CRITERION 5 Student Support and Progression	5.2 Student Support and Progression
5.2.1 Average percentage of placement of outgoing students during the last five years	

S. No.	Academic Year	Particulars	Page No.
1	2021-2022	Number of Students Placed and Consolidated List of Students Placed in the Academic Year 2021-2022	**2-14**
3		Placement Offer letters for the Academic Year 2021-2022	**15-523**

Total Number of Students Placed in the Academic Year 2021-2022	306

Number of Students Placed in Department wise

S. No.	Department	Total No. of Offers
1	Mech	87
2	CSE	80
3	ECE	53
4	EEE	22
5	IT	24
6	CIVIL	25
7	BME	13
8	CHEM	1
9	AGRI	1
TOTAL		**306**

Sethu Institute of Technology
(An Autonomous Institution)

Training and Placement Cell

Placed Students List 2021-2022

S.No	Name of Student Placed	Program graduated from	Name of the employer
1	Abdul Nazeer S	Mechanical Engineering	JBM Auto Ltd.
2	Adarsh C	Mechanical Engineering	Infosys+JBM Auto Ltd.
3	Ajay A	Mechanical Engineering	Cognizant
4	Boomanikandan S	Mechanical Engineering	Sakthi Auto Components
5	Dhamotharan S	Mechanical Engineering	Sakthi Auto Components
6	Dinakaran S	Mechanical Engineering	Sundram Fasteners
7	Dinesh Pandi P	Mechanical Engineering	Sakthi Auto Components
8	Durga K	Mechanical Engineering	Qspider Pvt Ltd
9	Giritharan T	Mechanical Engineering	Sakthi Auto Components
10	Gokula Krishnan P	Mechanical Engineering	JBM Auto Ltd.
11	Gopinath P	Mechanical Engineering	JBM Auto Ltd.
12	Hari Vasan R	Mechanical Engineering	JBM Auto Ltd
13	Harini V	Mechanical Engineering	Qspider
14	Harish P	Mechanical Engineering	Sakthi Auto Components
15	Jayasurya R	Mechanical Engineering	JBM Auto Ltd.
16	Jeeva Madhesh K	Mechanical Engineering	Sakthi Auto Components
17	Kabilesh M	Mechanical Engineering	Sakthi Auto Components
18	Karthick R	Mechanical Engineering	UCAL Fuel System Limited
19	Karuppiah C	Mechanical Engineering	JBM Auto Ltd.
20	Khaja Mohideen M.R	Mechanical Engineering	Cognizant
21	Krishna Moorthi T	Mechanical Engineering	Sundram Fasteners

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S.No	Name of Student Placed	Program graduated from	Name of the employer
22	Krishnavel Priyan L	Mechanical Engineering	UCAL Fuel System Limited
23	Mahendran P	Mechanical Engineering	Sakthi Auto Components
24	Mareeswaran S	Mechanical Engineering	Pinnacle Seven Technologies
25	Mohamed Aadil Khan L	Mechanical Engineering	JBM Auto Ltd.
26	Mohamed Ashif Raja R	Mechanical Engineering	JBM Auto Ltd.
27	Mohamed Faizal S	Mechanical Engineering	JBM Auto Ltd.
28	Mohamed Imran S	Mechanical Engineering	JBM Auto Ltd.
29	Mohamed Riaz N	Mechanical Engineering	Qspider Pvt Ltd
30	Mohamed Shafeeq P S	Mechanical Engineering	UCAL Fuel System Limited
31	Mohammed Safin A	Mechanical Engineering	Sakthi Auto Components
32	Muneesh Kumar R	Mechanical Engineering	JBM Auto Ltd.
33	Muneeswaran T	Mechanical Engineering	Sundram Fasteners
34	Munishpandian K	Mechanical Engineering	JBM Auto Ltd.
35	Muthu Kumar S	Mechanical Engineering	JBM Auto Ltd.
36	Muthu Raj M	Mechanical Engineering	JBM Auto Ltd.
37	Prasanth R	Mechanical Engineering	JBM Auto Ltd.
38	Raja R	Mechanical Engineering	Sakthi Auto Components
39	Rajkumar B	Mechanical Engineering	GGS Engineering
40	Rakesh Kanna R	Mechanical Engineering	Sakthi Auto Components
41	Raveen Kumar N	Mechanical Engineering	JBM Auto Ltd.
42	Riyaz Mohammed S	Mechanical Engineering	JBM Auto Ltd.
43	Roshan J	Mechanical Engineering	JBM Auto Ltd.
44	Samshudeen S	Mechanical Engineering	Sakthi Auto Components
45	Sapthagiri R	Mechanical Engineering	JBM Auto Ltd.
46	Sasi Kumar A	Mechanical Engineering	JBM Auto Ltd.
47	Sethu Raghul K	Mechanical Engineering	JBM Auto Ltd.
48	Sethupathi M	Mechanical Engineering	JBM Auto Ltd.
49	Shahil Ali A	Mechanical Engineering	JBM Auto Ltd.
50	Shakthi Sidharthan S	Mechanical Engineering	Sakthi Auto Components

