini

Tejinder Sethi

Head - Fresher Hiring

This is a system generated document and does not need a signature

ANNEXURE 1

Logesh Pandi.C
Analyst and A4

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000/- (Rupees Four Lakh only)**. On completion of 1 year of service from your date of joining, you will receive fixed one-time incentive of **INR 25,000/- (Rupees Twenty Five Thousand only)**. Based on your Date of Joining, your compensation shall be paid monthly. The company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

This is a system generated document and does not need a signature

Regd Office: Pune Hinjewadi Regd. Office No. 14, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, MIDC SEZ, Village Man, Taluka Mulshi, Pune - 411057, Maharashtra, India. Tel: +91 20 6699 1000 | Fax: +91 20 6699 5050 | CIN: U85110PN1993PLC145950

Dear Candidate,

Greetings from Capgemini.

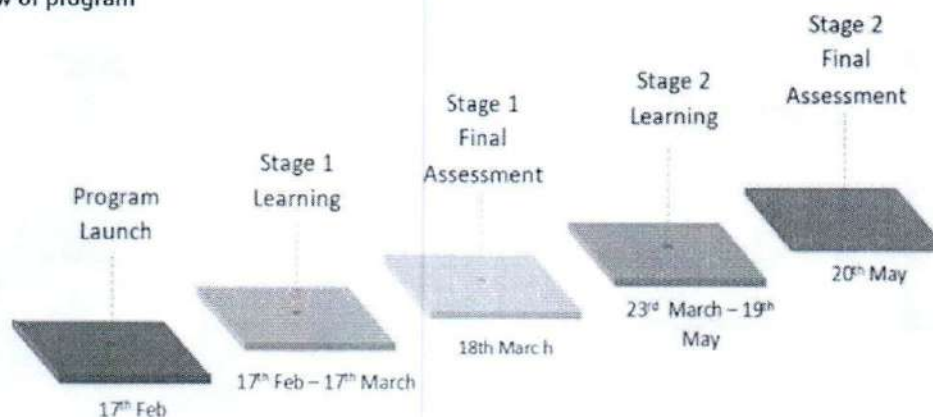
Thank you for accepting the Letter of Intent. We welcome you on your first steps to be a part of the Capgemini family.

We are delighted to introduce you to our Flagship Pre-joining Program enabled by our Digital platform **ADAPT** (A ccelerated D igital A id for P re-Onboarding the T alent). This platform offers you a comprehensive suite of self-paced learning modules blended with periodic assessments. Successful completion of learning through this platform is key pre-requisite for next level training. Hence, request you to take good advantage of this learning opportunity and be fully equipped to start your career with us.

What does ADAPT offer you?

- Equip yourself with foundational skills especially if you are not from CS/IT background
- If you are graduating with CS/IT, leverage this platform to refresh your skills and get a firm grip on fundamentals
- Get into the discipline and mode of Self-Learning and Learning by Doing and gear up for the advanced skill training
- Compare your progress with your peers and best performing benchmark through weekly dashboard
- Enhance the possibility of obtaining strong fundamentals by completing the course on time and demonstrating good performance

Flow of program



Your learning journey is structured into two stages. First stage is a bouquet of foundational courses which prepare you for second stage, which offers courses aligned to specific skill track. You are mandatorily required to complete both stages. Technology track for second stage will be decided based on your performance in first stage and the business demand we foresee.

Please note that your participation and performance in all the components of the program quizzes, assignments, assessments will be considered in your overall ADAPT and next stage training performance. Completing this program on time will enable you to perform well in the next stage of your learning journey with Capgemini, which will be launched in 2022.

Expectation from the participant

- You are expected to understand the complete learning journey
- Assess yourself on the skills being covered
- Create a learning plan focused on the gaps
- Complete the online learning modules including hands-on assignments as per your plan
- Participate in the webinars to get your questions cleared
- Take up all the assessments that are conducted through the journey and emerge as a budding professional ready to get into Capgemini
- Share your learnings with your peers and get recognized for your technical brilliance and boundary less behaviour

To sum up, enjoy the learning and lay a strong foundation for yourself to have a successful career in IT Industry.

Ethics and Confidentiality



At Capgemini, we value ethics as these are not only rules of behaviour but also guiding principles. We expect you to live by these values and maintain integrity while you participate in the assignments, quizzes, and assessments. Any unethical practice would adversely impact your onboarding into Capgemini.



You are expected to maintain confidentiality of the program details, including your user-id and password

Next Steps

Please join one of the kick-off sessions scheduled on **17th Feb 22** . Kindly chose a time slot and register for the session by clicking on the links provided in below.

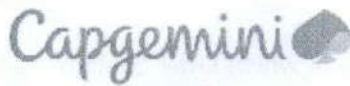
Please note that each session has a registration limit, and you are requested to register for your desired time slot at the earliest to get a seat. You will not receive the link to join till you register.

Time slot	Registration link
5 PM 6 PM IST	https://attendee.gotowebinar.com/register/8502538132315495951

You will be receiving the user credentials from email ID: **adapt.in@capgemini.com** (this email can also be used for highlighting any issues where you are not getting help related to the ADAPT program only). For technical queries, please use the helpline of Capgeminis Learning Partner, which you will get with the login credentials communication.

Regards.

Capgemini ADAPT Team



Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 1368557

Letter of Intent ("LOI")

Dear Dhinesh S,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited** (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.

The terms of this Letter of Intent shall remain confidential and are not to be disclosed to any third party.

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com, please ensure below format of email subject -

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 1368557**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 1368557**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1368557**

Thanking you,
Yours Sincerely,

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

This is a system generated document and does not need a signature

ANNEXURE 1

Dhinesh S

Analyst and A4

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000/- (Rupees Four Lakh only)**. On completion of 1 year of service from your date of joining, you will receive fixed one-time incentive of **INR 25,000/- (Rupees Twenty Five Thousand only)**. Based on your Date of Joining, your compensation shall be paid monthly. The company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Tejinder Sethi

Head - Fresher Hiring

This is a system generated document and does not need a signature

Regd Office: Pune Hinjewadi Regd. Office No. 14, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, MIDC SEZ, Village Man, Taluka Mulshi, Pune - 411057, Maharashtra, India. Tel: +91 20 6699 1000 | Fax: +91 20 6699 5050 | CIN: U85110PN1993PLC145950



Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 2109220

Letter of Intent ("LOI")

Dear Barakathul M,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited** (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.

The terms of this Letter of Intent shall remain confidential and are not to be disclosed to any third party.