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S.No	Name of Student Placed	Program graduated from	Name of the employer
51	Sheshathri Yogesh B	Mechanical Engineering	UCAL Fuel System Limited
52	Srinath M	Mechanical Engineering	UCAL Fuel System Limited
53	Subramani S	Mechanical Engineering	UCAL Fuel System Limited
54	Sudharsan S	Mechanical Engineering	UCAL Fuel System Limited
55	Suryakumar A	Mechanical Engineering	JBM Auto Ltd.
56	Thirumalai Krishnan T	Mechanical Engineering	JBM Auto Ltd.
57	Umasankar S	Mechanical Engineering	Cognizant
58	Vasanthan V	Mechanical Engineering	JBM Auto Ltd.
59	Vetritamizhan K	Mechanical Engineering	JBM Auto Ltd.
60	Vignesh S	Mechanical Engineering	Pinnacle Seven Technologies
61	Vijay M	Mechanical Engineering	Amphisoft
62	Vijaykumar V C	Mechanical Engineering	Cognizant
63	Vishwaguru V C	Mechanical Engineering	JBM Auto Ltd.
64	Amarnath P	Mechanical Engineering	UCAL Fuel System Limited
65	Antodas M	Mechanical Engineering	JBM Auto Ltd.
66	Ariharan R	Mechanical Engineering	Myunghwa,JBM Auto Ltd.
67	Arunachala Muthu Mariappan A	Mechanical Engineering	JBM Auto Ltd.
68	Byzeer Rahman A	Mechanical Engineering	JBM Auto Ltd.
69	Gowthamraj K	Mechanical Engineering	Sakthi Auto Components
70	Hanith Kumar K	Mechanical Engineering	PKM Autocom
71	Harinarayanan T	Mechanical Engineering	JBM Auto Ltd.
72	Hariprasath A	Mechanical Engineering	JBM Auto Ltd.
73	Isacc Ragland A	Mechanical Engineering	UCAL Fuel System Limited
74	Jacob Agastin S V	Mechanical Engineering	JBM Auto Ltd.
75	Jegadeeswaran R	Mechanical Engineering	JBM Auto Ltd.
76	Manojkumar S	Mechanical Engineering	Infosys
77	Mohammed Hussain Bijili G	Mechanical Engineering	Sakthi Auto Components
78	Muthu Kannan	Mechanical Engineering	JBM Auto Ltd.
79	Nageathiran V	Mechanical Engineering	JBM Auto Ltd.

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S.No	Name of Student Placed	Program graduated from	Name of the employer
80	Nithishkumar K	Mechanical Engineering	UCAL Fuel System Limited
81	Prasanth Priya Sudhan D	Mechanical Engineering	JBM Auto Ltd.
82	Praveen S	Mechanical Engineering	Pinnacle Seven Technologies
83	Santhosh B	Mechanical Engineering	JBM Auto Ltd.
84	Santhosh Kumar S	Mechanical Engineering	JBM Auto Ltd.
85	Sivakumar S	Mechanical Engineering	VSR Industries
86	Thanasekar P	Mechanical Engineering	JBM Auto Ltd.
87	Vishaga Vignesh R	Mechanical Engineering	JBM Auto Ltd.
88	Aathinarayanan T	Computer Science and Engineering	Kumaran Systems
89	Abdul Kather Ibrahim M	Computer Science and Engineering	Techgenzi
90	Abi K	Computer Science and Engineering	Wise Tech Source
91	Ajithkumar S	Computer Science and Engineering	Atos syntel
92	Akashkumar S	Computer Science and Engineering	Cognizant
93	Anusha L	Computer Science and Engineering	Thirdware Solution
94	Arun Prasad S	Computer Science and Engineering	Crystal Delta
95	Ashok Kumar S	Computer Science and Engineering	Cognizant
96	Aswinamarnath B	Computer Science and Engineering	Revature
97	Azhageswaran R	Computer Science and Engineering	Kumaran Systems
98	Bhavadharani M	Computer Science and Engineering	Wise Tech Source
99	Branesh N	Computer Science and Engineering	Tata Consultancy Services
100	Chinna Yuvaraja R	Computer Science and Engineering	Wipro
101	Dhanasekaran B	Computer Science and Engineering	Kumaran Systems
102	Dharshan B	Computer Science and Engineering	Cognizant
103	Dinesh Kanna G R	Computer Science and Engineering	Zoho Corporation
104	Dinesh S	Computer Science and Engineering	Kanini Systems
105	Divya Bharathi P	Computer Science and Engineering	Great Innovus
106	Gokul Prasath S	Computer Science and Engineering	Intellect Design
107	Hari Haran N	Computer Science and Engineering	Crystal Delta
108	Harishma Devi M	Computer Science and Engineering	Maticz Pvt Ltd

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VIRUDHUNAGAR (Dt)

S.No	Name of Student Placed	Program graduated from	Name of the employer
109	Haritha G A	Computer Science and Engineering	Tech Mahindra
110	Hemalatha J	Computer Science and Engineering	Cognizant
111	Jaline Grace Marcline T	Computer Science and Engineering	Cognizant
112	Jefrey G	Computer Science and Engineering	Atos Syntel
113	Jency Jerline Sandra J	Computer Science and Engineering	Tata Consultancy Services
114	Johi Sriram G	Computer Science and Engineering	Cognizant
115	Kannan C	Computer Science and Engineering	Cognizant
116	Karthik Raj R	Computer Science and Engineering	Cognizant
117	Kaviya C	Computer Science and Engineering	Wise Tech Source
118	Kawin M	Computer Science and Engineering	Excelacom,Atos Syntel
119	Keerthana G	Computer Science and Engineering	Cognizant
120	Keshava Priya R	Computer Science and Engineering	Tech Mahindra
121	Kiran S	Computer Science and Engineering	Kumaran Systems
122	Kumaran L S	Computer Science and Engineering	Kumaran Systems
123	Lavanya C	Computer Science and Engineering	Zoho Corporation
124	Madhan Kumar S	Computer Science and Engineering	Great Innovus
125	Manav H	Computer Science and Engineering	Zoho Corporation
126	Manoj A	Computer Science and Engineering	Intellect Design
127	Manoj Kumar K R	Computer Science and Engineering	Atos Syntel
128	Mervin Sujay A	Computer Science and Engineering	Sasken Technologies Ltd
129	Mohamed Abubacker S	Computer Science and Engineering	Cognizant
130	Mohammed Asraf Ali A	Computer Science and Engineering	NU Technology
131	Mohammed Ibrahim Sharif N	Computer Science and Engineering	Intellect Design
132	Mohammed Thoufiq S	Computer Science and Engineering	Cognizant
133	Monika K	Computer Science and Engineering	Tata Consultancy Services
134	Murugavelraj S	Computer Science and Engineering	Maticz
135	Nandhini Devi R	Computer Science and Engineering	Techgenzi
136	Pradeep M	Computer Science and Engineering	Xcel Corp
137	Prasanna Madhavan R	Computer Science and Engineering	Wipro