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com, please ensure below format of email subject -

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 2109220**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 2109220**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 2109220**

Thanking you,
Yours Sincerely,

- For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

This is a system generated document and does not need a signature

ANNEXURE 1

Barakathul M
Analyst and A4

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000/- (Rupees Four Lakh only)**. On completion of 1 year of service from your date of joining, you will receive fixed one-time incentive of **INR 25,000/- (Rupees Twenty Five Thousand only)**. Based on your Date of Joining, your compensation shall be paid monthly. The company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

This is a system generated document and does not need a signature

Regd Office: Pune Hinjewadi Regd. Office No. 14, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, MIDC SEZ, Village Man, Taluka Mulshi, Pune - 411057, Maharashtra, India. Tel: +91 20 6699 1000 | Fax: +91 20 6699 5050 | CIN: U85110PN1993PLC145950

Dear Candidate,

Greetings from Capgemini.

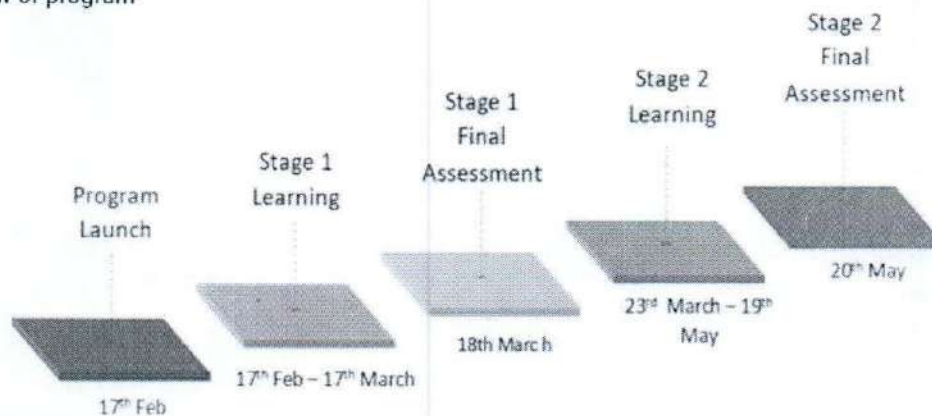
Thank you for accepting the Letter of Intent. We welcome you on your first steps to be a part of the Capgemini family.

We are delighted to introduce you to our Flagship Pre-joining Program enabled by our Digital platform **ADAPT** (Accelerated Digital Aid for Pre-Onboarding the Talent). This platform offers you a comprehensive suite of self-paced learning modules blended with periodic assessments. Successful completion of learning through this platform is key pre-requisite for next level training. Hence, request you to take good advantage of this learning opportunity and be fully equipped to start your career with us.

What does ADAPT offer you?

- Equip yourself with foundational skills especially if you are not from CS/IT background
- If you are graduating with CS/IT, leverage this platform to refresh your skills and get a firm grip on fundamentals
- Get into the discipline and mode of Self-Learning and Learning by Doing and gear up for the advanced skill training
- Compare your progress with your peers and best performing benchmark through weekly dashboard
- Enhance the possibility of obtaining strong fundamentals by completing the course on time and demonstrating good performance

Flow of program



Your learning journey is structured into two stages. First stage is a bouquet of foundational courses which prepare you for second stage, which offers courses aligned to specific skill track. You are mandatorily required to complete both stages. Technology track for second stage will be decided based on your performance in first stage and the business demand we foresee.

Please note that your participation and performance in all the components of the program quizzes, assignments, assessments will be considered in your overall ADAPT and next stage training performance. Completing this program on time will enable you to perform well in the next stage of your learning journey with Capgemini, which will be launched in 2022.

Expectation from the participant

- You are expected to understand the complete learning journey
- Assess yourself on the skills being covered
- Create a learning plan focused on the gaps
- Complete the online learning modules including hands-on assignments as per your plan
- Participate in the webinars to get your questions cleared
- Take up all the assessments that are conducted through the journey and emerge as a budding professional ready to get into Capgemini
- Share your learnings with your peers and get recognized for your technical brilliance and boundary less behaviour

To sum up, enjoy the learning and lay a strong foundation for yourself to have a successful career in IT Industry.

Ethics and Confidentiality



At Capgemini, we value ethics as these are not only rules of behaviour but also guiding principles. We expect you to live by these values and maintain integrity while you participate in the assignments, quizzes, and assessments. Any unethical practice would adversely impact your onboarding into Capgemini.



You are expected to maintain confidentiality of the program details, including your user-id and password

Next Steps

Please join one of the kick-off sessions scheduled on **17th Feb 22** . Kindly chose a time slot and register for the session by clicking on the links provided in below.

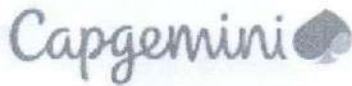
Please note that each session has a registration limit, and you are requested to register for your desired time slot at the earliest to get a seat. You will not receive the link to join till you register.

Time slot	Registration link
5 PM 6 PM IST	https://attendee.gotowebinar.com/register/8502538132315495951

You will be receiving the user credentials from email ID: adapt.in@capgemini.com (this email can also be used for highlighting any issues where you are not getting help related to the ADAPT program only). For technical queries, please use the helpline of Capgeminis Learning Partner, which you will get with the login credentials communication.

Regards.

Capgemini ADAPT Team



Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airof MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 1880536

Letter of Intent ("LOI")

Dear Bhojan CR,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst** and **A4** with **Capgemini Technology Services India Limited** (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this LOI, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.

The terms of this Letter of Intent shall remain confidential and are not to be disclosed to any third party.

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com, please ensure below format of email subject -

- For queries on Letter of Intent (LOI), write to use with e-mail subject as: **Query on LOI - Superset ID 1880536**
- For queries about on-boarding process, please note the on-boarding communication will be sent once your document validation and verification process is completed. For further queries, write to use with e-mail subject as: **Query on On-Boarding - Superset ID 1880536**
- In case of any other query, write to use with e-mail subject as: **Other Queries- Superset ID 1880536**

Thanking you,

Yours Sincerely,

For & On Behalf of Capgemini

Tejinder Sethi

Head - Fresher Hiring

This is a system generated document and does not need a signature

ANNEXURE 1

Bhojan CR
Analyst and A4

Your all-inclusive annual target compensation (on a cost to company basis) will be **INR 4,00,000/- (Rupees Four Lakh only)**. On completion of 1 year of service from your date of joining, you will receive fixed one-time incentive of **INR 25,000/- (Rupees Twenty Five Thousand only)**. Based on your Date of Joining, your compensation shall be paid monthly. The company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

This is a system generated document and does not need a signature

Regd Office: Pune Hinjewadi Regd. Office No. 14, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, MIDC SEZ, Village Man, Taluka Mulshi, Pune - 411057, Maharashtra, India. Tel: +91 20 6699 1000 | Fax: +91 20 6699 5050 | CIN: U85110PN1993PLC145950

December 27, 2021

Mr. Santhosh Ranjan S
Sethu Institute of Technology

Dear Santhosh Ranjan,

SUB: Our offer for the position of Trainee

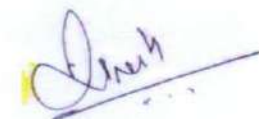
We are happy to let you know that we are impressed with your credentials and welcome you to the Aspire family. We are certain that you would play a vital role in our growth and success and you will be a valuable addition to our talented team of ASPIRIANS.

You will be inducted as a "Trainee". Your initial training will be done virtually as the Covid situation continues and your initial training with the Talent Nurturing team and the department specific training will be for a maximum duration of three months. Post training you will be deputed to any one of our Practices and once the situation becomes normal, you will be deputed to work from any of our offices in India. The salary during training will be **Rs.15,000 per month** which will be prorated based on your training duration. At the end of training period, a formal evaluation of your performance will be made.

On successful completion of the training, your total Cost-to-Company (CTC) will be revised to **Rs.3.60 Lakhs Per Annum**. All remuneration payable to you will be subject to income tax deduction at source and to any other statutory deductions that may be applicable.

Your commencement of employment with us is contingent upon your acceptance of this offer and our terms of employment (Annexure 1). We once again welcome you to share a challenging and mutually rewarding experience at Aspire. Please return the duplicate of this letter duly signed by you.

For Aspire Systems (India) Private Limited



Dinesh Kumar T.K.

Vice President

dinesh.kumaran@aspiresys.com

I hereby accept the offer.

Signature : *S. Santhosh Ranjan*

Name : Santhosh Ranjan S

Date : 28/12/21

Annexure 1: Terms and Conditions of Employment

1. Any information provided by you prior to your employment with us will be subject to background verification. At any point of time, during your services at Aspire Systems, should we find this information inconsistent, your employment with us will be revoked without any prior notice.
2. During your employment, you may become aware of information relating to the business of the Company, trade secrets, client names/details and pricing structures. Confidential information remains the sole property of Aspire Systems. You shall not, either during or after your employment, without the prior consent of Aspire Systems, directly or indirectly divulge to any person or use the confidential information for your own or another's benefit. We expect you would not under any circumstance try to start or help any other person start the activities carried on by this company.
3. During your services with us, we would expect you not to indulge in any activity or profession, which would prove detrimental to our operations. All software products, systems developed by you during your period of service with the company will be the sole property of the company.
4. Aspire will expend substantial time, effort and cost to recruit and train you. Any sudden departure by you definitely has an impact by causing damage and expense to Aspire. Hence, you agree that you have the full intention to serve as an Employee of Aspire for at least THREE years without causing disruption to the services of the company. In case you decide to leave Aspire within the first three years, you will have to pay an amount as outlined in your Employment Agreement and serve appropriate notice period as defined by the company.
5. You may from time to time be deputed to work at any of our offices globally or at our client's location within India or abroad. During the deputation, you will also be required to comply with the local laws, ordinances, regulations and codes that govern such countries. In case of failure to do so, you will indemnify the company against any loss or damage that may be sustained due to such failure on your part.
6. During the probation and training period, if your performance or conduct is not satisfactory, the company has the right to terminate your services without notice. If you take additional time to complete your training, then there will be no salary paid to you during the additional period.
7. Upon confirmation of your employment, the employment contract may be terminated by giving appropriate notice. You are required to continue your services until the end of the notice period. Further, any salaries or any other remuneration due to you will be forfeited should you fail to serve the appropriate notice periods as mentioned above.
8. The annual CTC is inclusive of the following components: Basic, FBP components you have opted, Statutory components: PF, ESI, Gratuity, Statutory bonus, what is applicable, Special allowance excluding the above, deductions like Medclaim, TDS, Lunch, transport and professional tax, whatever is applicable. The break-up of components will be available in the monthly pay slip and reimbursement slips that will be sent to you.

9. At Aspire we provide you with wide opportunities to enhance the gamut of your work area and we may in accordance with the same be transferring your services to other departments and you may be assigned any work to test your aptitude during the course of your services.
10. **Salary and Designation Changes:** Your probation is for a period of six months and on successful completion of your probation, you will be confirmed and promoted to "Engineer" and you can refer to the below mentioned table for the salary changes. These salary changes are subject to your performance. For Eg: If your date of joining is August 11, 2021, then it works like this:

Duration	Salary (Per Month INR)	Comments
Training Salary	15,000	Training period (3 Months Max)
Post Training	30,000	Salary gets revised to 30,000
Post Probation	-	Confirmation, Promotion to Engineer
Post Training + 12 months	35,000	Salary gets revised to 35,000
Post Training + 18 Months	40,000	Salary gets revised to 40,000
Post Training + 24 Months	45,000	Salary gets revised to 45,000
Post Training + 30 Months	45,000 + Hike	Alignment with Org Cycle

11. Performance Appraisals are a part of the work policies at Aspire and your performance will solely spell out any revision in your compensation package.
12. You are governed by the company's policies in vogue from time to time. Your work timings may also be changed depending on the organizational need and your responsibilities.
13. The rules and regulations of service of the company that are in force may be framed, amended, altered or extended from time to time. They will govern you in the same form as and when altered or amended.
14. Aspire Systems is an equal opportunity employer. We demonstrate respect and provide equal employment opportunities for all employees and applicants for positions regardless of race, color, national origin, political belief, religion, marital or family status, physical or mental disability, gender, sexual orientation, age, or irrelevant (not related to the work to be performed) record of offense. All our decisions will be based on job performance, merit, experience, and qualifications.

I hereby accept the offer terms and conditions.

Signature : *S. Santhosh Ranjan*
 Name : Santhosh Ranjan S
 Date : 28/12/21

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

From: **Sit Placement** <placement@sethu.ac.in>

Date: Wed, Mar 9, 2022, 2:09 PM

Subject: Fwd: Aspire Systems - Internship 2022 - Onboarding date and required documents - Sethu Institute of Technology

To: <kmathan593@gmail.com>

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

- Internship 2022 - Onboarding date and required documents - Sethu Institute of Technology

To: Sit Placement <placement@sethu.ac.in>

Cc:

Dear Sir,

Greetings from Aspire Systems!

We would like to onboard the below offered students for the In-person internship at our Chennai office from **1-April-2022 (Friday)**. Please be informed that that stipend for the internship will be **Rs.10,000 per month**.

Please find the attached **Personal Information Excel form** (Sheet 1 and Sheet 2), **Self-declaration and vaccination certificate document**.

Please reply to this email with the consolidated details of the students who are attending the internship in the excel sheet, Filled Self declaration and vaccination certificate document On or before 28th February, Monday 3:00 PM.