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S.No	Name of Student Placed	Program graduated from	Name of the employer
138	Prawin Kumar B	Computer Science and Engineering	Excelacom
139	Priyadharshini K	Computer Science and Engineering	Cognizant
140	Ragul C	Computer Science and Engineering	Wise Tech Source
141	Raja Gopika Sri M	Computer Science and Engineering	Cognizant
142	Raja Guru R	Computer Science and Engineering	Aspire Systems
143	Rakesh P	Computer Science and Engineering	Cognizant
144	Ramkumar A	Computer Science and Engineering	Data Pattern(India) Pvt. Ltd
145	Ramkumar S	Computer Science and Engineering	Wipro
146	Roja S V	Computer Science and Engineering	Cognizant
147	Roshini R	Computer Science and Engineering	Centizen Inc
148	Sabhari Shrinivas T	Computer Science and Engineering	Codemire
149	Sadiq Hussain T	Computer Science and Engineering	MSC Technology
150	Sherin Shifaya S	Computer Science and Engineering	NU Technology
151	Shriramkrishna R	Computer Science and Engineering	Intellect Design
152	Siva Subramaniyan P	Computer Science and Engineering	Wipro
153	Sneka B	Computer Science and Engineering	Soft Square
154	Sridharan V R	Computer Science and Engineering	Cognizant
155	Subhashini K M	Computer Science and Engineering	Cognizant
156	Tamilarasi R	Computer Science and Engineering	Aspire Systems
157	Thahir Hussain F	Computer Science and Engineering	Aspire Systems
158	Thamotharan B	Computer Science and Engineering	Qspider
159	Twinkle J	Computer Science and Engineering	Cognizant
160	Venkata Krishnan V	Computer Science and Engineering	Zoho Corporation
161	Venkatesh T	Computer Science and Engineering	Excelacom
162	Vignesh R	Computer Science and Engineering	Wipro
163	Vishnu Vardhini S	Computer Science and Engineering	Tata Consultancy Services
164	Muthupandi M	Computer Science and Engineering	Great Innovus
165	Pandiyan B	Computer Science and Engineering	Vinsinfo
166	Sheik Mohamad R	Computer Science and Engineering	Great Innovus

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S.No	Name of Student Placed	Program graduated from	Name of the employer
167	Abdurrahman S	Electronics and Communication Engineering	Thirdware Solution
168	Akilkumar N	Electronics and Communication Engineering	Techgenzi
169	Anish Sulthana T	Electronics and Communication Engineering	Cognizant
170	Atchaya B	Electronics and Communication Engineering	Thirdware Solution
171	Barakathul Fathima M	Electronics and Communication Engineering	Capgemini
172	Beninal B	Electronics and Communication Engineering	Amphisoft
173	Bharkavi Sandhiya M	Electronics and Communication Engineering	NU Technology
174	Deepak K	Electronics and Communication Engineering	Techgenzi
175	Deepan T	Electronics and Communication Engineering	Tech Mahindra
176	Dinesh Kumar S M	Electronics and Communication Engineering	Disys
177	Eswari.M	Electronics and Communication Engineering	Techgenzi
178	Hema S	Electronics and Communication Engineering	Amphisoft
179	Jancy Angel M	Electronics and Communication Engineering	Cognizant
180	Keerthana V	Electronics and Communication Engineering	Cognizant
181	Kirupasri S	Electronics and Communication Engineering	Sakthi Auto Components
182	Kishore Kumar A	Electronics and Communication Engineering	Wipro
183	Lenin Prasanna M G	Electronics and Communication Engineering	Kanini Systems
184	Madhanagopal S	Electronics and Communication Engineering	Suresoft+Soft Square
185	Madhumithra B	Electronics and Communication Engineering	Jasmin Infotech,Sakthi Auto
186	Meenapriya K	Electronics and Communication Engineering	Excelacom
187	Minumithra G N	Electronics and Communication Engineering	Qurativity Media
188	Mohamed Hazzali M	Electronics and Communication Engineering	Cognizant
189	Nandha Vignesh S	Electronics and Communication Engineering	Wipro
190	Nandhineeswari S	Electronics and Communication Engineering	NU Technology
191	Oliver Ajaay D	Electronics and Communication Engineering	Tech Mahindra
192	Pradeepa L	Electronics and Communication Engineering	Kanini Systems
193	Raja Prabhu V	Electronics and Communication Engineering	Disys Pvt Ltd
194	Rajee V	Electronics and Communication Engineering	Sakthi Auto Components
195	Ram Kumar A V	Electronics and Communication Engineering	Sakthi Auto Components