S. No	College Reg Number	Candidate Name	First Name	College	Degree	Branch	Contact No	PersonalEmailID
1	2018103043	Mathan Kumar	T	Sethu Institute of Technology	B.E	EEE	9994757785	kmathan593@gmail.com
2	2018108053	Santhosh Ranjan	S	Sethu Institute of Technology	B.Tech	IT	8122191099	s.santhoshranjan@gmail.com
3	2018102123	Raja Guru	R	Sethu Institute of Technology	B.E	CSE	7904690858	rajagururajeshwaran@gmail.com
4	2018102161	Thahir Hussain	F	Sethu Institute of Technology	B.E	CSE	9994473811	thahirhussain1414@gmail.com
5	2018102160	Tamilaras i	R	Sethu Institute of Technology	B.E	CSE	7305357879	rtamilarasi01072000@gmail.com

Documents required to bring on their day of joining:

- Original Government ID Proof (For verification purpose)
- Xerox Copies of Aadhar Card & PAN Card → 2 Sets
- Vaccination certificate (Mandatory)
- Photograph (2 passport size photograph)
- Bank account details

Point of Contact: Savitha Ragunathan / Snigdha Agarwal (Talent Nurturing team)
Reporting time: 8:45 AM

Venue: Aspire Systems (India) Pvt. Ltd.
1/D-1, SIPCOT IT PARK, Siruseri,
Chennai – 603103, Tamil Nadu.

December 27, 2021

Mr. Raja Guru R
Sethu Institute of Technology

Dear Raja Guru,

SUB: Our offer for the position of Trainee

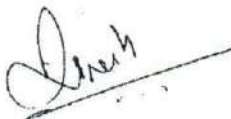
We are happy to let you know that we are impressed with your credentials and welcome you to the Aspire family. We are certain that you would play a vital role in our growth and success and you will be a valuable addition to our talented team of ASPIRIANS.

You will be inducted as a "Trainee". Your initial training will be done virtually as the Covid situation continues and your initial training with the Talent Nurturing team and the department specific training will be for a maximum duration of three months. Post training you will be deputed to any one of our Practices and once the situation becomes normal, you will be deputed to work from any of our offices in India. The salary during training will be **Rs.15,000 per month** which will be prorated based on your training duration. At the end of training period, a formal evaluation of your performance will be made.

On successful completion of the training, your total Cost-to-Company (CTC) will be revised to **Rs.3.60 Lakhs Per Annum**. All remuneration payable to you will be subject to income tax deduction at source and to any other statutory deductions that may be applicable.

Your commencement of employment with us is contingent upon your acceptance of this offer and our terms of employment (Annexure 1). We once again welcome you to share a challenging and mutually rewarding experience at Aspire. Please return the duplicate of this letter duly signed by you.

For Aspire Systems (India) Private Limited



Dinesh Kumar T.K.
Vice President
dinesh.kumaran@aspresys.com

I hereby accept the offer.

Signature : *R. Rajaguru*
Name : Raja Guru R
Date : 28.12.2021



Rajaguru R <rajagururajeshwaran@gmail.com>

Fwd: Aspire Systems - Internship 2022 - Onboarding date and required documents - Sethu Institute of Technology

Tamil Arasi <rtamilarasi01072000@gmail.com>

Tue, Mar 15, 2022 at 10:44 AM

To: "rajagururajeshwaran@gmail.com" <rajagururajeshwaran@gmail.com>

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

From: **Sit Placement** <placement@sethu.ac.in>

Date: Tue, Mar 15, 2022, 9:58 AM

Subject: Fwd: Aspire Systems - Internship 2022 - Onboarding date and required documents - Sethu Institute of Technology

To: <s.santhoshranjan@gmail.com>, <kmathan593@gmail.com>, <rajagururajeshwaran@gmail.com>, <thahirhussain1414@gmail.com>, <rtamilarasi01072000@gmail.com>

Thanks and Regards,

Y. Arockia Jesuraj M.Tech., (Ph.D)

Dean - Placement

9944551673 / 9842970074

S.Ramesh Kumar, M.Tech(Ph.D)

Placement Officer

97912 48375 / 98428 70078

Sethu Institute of Technology

Pulloor kariapatti

Virudhunagar district Tamilnadu

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

Date: Fri, Mar 11, 2022 at 1:52 PM

Subject: RE: Aspire Systems - Internship 2022 - Onboarding date and required documents - Sethu Institute of Technology

To: Sit Placement <placement@sethu.ac.in>

Dear Sir,

Greetings from Aspire Systems.

As discussed, we would like to inform you that the Date of Reporting for the Internship is preponed to **21st March-2022 (Monday)**.

Kindly share the details in the previous email to the offered students coming for internship. Please ask the students to reach us if any clarifications.

Regards,



Decemeber 27, 2021

Mr. Thahir Hussain F
Sethu Institute of Technology

Dear Thahir Hussain,

SUB: Our offer for the position of Trainee

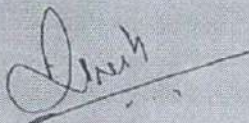
We are happy to let you know that we are impressed with your credentials and welcome you to the Aspire family. We are certain that you would play a vital role in our growth and success and you will be a valuable addition to our talented team of ASPIRIANS.

You will be inducted as a "Trainee". Your initial training will be done virtually as the Covid situation continues and your initial training with the Talent Nurturing team and the department specific training will be for a maximum duration of three months. Post training you will be deputed to any one of our Practices and once the situation becomes normal, you will be deputed to work from any of our offices in India. The salary during training will be **Rs.15,000 per month** which will be prorated based on your training duration. At the end of training period, a formal evaluation of your performance will be made.

On successful completion of the training, your total Cost-to-Company (CTC) will be revised to **Rs.3.60 Lakhs Per Annum**. All remuneration payable to you will be subject to income tax deduction at source and to any other statutory deductions that may be applicable.

Your commencement of employment with us is contingent upon your acceptance of this offer and our terms of employment (Annexure 1). We once again welcome you to share a challenging and mutually rewarding experience at Aspire. Please return the duplicate of this letter duly signed by you.

For Aspire Systems (India) Private Limited



Dinesh Kumar T.K.
Vice President
dinesh.kumaran@aspresys.com

I hereby accept the offer.