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S.No	Name of Student Placed	Program graduated from	Name of the employer
196	Ramesh M	Electronics and Communication Engineering	Sakthi Auto Components
197	Ramji V	Electronics and Communication Engineering	Capgemini
198	Ravin P	Electronics and Communication Engineering	Cognizant
199	Riyash Ahamed S	Electronics and Communication Engineering	Tata Consultancy Services
200	Ronald Reegan T	Electronics and Communication Engineering	Chella Software
201	Sakthi Kumar M	Electronics and Communication Engineering	Cognizant
202	Sambath Kumar P M	Electronics and Communication Engineering	Buddi AI
203	Samson S	Electronics and Communication Engineering	Cognizant
204	Santhana Karthick G	Electronics and Communication Engineering	Cognizant
205	Santhosh M	Electronics and Communication Engineering	Zoho
206	Sasidhara Prabu G	Electronics and Communication Engineering	Sakthi Auto Components
207	Sathishkumar K	Electronics and Communication Engineering	Stoics - IT
208	Sathiyapriya A	Electronics and Communication Engineering	Kanini Systems
209	Sharmila S	Electronics and Communication Engineering	Cognizant
210	Siva C	Electronics and Communication Engineering	Innodha Technologies
211	Sivarishi Karthick K	Electronics and Communication Engineering	Excelacom
212	Solaimani S	Electronics and Communication Engineering	Sasken Technologies Ltd
213	Sona M	Electronics and Communication Engineering	Avalon,Sakthi Auto
214	Syed Irshad Ahamed A	Electronics and Communication Engineering	Raft International
215	Ulageshini S	Electronics and Communication Engineering	Cognizant
216	Umapathi C	Electronics and Communication Engineering	Dhyan Network
217	Vijaya Krishnan K	Electronics and Communication Engineering	Atos Syntel
218	Vishnu Vardhan B J	Electronics and Communication Engineering	Soft Square
219	Vinothkumar M	Electronics and Communication Engineering	Techgenzi
220	Aakash S	Electrical and Electronics Engineering	Sakthi Auto Components
221	Arunpandi K	Electrical and Electronics Engineering	Sakthi Auto Components
222	Dineshkumar S	Electrical and Electronics Engineering	Techgenzi
223	Elakkiya S	Electrical and Electronics Engineering	Cognizant
224	Ganesa Moorthy M	Electrical and Electronics Engineering	Sakthi Auto Components

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VIRUDHUNAGAR (Dt)

S.No	Name of Student Placed	Program graduated from	Name of the employer
225	Ganesh Prabhu S	Electrical and Electronics Engineering	Sakthi Auto Components
226	Imran Ali A	Electrical and Electronics Engineering	Pinnacle Seven Technologies
227	Mathan Kumar T	Electrical and Electronics Engineering	Aspire Systems
228	Mohammed Asraf M	Electrical and Electronics Engineering	Data Pattern(India) Pvt. Ltd
229	Mujammil Fathima S	Electrical and Electronics Engineering	Qspider Pvt Ltd
230	Mukesh Kannan S	Electrical and Electronics Engineering	Sakthi Auto Components
231	Nandhni M S	Electrical and Electronics Engineering	Qspider Pvt Ltd
232	Ramya R	Electrical and Electronics Engineering	Tata Consultancy Services
233	Suriyaprakash R	Electrical and Electronics Engineering	Qspider Pvt Ltd
234	Vishnu Prakash R	Electrical and Electronics Engineering	Qspider Pvt Ltd
235	Annamalai B	Electrical and Electronics Engineering	Qspider Pvt Ltd
236	Athavan M	Electrical and Electronics Engineering	Pinnacle Seven Technologies
237	Jayaprakash D	Electrical and Electronics Engineering	Sakthi Auto Components
238	Jeyakumar M	Electrical and Electronics Engineering	Kanini Systems
239	Muthukrishnan P	Electrical and Electronics Engineering	Sakthi Auto Components
240	Muthumani S K	Electrical and Electronics Engineering	Qspider Pvt Ltd
241	Yathavakannan V	Electrical and Electronics Engineering	Data Pattern(India) Pvt. Ltd
242	Abu Bakkar Umar K	Information Technology	Great Innovus
243	Agnes Cabrial J	Information Technology	Vinsinfo
244	Aruna R	Information Technology	Zuci Systems
245	Balaji T R	Information Technology	Worldline
246	Balamurugan S	Information Technology	Vuram Technologies
247	Balanivethitha V	Information Technology	Qspider
248	Bhojan Kumar C R	Information Technology	Capgemini
249	Devaakash V S	Information Technology	Soft Square
250	Dharshini P	Information Technology	Intellect Design
251	Dhinesh S	Information Technology	Capgemini
252	Diwaahar R	Information Technology	Cognizant
253	Geetha M	Information Technology	Xcel Corp

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S.No	Name of Student Placed	Program graduated from	Name of the employer
254	Keerthana P	Information Technology	NU Technology
255	Keerthana R	Information Technology	Thirdware Solution
256	Keerthika R	Information Technology	Cognizant
257	Logesh Pandi C	Information Technology	Capgemini
258	Mahesh Babu S K	Information Technology	Cognizant
259	Mani Meenakshi T	Information Technology	Cognizant
260	Mathar Sikkandar A	Information Technology	Cognizant
261	Pragadeeshraj V	Information Technology	Techgenzi
262	Princy Jessica M	Information Technology	Cognizant
263	Rajalakshmi R	Information Technology	Great Innovus
264	Santhosh Ranjan S	Information Technology	Aspire Systems
265	Seethalakshmi N	Information Technology	Cognizant
266	Arsath Asraf U	Civil Engineering	Elite Construction
267	Balaji T	Civil Engineering	Geo Adithya
268	Deepak A	Civil Engineering	Cognizant
269	Gnanavel K	Civil Engineering	CAD Desk
270	Gopinath M R	Civil Engineering	Neeyamo
271	Karthikeyan R	Civil Engineering	Geo Adithya
272	Kathir Ram A	Civil Engineering	CAD Desk
273	Mohan Kumar A	Civil Engineering	CAD Desk
274	Mohanapriya M	Civil Engineering	CAD Desk
275	Muralidharan S S	Civil Engineering	Geo Adithya
276	Prathista R D	Civil Engineering	CAD Desk
277	Prithiviraj R	Civil Engineering	Elite Construction
278	Priyadarshan N R	Civil Engineering	CAD Desk
279	Riyas R	Civil Engineering	Geo Adithya
280	Saran R	Civil Engineering	Geo Adithya
281	Sethu M	Civil Engineering	CAD Desk
282	Srinivas Sonaimuthu M	Civil Engineering	Elite Construction

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VIRUDHUNAGAR (Dt)

S.No	Name of Student Placed	Program graduated from	Name of the employer
283	Sundharpandi K	Civil Engineering	CAD Desk
284	Surindar R	Civil Engineering	Elite Construction
285	Susmitha P K	Civil Engineering	Cognizant
286	Mohamed Shajith S	Civil Engineering	Elite Construction
287	Mujahith Amjath S M	Civil Engineering	Geo Adithya
288	Prasanna L S	Civil Engineering	CAD Desk
289	Sheik Mohamed Zakariah A	Civil Engineering	CAD Desk
290	Yuvaraj Manikandan B	Civil Engineering	Elite Construction
291	Althaf Sameer S	Biomedical Engineering	Corro Health
292	Ashok M	Biomedical Engineering	Corro Health
293	Hemalatha B	Biomedical Engineering	Zifo R&D Solutions
294	Juhie S	Biomedical Engineering	Corro Health
295	Merlin Renaxy A	Biomedical Engineering	Corro Health
296	Mohana Preetha M	Biomedical Engineering	Corro Health
297	Mukesh Pandiyan K	Biomedical Engineering	Corro Health
298	Nisanthkumar R	Biomedical Engineering	Corro Health
299	Praveen Kumar E	Biomedical Engineering	Zifo R&D Solutions
300	Rajkumar M	Biomedical Engineering	Corro Health
301	Shanmuga Priya R	Biomedical Engineering	Corro Health
302	Sruthi I M	Biomedical Engineering	Zifo R&D Solutions
303	Rajan Sonaimuthu RA	Chemical Engineering	Neeyamo
304	Kamali B	Agriculture Engineering	Byju's
305	Suriya Dileepan	Computer Science and Engineering	Intellect Design
306	Gayathri G P	Biomedical Engineering	Corro Health

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PULLOOR, KARIAPATTI - 626 115
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21-22

JBM Auto Limited
No.1, Ford supplier's Park,S.P.Koil Post, Chengalpattu(TK), Kancheepuram Dist,
Tamil Nadu - 603 204. India, Tel : 91-44-67417777, Fax: 91-44-67417788

JBM Group

Order of Appointment

To

The Principal

Sethu Institute of Technology

Pulloor, Kariapatti – 626115.

Dear Sir,

Sub: Appointment order for the students - Interview dated 16.02.2022 – reg.

We are pleased to confirm you that the following students of Department of Mechanical Engineering, Sethu Institute of Technology are short listed as 'Graduate Apprentice Trainee (GAT) as per the interview dated 16.02.2022@ Sethu Institute of Technology.

Your permanent offer letter will be provided on the date of joining subjected to completion of documentation and submitting the required documents.

SL. NO.	NAME	SL. NO.	NAME
1	ABDUL NAZEER S	23	VETRITAMIZHAN K
2	P.GOKULA KRISHNAN	24	ARIHARAN R
3	GOPINATH	25	HARINARAYANAN T
4	MOHAMED AADIL KHAN L	26	JAYASURYA R
5	MOHAMED IMRAN S	27	ADARSH C
6	MUNESH KUMAR R	28	SAPTHAGIRI R
7	MUNISH PANDIAN K	29	SHAHIL ALI A
8	MUTHU KUMAR	30	MOHAMED ASHIF RAJA R
9	MUTHU RAJ M	31	MOHAMED FAIZAL S
10	RAVEEN KUMAR N	32	SURYA KUMAR A
11	RIYAZ MOHGAMMED S	33	THIRUMALAIKRISHNAN T
12	SASI KUMAR A	34	SETHUPATHI M
13	SETHU RAGUL K	35	VISHAGA VIGNESH R
14	BYZEER RAHMAN A	36	ROSHAN J
15	JACOB AGASTIN S V	37	KARUPPIAH C
16	SANTHOSH B	38	VASANTHAN V
17	ANTODAS M	39	PRASANTH PRIYA SUDHAN D
18	ARUNACHALA MUTHU MARIAPPAN A	40	HARI VASAN R
19	HARI PRASATH A	41	VISHWAGURU VC
20	NAGEATHIRAN V	42	JEGADEESWARAN R
21	THANASEKAR P	43	MUTHU KANNAN V
22	SANTHOSH KUMAR S	44	PRASANTH R

We welcome you to the JBM family and wish you all the very best.

Thanking you,
For JBM Auto Limited, Chennai.

P.Purushothaman
Sr.Executive - SDC

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

Registered Office
501, Hemkunt Chambers , 89,Nehru Place , New Delhi - 110019.
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74899DL1996PLC083073

ISO 14001 : 2015 20003238 UM
IATF 16949:2016 20003238 IATF 16

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SITMail

Muthu Chozha Rajan B Mech <muthuchozharajan@sethu.ac.in>

Adarsh

Fwd: You have a job offer for Systems Engineer role at Infosys

1 message

Adarsh C <cadarsh779@gmail.com> Sat, Apr 23, 2022 at 12:28 PM
To: "muthuchozharajan@sethu.ac.in" <muthuchozharajan@sethu.ac.in>

---------- Forwarded message ---------
From: **Infosys Freshers Recruitment** <Talent.Acquisition@infosys.com>
Date: Fri, Apr 22, 2022, 1:44 PM
Subject: You have a job offer for Systems Engineer role at Infosys
To: Infosys Freshers Recruitment <Talent.Acquisition@infosys.com>

Dear Student,

Thank you for participating in the Infosys recruitment process. Congratulations! You have cleared the interview round of the process.

We are delighted to offer you the position of Systems Engineer at Infosys.

The compensation for this role is INR 3.6 lakhs per annum with one year of probation period from the date of allocation to the business unit. Additional benefits include health insurance of INR 4 lakhs per annum and a life cover of INR 30 lakhs.