Signature : *F. Thahir Hussain*
Name : Thahir Hussain F
Date : 28/12/2021

Annexure 1: Terms and Conditions of Employment

1. Any information provided by you prior to your employment with us will be subject to background verification. At any point of time, during your services at Aspire Systems, should we find this information inconsistent, your employment with us will be revoked without any prior notice.
2. During your employment, you may become aware of information relating to the business of the Company, trade secrets, client names/details and pricing structures. Confidential information remains the sole property of Aspire Systems. You shall not, either during or after your employment, without the prior consent of Aspire Systems, directly or indirectly divulge to any person or use the confidential information for your own or another's benefit. We expect you would not under any circumstance try to start or help any other person start the activities carried on by this company.
3. During your services with us, we would expect you not to indulge in any activity or profession, which would prove detrimental to our operations. All software products, systems developed by you during your period of service with the company will be the sole property of the company.
4. Aspire will expend substantial time, effort and cost to recruit and train you. Any sudden departure by you definitely has an impact by causing damage and expense to Aspire. Hence, you agree that you have the full intention to serve as an Employee of Aspire for at least THREE years without causing disruption to the services of the company. In case you decide to leave Aspire within the first three years, you will have to pay an amount as outlined in your Employment Agreement and serve appropriate notice period as defined by the company.
5. You may from time to time be deputed to work at any of our offices globally or at our client's location within India or abroad. During the deputation, you will also be required to comply with the local laws, ordinances, regulations and codes that govern such countries. In case of failure to do so, you will indemnify the company against any loss or damage that may be sustained due to such failure on your part.
6. During the probation and training period, if your performance or conduct is not satisfactory, the company has the right to terminate your services without notice. If you take additional time to complete your training, then there will be no salary paid to you during the additional period.
7. Upon confirmation of your employment, the employment contract may be terminated by giving appropriate notice. You are required to continue your services until the end of the notice period. Further, any salaries or any other remuneration due to you will be forfeited should you fail to serve the appropriate notice periods as mentioned above.
8. The annual CTC is inclusive of the following components: Basic, FBP components you have opted, Statutory components: PF, ESI, Gratuity, Statutory bonus, what is applicable, Special allowance excluding the above, deductions like Mediclaim, TDS, Lunch, transport and professional tax, whatever is applicable. The break-up of components will be available in the monthly pay slip and reimbursement slips that will be sent to you.

9. At Aspire we provide you with wide opportunities to enhance the gamut of your work area and we may in accordance with the same be transferring your services to other departments and you may be assigned any work to test your aptitude during the course of your services.

10. **Salary and Designation Changes:** Your probation is for a period of six months and on successful completion of your probation, you will be confirmed and promoted to "Engineer" and you can refer to the below mentioned table for the salary changes. These salary changes are subject to your performance. For Eg: If your date of joining is August 11, 2021, then it works like this:

Duration	Salary (Per Month INR)	Comments
Training Salary	15,000	Training period (3 Months Max)
Post Training	30,000	Salary gets revised to 30,000
Post Probation	-	Confirmation, Promotion to Engineer
Post Training + 12 months	35,000	Salary gets revised to 35,000
Post Training + 18 Months	40,000	Salary gets revised to 40,000
Post Training + 24 Months	45,000	Salary gets revised to 45,000
Post Training + 30 Months	45,000 + Hike	Alignment with Org Cycle

11. Performance Appraisals are a part of the work policies at Aspire and your performance will solely spell out any revision in your compensation package.
12. You are governed by the company's policies in vogue from time to time. Your work timings may also be changed depending on the organizational need and your responsibilities.
13. The rules and regulations of service of the company that are in force may be framed, amended, altered or extended from time to time. They will govern you in the same form as and when altered or amended.
14. Aspire Systems is an equal opportunity employer. We demonstrate respect and provide equal employment opportunities for all employees and applicants for positions regardless of race, color, national origin, political belief, religion, marital or family status, physical or mental disability, gender, sexual orientation, age, or irrelevant (not related to the work to be performed) record of offense. All our decisions will be based on job performance, merit, experience, and qualifications.

I hereby accept the offer terms and conditions.

Signature : *F. Thahir Hussain*
Name : Thahir Hussain F
Date : 28/12/2021



Rajaguru R <rajagururajeshwaran@gmail.com>

Fwd: Aspire Systems - Internship 2022 - Onboarding date and required documents - Sethu Institute of Technology

Tamil Arasi <rtamilarasi01072000@gmail.com>

Tue, Mar 15, 2022 at 10:44 AM

To: "rajagururajeshwaran@gmail.com" <rajagururajeshwaran@gmail.com>

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

From: **Sit Placement** <placement@sethu.ac.in>

Date: Tue, Mar 15, 2022, 9:58 AM

Subject: Fwd: Aspire Systems - Internship 2022 - Onboarding date and required documents - Sethu Institute of Technology

To: <s.santhoshranjan@gmail.com>, <kmathan593@gmail.com>, <rajagururajeshwaran@gmail.com>, <thahirhussain1414@gmail.com>, <rtamilarasi01072000@gmail.com>

Thanks and Regards

Y. Arockia Jesuraj M.Tech., (Ph.D)

Dean - Placement

9944551673 / 9842970074

S.Ramesh Kumar, M.Tech(Ph.D)

Placement Officer

97912 48375 / 98428 70078

Sethu Institute of Technology

Pulloor kariapatti

Virudhunagar district Tamilnadu

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

Date: Fri, Mar 11, 2022 at 1:52 PM

Subject: RE: Aspire Systems - Internship 2022 - Onboarding date and required documents - Sethu Institute of Technology

To: Sit Placement <placement@sethu.ac.in>

Dear Sir,

Greetings from Aspire Systems.

As discussed, we would like to inform you that the Date of Reporting for the Internship is preponed to **21st March-2022 (Monday)**.

Kindly share the details in the previous email to the offered students coming for internship. Please ask the students to reach us if any clarifications.

Regards,



S.No	College Reg Number	Candidate Name	First Name	College	Degree	Branch	Contact No	PersonalEmailID
1	2018103043	Mathan Kumar	T	Sethu Institute of Technology	B.E	EEE	9994757785	kmathan593@gmail.com
2	2018108053	Santhosh Ranjan	S	Sethu Institute of Technology	B.Tech	IT	8122191099	s.santhoshranjan@gmail.com
3	2018102123	Raja Guru	R	Sethu Institute of Technology	B.E	CSE	7904690858	rajagururajeshwaran@gmail.com
4	2018102161	Thahir Hussain	F	Sethu Institute of Technology	B.E	CSE	9994473811	thahirhussain1414@gmail.com
5	2018102160	Tamilarasi	R	Sethu Institute of Technology	B.E	CSE	7305357879	rtamilarasi01072000@gmail.com

Documents required to bring on their day of joining:

- Original Government ID Proof (For verification purpose)
- Xerox Copies of Aadhar Card & PAN Card → 2 Sets
- Vaccination certificate (Mandatory)
- Photograph (2 passport size photograph)
- Bank account details

Point of Contact: Savitha Ragunathan / Snigdha Agarwal (Talent Nurturing team)

Reporting time: 8:45 AM

Venue: Aspire Systems (India) Pvt. Ltd.

1/D-1, SIPCOT IT PARK, Siruseri,
Chennai – 603103, Tamil Nadu.