You will soon hear from us about the next steps of the process.

Please note, this is a conditional job offer subject to your background verification. If falsification of data is detected during the background verification process, Infosys will revoke the job offer made to you.

In case of any queries, please contact your placement office or write to us at Talent.Acquisition@infosys.com.

We look forward to welcoming you into the Infosys family.

Best regards,

Talent Acquisition

Infosys

SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

Cognizant

3

09-Mar-2022

Dear Ajay A,
B.E., Mechanical
Sethu Institute of Technology, Kariapatti

Candidate ID – 19733308

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

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Sakthi Auto Component Limited

SACL/HR&D/R22/E14/2022 **05.01.2022**

The Principal,

Sethu Institute of Technology,

Madurai.

Dear Sir,

Sub: Campus recruitment 2022 - Provisional order Dispatch - reg

Refer to the Campus Interview Conducted on 24.12.2021 at your campus, out of which 37 students are shortlisted to join our organization. Attached is the provisional selection list for your perusal.

Request to do needful.

Thank you

For Sakthi Auto Component Ltd

Manager – (HR&D)

SAKTHI AUTO COMPONENT LIMITED

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Head Office : 180, Race Course Road, Post Box No. 3775, Coimbatore - 641 018.
CIN - U29199TZ1999PLC008751 GSTIN : 33AAECS6536J1Z7

SAKTHI AUTO COMPONENT LIMITED
HR & DEVELOPMENT

CAMPUS RECRUITMENT - 2022

PROVISIONAL SELECTION LIST

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(1) These students should be directed to report on **23.05.2022** at 09.00 AM with the photocopies and originals of the following certificates at our works.

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Thank you,

For clarifications, Kindly contact
S. Yadhavan - 9942386987
N. Akilakumar - 9952856606

SAKTHI AUTO COMPONENT LIMITED P.G.Palayam

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Tirupur - 638056

For Sakthi Auto Component Ltd.,

Manager (HR & D)

Prepared and dispatched by

P Hemalatha 05/01/2022
Hemalatha.P
HR&D

Date:05.01.2022

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HR & DEVELOPMENT

CAMPUS RECRUITMENT - 2022

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Date:05.01.2022

SETHU INSTITUTE OF TECHNOLOGY Pulloor Kariapatti 626 115

Dr. A. Senthil Kumar
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SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

6

TVS E S

TVS Educational Society

Date: 13/12/2021

Shri Dinakaran S
S/O Sathish Kumar R
49, Karpaga vinayagar Nagar
Pamban Nagar
Madurai-625005,

Trainee ID: N134438

Dear Dinakaran S

NEEM Trainee Contract Letter

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

1. The period of training shall be **Thirty Six** months with start date **13/12/2021** and end date **12/12/2024.**

2. It shall not be obligatory on our part or of the Establishment / Company wherein you will undergo the on the job training to offer any employment to you during or on successful completion of your training period. As a NEEM Trainee undergoing training in the establishment, you shall be a trainee and not a workman / employee and as such, the provisions of any labour legislations shall not apply to you or in relation to you and your on the job training shall be solely governed by the provisions of All India Council for Technical Educational [National Employability Enhancement Mission (NEEM)] Regulations 2017.

3. You shall be given on the job training with **Sundram Fasteners Limited, Velappanchavadi** for the above mentioned period. You will be imparted training in shifts according to normal hours of work of the establishment to which you are attached for training.

4. During the tenure of your training, you shall abide by the rules and regulations from time to time as intimated to you by us and / or the Establishment wherein you will undergo on the job training including but not limited to all matters of conduct, discipline and safety and carry out all lawful orders of the establishment.

5. As NEEM Trainee you shall learn your subject field conscientiously and diligently and attend to practical and instructional classes regularly.

6. As NEEM Trainee you shall maintain a record of your Training during the period of the NEEM TRAINING in the proforma given by TVS Educational Society.

7. When the contract of Training is terminated for failure on your part to carry out the terms of contract, you shall refund to TVS Educational Society as cost of training such amount as may be determined by TVS Educational Society. In such event, you shall not be entitled to enter into another contract of training under the National Employability Enhancement Mission (NEEM).

...2

Jayalakshmi Estate, 29, Haddows Road, Chennai - 600 006. Tamilnadu, India. Tel: 42166000

Dr. A. Senthil Kumar
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SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti– 626 115
Virudhunagar District

TVS E S
TVS Educational Society

8. Either party may terminate this contract by issuing 30 Days' Notice in writing or payment thereof.

9. The Contract of Training can be terminated without compensation payment to you:
   a. If you secure gainful employment (on production of copy of the appointment letter): and
   b. If you are unable to continue training on medical grounds (on production of a certificate to this effect from a medical officer not below the rank of a Civil Surgeon/surgeon attached to any Government Hospital).

10. During the period of Training, you shall be entitled to a Consolidated Stipend of **Rs.13645/-** per month. You hereby authorize TVS Educational Society to make all payment required to be made to you either by way of cheque or by directly crediting the amount to your bank account.

11. You can also earn Attendance Incentive of **Rs.500/-** per month if you attend for On the Job training on all the scheduled training days during a month.

12. You will not be entitled to any other emoluments or payments during the period of training.

13. Continuance of payment of stipend shall depend on your satisfactory performance during the training period.

14. TVS Educational Society will formulate a "Training Program" for training the NEEM Trainees and shall make suitable arrangements for facilitating the same.

15. The Stipend for a particular month shall be paid on or before 10th of the following month.

16. Any disagreement or dispute between TVS Educational Society and the NEEM Trainee arising out of the terms and conditions of this Contract or incidental or ancillary thereto, shall be referred to and Governed by the provisions of the terms laid under the All India Council for Technical Education [National Employability Enhancement Mission (NEEM)] Regulations 2017.

ENDORSEMENT

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

For TVS Educational Society

V.R.

Authorised Signatory

Accepted and Agreed

Signature & Date
(Dinakaran S)

Dr. A. Senthil Kumar
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(a) Provisional (if available)
(b) Transfer Certificate
(c) Course Completion Certificate
(d) Overall Mark sheet
(e) Mark sheets of all semesters
(f) HSC / SSLC Mark sheet
(g) Aadhar card

Thank you,

For clarifications, Kindly contact
S. Yadhavan - 9942386987
N. Akilakumar - 9952856606

SAKTHI AUTO COMPONENT LIMITED P.G.Palayam

Address:
Sakthi Auto Component Ltd,
Mukasi Pallagoundenpalayam,
Vijayamangalam(via),
Uthukuli (Taluk),
Tirupur - 638056

For Sakthi Auto Component Ltd.,

Manager (HR & D)

Prepared and dispatched by

P.Hemalatha 05/01/2022
Hemalatha.P
HR&D

Date:05.01.2022

SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

8

Qspiders CampusConnect

A Unit of Test Yantra Software Solutions India Pvt Ltd

Qspiders Campus

OFFER LETTER

Dated: 01-03-2022

Dear, Durga.K

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

Training in our incubation centre starts on .....

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 2018107040.

9513684738/7619163087

info@campus.qspiders.com

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

SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

4, 5, 7, 9, 14, 16, 17, 23, 32, 71, 40, 42
81, 52, 227, 228, 231, 232,
237, 244, 246, 186, 201, 203,
202, 213, 220, 190, 46.

Sakthi Auto Component Limited

SACL/HR&D/R22/E14/2022 **05.01.2022**

The Principal,

Sethu Institute of Technology,

Madurai.

Dear Sir,

Sub: Campus recruitment 2022 - Provisional order Dispatch - reg

Refer to the Campus Interview Conducted on 24.12.2021 at your campus, out of which 37 students are shortlisted to join our organization. Attached is the provisional selection list for your perusal.

Request to do needful.

Thank you

For Sakthi Auto Component Ltd

Manager – (HR&D)

SAKTHI AUTO COMPONENT LIMITED

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MUKASI PALLAGOUNDENPALAYAM, VIJAYAMANGALAM (VIA), UTHUKULI TALUK, TIRUPUR - 638 056. INDIA
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Head Office : 180, Race Course Road, Post Box No. 3775, Coimbatore - 641 018.
CIN - U29199TZ1999PLC008751 GSTIN : 33AAECS6536J1Z7

SAKTHI AUTO COMPONENT LIMITED
HR & DEVELOPMENT

CAMPUS RECRUITMENT - 2022

PROVISIONAL SELECTION LIST

DATE	05.01.2022	COLLEGE	SETHU INSTITUTE OF TECHNOLOGY	RECRUITMENT CONDUCTED BY	TAMILARASAN K K

Refer to the Recruitment held on 24.12.2021 at your campus, below listed students are shortlisted for Graduate Engineering Trainee as per Apprenticeship Training Act 1961 at SACL. They will be paid stipend of Rs.13,500/- per month as per company policy during the training period 1st year and INR 14,500 & INR 15,500 subsequently.

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6	2018107100	22-E14-06	MOHAMMED SAFIN	BE	MECH
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15	2018107061	22-E14-15	KABILESH M	BE	MECH
16	2018107079	22-E14-16	MAHENDRAN P	BE	MECH
17	2018107090	22-E14-17	MOHAMED ASHIF RAJA R	BE	MECH
18	2018107335	22-E14-18	MANOJKUMAR S	BE	MECH
19	2018107146	22-E14-19	SAMSHUDEEN S	BE	MECH
20	2018107159	22-E14-20	SHAKTHI SIDHARTHAN S	BE	MECH
21	2018107181	22-E14-21	VASANTHAN V	BE	MECH
22	2018107370	22-E14-22	VISHAGA VIGNESH R	BE	MECH
23	2018103003	22-E14-23	AAKASH S	BE	EEE
24	2018103010	22-E14-24	ARUNPANDI K	BE	EEE
25	2018103019	22-E14-25	GANESA MOORTHY M	BE	EEE
26	2018103021	22-E14-26	GANESH PRABHU S	BE	EEE

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SETHU INSTITUTE OF TECHNOLOGY
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29	2018103308	22-E14-29	JAYAPRAKASH.D	BE	EEE
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SETHU INSTITUTE OF TECHNOLOGY PULLOOR, KARIAPATTI 626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

21-22

JBM Group

JBM Auto Limited
No.1, Ford supplier's Park,S.Pkoil Post, Chengalpattu(TK), Kanchepuram Dist,
Tamil Nadu - 603 204. India, Tel : 91-44-67417777, Fax: 91-44-67417788

Order of Appointment

To

The Principal

Sethu Institute of Technology

Pulloor, Kariapatti – 626115.

Dear Sir,

Sub: Appointment order for the students - Interview dated 16.02.2022 – reg.

We are pleased to confirm you that the following students of Department of Mechanical Engineering, Sethu Institute of Technology are short listed as 'Graduate Apprentice Trainee (GAT) as per the interview dated 16.02.2022@ Sethu Institute of Technology.

Your permanent offer letter will be provided on the date of joining subjected to completion of documentation and submitting the required documents.