Directions: <https://goo.gl/maps/gHPrMYW19gTe82Xp9>

Regards,



December 27, 2021

Ms. Tamilarasi R
Sethu Institute of Technology

Dear Tamilarasi,

SUB: Our offer for the position of Trainee

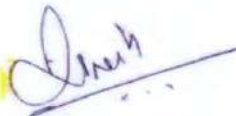
We are happy to let you know that we are impressed with your credentials and welcome you to the Aspire family. We are certain that you would play a vital role in our growth and success and you will be a valuable addition to our talented team of ASPIRIANS.

You will be inducted as a "Trainee". Your initial training will be done virtually as the Covid situation continues and your initial training with the Talent Nurturing team and the department specific training will be for a maximum duration of three months. Post training you will be deputed to any one of our Practices and once the situation becomes normal, you will be deputed to work from any of our offices in India. The salary during training will be **Rs.15,000 per month** which will be prorated based on your training duration. At the end of training period, a formal evaluation of your performance will be made.

On successful completion of the training, your total Cost-to-Company (CTC) will be revised to **Rs.3.60 Lakhs Per Annum**. All remuneration payable to you will be subject to income tax deduction at source and to any other statutory deductions that may be applicable.

Your commencement of employment with us is contingent upon your acceptance of this offer and our terms of employment (Annexure 1). We once again welcome you to share a challenging and mutually rewarding experience at Aspire. Please return the duplicate of this letter duly signed by you.

For Aspire Systems (India) Private Limited



Dinesh Kumar T.K.
Vice President
dinesh.kumaran@aspiresys.com

I hereby accept the offer.

Signature : *R. Tamilarasi*
Name : Tamilarasi R
Date : 28.12.2021

Annexure 1: Terms and Conditions of Employment

1. Any information provided by you prior to your employment with us will be subject to background verification. At any point of time, during your services at Aspire Systems, should we find this information inconsistent, your employment with us will be revoked without any prior notice.
2. During your employment, you may become aware of information relating to the business of the Company, trade secrets, client names/details and pricing structures. Confidential information remains the sole property of Aspire Systems. You shall not, either during or after your employment, without the prior consent of Aspire Systems, directly or indirectly divulge to any person or use the confidential information for your own or another's benefit. We expect you would not under any circumstance try to start or help any other person start the activities carried on by this company.
3. During your services with us, we would expect you not to indulge in any activity or profession, which would prove detrimental to our operations. All software products, systems developed by you during your period of service with the company will be the sole property of the company.
4. Aspire will expend substantial time, effort and cost to recruit and train you. Any sudden departure by you definitely has an impact by causing damage and expense to Aspire. Hence, you agree that you have the full intention to serve as an Employee of Aspire for at least THREE years without causing disruption to the services of the company. In case you decide to leave Aspire within the first three years, you will have to pay an amount as outlined in your Employment Agreement and serve appropriate notice period as defined by the company.
5. You may from time to time be deputed to work at any of our offices globally or at our client's location within India or abroad. During the deputation, you will also be required to comply with the local laws, ordinances, regulations and codes that govern such countries. In case of failure to do so, you will indemnify the company against any loss or damage that may be sustained due to such failure on your part.
6. During the probation and training period, if your performance or conduct is not satisfactory, the company has the right to terminate your services without notice. If you take additional time to complete your training, then there will be no salary paid to you during the additional period.
7. Upon confirmation of your employment, the employment contract may be terminated by giving appropriate notice. You are required to continue your services until the end of the notice period. Further, any salaries or any other remuneration due to you will be forfeited should you fail to serve the appropriate notice periods as mentioned above.
8. The annual CTC is inclusive of the following components: Basic, FBP components you have opted, Statutory components: PF, ESI, Gratuity, Statutory bonus, what is applicable, Special allowance excluding the above, deductions like Medclaim, TDS, Lunch, transport and professional tax, whatever is applicable. The break-up of components will be available in the monthly pay slip and reimbursement slips that will be sent to you.

9. At Aspire we provide you with wide opportunities to enhance the gamut of your work area and we may in accordance with the same be transferring your services to other departments and you may be assigned any work to test your aptitude during the course of your services.
10. **Salary and Designation Changes:** Your probation is for a period of six months and on successful completion of your probation, you will be confirmed and promoted to “Engineer” and you can refer to the below mentioned table for the salary changes. These salary changes are subject to your performance. For Eg: If your date of joining is August 11, 2021, then it works like this:

Duration	Salary (Per Month INR)	Comments
Training Salary	15,000	Training period (3 Months Max)
Post Training	30,000	Salary gets revised to 30,000
Post Probation	-	Confirmation, Promotion to Engineer
Post Training + 12 months	35,000	Salary gets revised to 35,000
Post Training + 18 Months	40,000	Salary gets revised to 40,000
Post Training + 24 Months	45,000	Salary gets revised to 45,000
Post Training + 30 Months	45,000 + Hike	Alignment with Org Cycle

11. Performance Appraisals are a part of the work policies at Aspire and your performance will solely spell out any revision in your compensation package.
12. You are governed by the company's policies in vogue from time to time. Your work timings may also be changed depending on the organizational need and your responsibilities.
13. The rules and regulations of service of the company that are in force may be framed, amended, altered or extended from time to time. They will govern you in the same form as and when altered or amended.
14. Aspire Systems is an equal opportunity employer. We demonstrate respect and provide equal employment opportunities for all employees and applicants for positions regardless of race, color, national origin, political belief, religion, marital or family status, physical or mental disability, gender, sexual orientation, age, or irrelevant (not related to the work to be performed) record of offense. All our decisions will be based on job performance, merit, experience, and qualifications.

I hereby accept the offer terms and conditions.

Signature : R. Tamilarasi
Name : Tamilarasi R
Date : 28.12.2021

**Amphisoft Technologies Private Limited**

GSTIN : 33AAHCA8140R1ZA

123-127, Kattoor Road, P.N.Palayam,

Coimbatore - 641 037

M: +91 98409 12312

E: contact@amphisoft.inW: amphisoft.in**List of Documents to be submitted before joining**

The following checklist indicates the documents that you have to submit whichever necessary before taking up the assignment with Amphisoft.

In case you have not submitted any of the documents mentioned below, please scan and email the documents to hr@amphisoft.co.in within TWO days of receiving this letter, in order to ensure a smooth on-boarding experience.

Please ensure that you quote your "Name in full" in the subject line of the email for easy identification.

1. Offer Letter of Amphisoft Technologies Pvt Ltd Signed by Employee/Consultant/Intern
2. Offer Letter or Hike Letter of Previous Employer
3. Relieving or Resignation Acceptance Letter of Present Employer
4. Relieving Letter of Previous Employer
5. Highest Full Time Academic Certificate (Degree or Provisional)
6. Highest Full Time Education Mark sheet
7. Present Employment Pay slips (Latest 3 Months)
8. PAN Card
9. Aadhaar Card
10. In case you have not yet applied for a PAN/AADHAR Card, please apply and submit a copy of the PAN/AADHAR application acknowledgement copy
11. Passport size photo - 2 Nos.

See you at the induction session!

Human Resources

Kindly acknowledge the offer

EMPLOYEE/INTERN ACCEPTANCE

I have read the above document and willing to accept the terms & conditions specified.

Name : Bemninal B

Date : 25/11/2021

Signature :



Amphisoft Technologies Private Limited

GSTIN : 33AAHCA8140R1ZA

123-127, Kattoor Road, P.N.Palayam,

Coimbatore - 641 037

M: +91 98409 12312

E: contact@amphisoft.in

W: amphisoft.in

Date : November 25, 2021

Letter of Internship

Dear Ms. Beninal B,

We are pleased to offer you an Internship Opportunity with Amphisoft Technologies, in our **Coimbatore** office for a period of 08 months starting from **November 29, 2021** on the terms and conditions mentioned below.

The terms and conditions would be as follows:

- You will be expected to make your own arrangements for travel and accommodation as may be necessary to enable you to pursue the program
- Your internship period will be 08 months from November 29, 2021 to July 29, 2022
- You will be paid stipend of Rs. 10000 from third month onwards
- You will be entitled to take one day leave per month
- You will sign a Non-Disclosure Agreement and any other agreements as would be required in protecting the proprietary and confidential data / information
- You are required to adhere to the code of conduct as applicable for all employees, trainees and consultants of Amphisoft

For Amphisoft Technologies Pvt. Ltd,

Authorized Signatory

(We would be happy to have you as a member of our team to further enhance Amphisoft's position as a Technology Enabled Active Learning and Assessment Company. Your contact address in Talent Acquisition would be hr@amphisoft.co.in (+91 93609 52804) Please feel free to get in touch for any questions or assistance that you may need)



Rajaguru R <rajagururajeshwaran@gmail.com>

Fwd: Aspire Systems - Internship 2022 - Onboarding date and required documents - Sethu Institute of Technology

Tamil Arasi <rtamilarasi01072000@gmail.com>

Tue, Mar 15, 2022 at 10:44 AM

To: "rajagururajeshwaran@gmail.com" <rajagururajeshwaran@gmail.com>

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

From: **Sit Placement** <placement@sethu.ac.in>

Date: Tue, Mar 15, 2022, 9:58 AM

Subject: Fwd: Aspire Systems - Internship 2022 - Onboarding date and required documents - Sethu Institute of Technology

To: <s.santhoshranjan@gmail.com>, <kmathan593@gmail.com>, <rajagururajeshwaran@gmail.com>, <thahirhussain1414@gmail.com>, <rtamilarasi01072000@gmail.com>

Thanks and Regards

Y. Arockia Jesuraj M.Tech., (Ph.D)

Dean - Placement

9944551673 / 9842970074

S.Ramesh Kumar., M.Tech(Ph.D)

Placement Officer

97912 48375 / 98428 70078

Sethu Institute of Technology

Pulloor kariapatti

Virudhunagar district Tamilnadu

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

Date: Fri, Mar 11, 2022 at 1:52 PM

Subject: RE: Aspire Systems - Internship 2022 - Onboarding date and required documents - Sethu Institute of Technology

To: Sit Placement <placement@sethu.ac.in>

Dear Sir,

Greetings from Aspire Systems.

As discussed, we would like to inform you that the Date of Reporting for the Internship is preponed to **21st March-2022 (Monday)**.

Kindly share the details in the previous email to the offered students coming for internship. Please ask the students to reach us if any clarifications.

Regards,



S.No	College Reg Number	Candidate Name	First Name	College	Degree	Branch	Contact No	Personal Email ID
1	2018103043	Mathan Kumar	T	Sethu Institute of Technology	B.E	EEE	9994757785	kmathan593@gmail.com
2	2018108053	Santhosh Ranjan	S	Sethu Institute of Technology	B.Tech	IT	8122191099	s.santhoshranjan@gmail.com
3	2018102123	Raja Guru	R	Sethu Institute of Technology	B.E	CSE	7904690858	rajagururajeshwaran@gmail.com
4	2018102161	Thahir Hussain	F	Sethu Institute of Technology	B.E	CSE	9994473811	thahirhussain1414@gmail.com
5	2018102160	Tamilarasi	R	Sethu Institute of Technology	B.E	CSE	7305357879	rtamilarasi01072000@gmail.com

Documents required to bring on their day of joining:

- Original Government ID Proof (For verification purpose)
- Xerox Copies of Aadhar Card & PAN Card → 2 Sets
- Vaccination certificate (Mandatory)
- Photograph (2 passport size photograph)
- Bank account details

Point of Contact: Savitha Ragunathan / Snigdha Agarwal (Talent Nurturing team)**Reporting time: 8:45 AM****Venue:** Aspire Systems (India) Pvt. Ltd.

1/D-1, SIPCOT IT PARK, Siruseri,

Chennai – 603103, Tamil Nadu.

Directions: <https://goo.gl/maps/gHPrMYW19gTe82Xp9>

Regards,



December 27, 2021

Ms. Tamarasari R
Sethu Institute of Technology

Dear Tamarasari,

SUB: Our offer for the position of Trainee

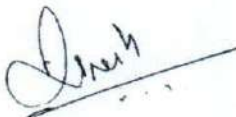
We are happy to let you know that we are impressed with your credentials and welcome you to the Aspire family. We are certain that you would play a vital role in our growth and success and you will be a valuable addition to our talented team of ASPIRIANS.

You will be inducted as a "Trainee". Your initial training will be done virtually as the Covid situation continues and your initial training with the Talent Nurturing team and the department specific training will be for a maximum duration of three months. Post training you will be deputed to any one of our Practices and once the situation becomes normal, you will be deputed to work from any of our offices in India. The salary during training will be **Rs.15,000 per month** which will be prorated based on your training duration. At the end of training period, a formal evaluation of your performance will be made.

On successful completion of the training, your total Cost-to-Company (CTC) will be revised to **Rs.3.60 Lakhs Per Annum**. All remuneration payable to you will be subject to income tax deduction at source and to any other statutory deductions that may be applicable.

Your commencement of employment with us is contingent upon your acceptance of this offer and our terms of employment (Annexure 1). We once again welcome you to share a challenging and mutually rewarding experience at Aspire. Please return the duplicate of this letter duly signed by you.

For Aspire Systems (India) Private Limited



Dinesh Kumar T.K.
Vice President
dinesh.kumaran@aspiresys.com

I hereby accept the offer.

Signature : R. Tamarasari

Name : Tamarasari R

Date : 28.12.2021

Annexure 1: Terms and Conditions of Employment

1. Any information provided by you prior to your employment with us will be subject to background verification. At any point of time, during your services at Aspire Systems, should we find this information inconsistent, your employment with us will be revoked without any prior notice.
2. During your employment, you may become aware of information relating to the business of the Company, trade secrets, client names/details and pricing structures. Confidential information remains the sole property of Aspire Systems. You shall not, either during or after your employment, without the prior consent of Aspire Systems, directly or indirectly divulge to any person or use the confidential information for your own or another's benefit. We expect you would not under any circumstance try to start or help any other person start the activities carried on by this company.
3. During your services with us, we would expect you not to indulge in any activity or profession, which would prove detrimental to our operations. All software products, systems developed by you during your period of service with the company will be the sole property of the company.
4. Aspire will expend substantial time, effort and cost to recruit and train you. Any sudden departure by you definitely has an impact by causing damage and expense to Aspire. Hence, you agree that you have the full intention to serve as an Employee of Aspire for at least THREE years without causing disruption to the services of the company. In case you decide to leave Aspire within the first three years, you will have to pay an amount as outlined in your Employment Agreement and serve appropriate notice period as defined by the company.
5. You may from time to time be deputed to work at any of our offices globally or at our client's location within India or abroad. During the deputation, you will also be required to comply with the local laws, ordinances, regulations and codes that govern such countries. In case of failure to do so, you will indemnify the company against any loss or damage that may be sustained due to such failure on your part.
6. During the probation and training period, if your performance or conduct is not satisfactory, the company has the right to terminate your services without notice. If you take additional time to complete your training, then there will be no salary paid to you during the additional period.
7. Upon confirmation of your employment, the employment contract may be terminated by giving appropriate notice. You are required to continue your services until the end of the notice period. Further, any salaries or any other remuneration due to you will be forfeited should you fail to serve the appropriate notice periods as mentioned above.
8. The annual CTC is inclusive of the following components: Basic, FBP components you have opted, Statutory components: PF, ESI, Gratuity, Statutory bonus, what is applicable, Special allowance excluding the above, deductions like Medclaim, TDS, Lunch, transport and professional tax, whatever is applicable. The break-up of components will be available in the monthly pay slip and reimbursement slips that will be sent to you.

9. At Aspire we provide you with wide opportunities to enhance the gamut of your work area and we may in accordance with the same be transferring your services to other departments and you may be assigned any work to test your aptitude during the course of your services.
10. **Salary and Designation Changes:** Your probation is for a period of six months and on successful completion of your probation, you will be confirmed and promoted to "Engineer" and you can refer to the below mentioned table for the salary changes. These salary changes are subject to your performance. For Eg: If your date of joining is August 11, 2021, then it works like this:

Duration	Salary (Per Month INR)	Comments
Training Salary	15,000	Training period (3 Months Max)
Post Training	30,000	Salary gets revised to 30,000
Post Probation	-	Confirmation, Promotion to Engineer
Post Training + 12 months	35,000	Salary gets revised to 35,000
Post Training + 18 Months	40,000	Salary gets revised to 40,000
Post Training + 24 Months	45,000	Salary gets revised to 45,000
Post Training + 30 Months	45,000 + Hike	Alignment with Org Cycle

11. Performance Appraisals are a part of the work policies at Aspire and your performance will solely spell out any revision in your compensation package.
12. You are governed by the company's policies in vogue from time to time. Your work timings may also be changed depending on the organizational need and your responsibilities.
13. The rules and regulations of service of the company that are in force may be framed, amended, altered or extended from time to time. They will govern you in the same form as and when altered or amended.
14. Aspire Systems is an equal opportunity employer. We demonstrate respect and provide equal employment opportunities for all employees and applicants for positions regardless of race, color, national origin, political belief, religion, marital or family status, physical or mental disability, gender, sexual orientation, age, or irrelevant (not related to the work to be performed) record of offense. All our decisions will be based on job performance, merit, experience, and qualifications.

I hereby accept the offer terms and conditions.

Signature : R. TAMILARASI
Name : TAMILARASI R
Date : 28.12.2021



Amphisoft Technologies Private Limited

GSTIN : 33AAHCA8140R1ZA
123-127, Kattoor Road, P.N.Palayam,
Coimbatore - 641 037

M: +91 98409 12312

E: contact@amphisoft.in

W: amphisoft.in

Date : November 25, 2021

Letter of Internship

Dear Mr. Vijay M,

We are pleased to offer you an Internship Opportunity with Amphisoft Technologies, in our **Coimbatore** office for a period of 08 months starting from **November 29, 2021** on the terms and conditions mentioned below.

The terms and conditions would be as follows:

- You will be expected to make your own arrangements for travel and accommodation as may be necessary to enable you to pursue the program
- Your internship period will be 08 months from November 29, 2021 to July 29, 2022
- You will be paid stipend of Rs. 10000 from third month onwards
- You will be entitled to take one day leave per month
- You will sign a Non-Disclosure Agreement and any other agreements as would be required in protecting the proprietary and confidential data / information
- You are required to adhere to the code of conduct as applicable for all employees, trainees and consultants of Amphisoft

For Amphisoft Technologies Pvt. Ltd,

Authorized Signatory

(We would be happy to have you as a member of our team to further enhance Amphisoft's position as a Technology Enabled Active Learning and Assessment Company. Your contact address in Talent Acquisition would be hr@amphisoft.co.in (+91 93609 52804) Please feel free to get in touch for any questions or assistance that you may need)

**Amphisoft Technologies Private Limited**

GSTIN : 33AAHCA8140R1ZA

123-127, Kattoor Road, P.N.Palayam,

Coimbatore - 641 037

M: +91 98409 12312

E: contact@amphisoft.inW: amphisoft.in**List of Documents to be submitted before joining**

The following checklist indicates the documents that you have to submit whichever necessary before taking up the assignment with Amphisoft.

In case you have not submitted any of the documents mentioned below, please scan and email the documents to hr@amphisoft.co.in within TWO days of receiving this letter, in order to ensure a smooth on-boarding experience.

Please ensure that you quote your "Name in full" in the subject line of the email for easy identification.

1. Offer Letter of Amphisoft Technologies Pvt Ltd Signed by Employee/Consultant/Intern
2. Offer Letter or Hike Letter of Previous Employer
3. Relieving or Resignation Acceptance Letter of Present Employer
4. Relieving Letter of Previous Employer
5. Highest Full Time Academic Certificate (Degree or Provisional)
6. Highest Full Time Education Mark sheet
7. Present Employment Pay slips (Latest 3 Months)
8. PAN Card
9. Aadhaar Card
10. In case you have not yet applied for a PAN/AADHAR Card, please apply and submit a copy of the PAN/AADHAR application acknowledgement copy
11. Passport size photo - 2 Nos.

See you at the induction session!

Human Resources

Kindly acknowledge the offer

EMPLOYEE/INTERN ACCEPTANCE

I have read the above document and willing to accept the terms & conditions specified.

Name : Vijay M

Date : 25/11/2021

Signature :