SL. NO.	NAME	SL. NO.	NAME
1	ABDUL NAZEER S	23	VETRITAMIZHAN K
2	P.GOKULA KRISHNAN	24	ARIHARAN R
3	GOPINATH	25	HARINARAYANAN T
4	MOHAMED AADIL KHAN L	26	JAYASURYA R
5	MOHAMED IMRAN S	27	ADARSH C
6	MUNESH KUMAR R	28	SAPTHAGIRI R
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8	MUTHU KUMAR	30	MOHAMED ASHIF RAJA R
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12	SASI KUMAR A	34	SETHUPATHI M
13	SETHU RAGUL K	35	VISHAGA VIGNESH R
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15	JACOB AGASTIN S V	37	KARUPPIAH C
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17	ANTODAS M	39	PRASANTH PRIYA SUDHAN D
18	ARUNACHALA MUTHU MARIAPPAN A	40	HARI VASAN R
19	HARI PRASATH A	41	VISHWAGURU VC
20	NAGEATHIRAN V	42	JEGADEESWARAN R
21	THANASEKAR P	43	MUTHU KANNAN V
22	SANTHOSH KUMAR S	44	PRASANTH R

We welcome you to the JBM family and wish you all the very best.

Thanking you,
For JBM Auto Limited, Chennai.

P.Purushothaman
Sr.Executive - SDC

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

SETHU INSTITUTE OF TECHNOLOGY * PULLOOR KARIAPATTI 626 115

Registered Office
601, Hemkunt Chambers , 89,Nehru Place , New Delhi - 110019.
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74899DL1996PLC083073

ISO 14001 : 2015 20003238 UM
IATF 16949:2016 20003238 IATF 16

21-22

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JBM Group

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Pulloor, Kariapatti - 626 115
Virudhunagar District

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13

Qspiders CampusConnect

A Unit of Test Yantra Software Solutions India Pvt Ltd

Qspiders Campus

OFFER LETTER

Dated: 01-03-2022

Dear, Harini . V

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Training in our incubation centre starts on .....

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

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- We do not charge for the complete training which takes 3 months
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Thank & Regards
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USN NO 20181070S1

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9513684738/7619163087
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SAKTHI AUTO COMPONENT LIMITED
HR & DEVELOPMENT

CAMPUS RECRUITMENT - 2022

PROVISIONAL SELECTION LIST

DATE	05.01.2022	COLLEGE	SETHU INSTITUTE OF TECHNOLOGY	RECRUITMENT CONDUCTED BY	TAMILARASAN K K

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SAKTHI AUTO COMPONENT LIMITED P.G.Palayam

Address:
Sakthi Auto Component Ltd,
Mukasi Pallagoundenpalayam,
Vijayamangalam(via),
Uthukuli (Taluk),
Tirupur - 638056

For Sakthi Auto Component Ltd.,

Manager (HR & D)

Prepared and dispatched by

P.Hemalatha 05/01/2022
Hemalatha.P
HR&D

Date:05.01.2022

SETHU INSTITUTE OF TECHNOLOGY PULLOOR, KARIAPATTI 626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

21-22

JBM Group

JBM Auto Limited
No.1, Ford supplier's Park,S.Pakkam Post, Chengalpattu(TK), Kanchepuram Dist,
Tamil Nadu - 603 204. India, Tel : 91-44-67417777, Fax: 91-44-67417788

Order of Appointment

To

The Principal

Sethu Institute of Technology

Pulloor, Kariapatti – 626115.

Dear Sir,

Sub: Appointment order for the students - Interview dated 16.02.2022 – reg.

We are pleased to confirm you that the following students of Department of Mechanical Engineering, Sethu Institute of Technology are short listed as 'Graduate Apprentice Trainee (GAT) as per the interview dated 16.02.2022@ Sethu Institute of Technology.

Your permanent offer letter will be provided on the date of joining subjected to completion of documentation and submitting the required documents.

SL. NO.	NAME	SL. NO.	NAME
1	ABDUL NAZEER S	23	VETRITAMIZHAN K
2	P.GOKULA KRISHNAN	24	ARIHARAN R
3	GOPINATH	25	HARINARAYANAN T
4	MOHAMED AADIL KHAN L	26	JAYASURYA R
5	MOHAMED IMRAN S	27	ADARSH C
6	MUNESH KUMAR R	28	SAPTHAGIRI R
7	MUNISH PANDIAN K	29	SHAHIL ALI A
8	MUTHU KUMAR	30	MOHAMED ASHIF RAJA R
9	MUTHU RAJ M	31	MOHAMED FAIZAL S
10	RAVEEN KUMAR N	32	SURYA KUMAR A
11	RIYAZ MOHGAMMED S	33	THIRUMALAIKRISHNAN P
12	SASI KUMAR A	34	SETHUPATHI M
13	SETHU RAGUL K	35	VISHAGA VIGNESH R
14	BYZEER RAHMAN A	36	ROSHAN J
15	JACOB AGASTIN S V	37	KARUPPIAH C
16	SANTHOSH B	38	VASANTHAN V
17	ANTODAS M	39	PRASANTH PRIYA SUDHAN D
18	ARUNACHALA MUTHU MARIAPPAN A	40	HARI VASAN R
19	HARI PRASATH A	41	VISHWAGURU VC
20	NAGEATHIRAN V	42	JEGADEESWARAN R
21	THANASEKAR P	43	MUTHU KANNAN V
22	SANTHOSH KUMAR S	44	PRASANTH R

We welcome you to the JBM family and wish you all the very best.

Thanking you,
For JBM Auto Limited, Chennai.

P.Purushothaman
Sr.Executive - SDC

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

SETHU INSTITUTE OF TECHNOLOGY * PULLOOR KARIAPATTI 626 115

Registered Office
601, Hemkunt Chambers , 89,Nehru Place , New Delhi - 110019.
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74899DL1996PLC083073

ISO 14001 : 2015 20003238 UM

IATF 16949:2016 20003238 IATF 16

4,5,7,9,14,16,17,23,32,71,40,42
81,52,227,228,231,232,
237,244,246,186,201,203,
202,213,220,190,46.

Sakthi Auto Component Limited

SACL/HR&D/R22/E14/2022 **05.01.2022**

The Principal,

Sethu Institute of Technology,

Madurai.

Dear Sir,

Sub: Campus recruitment 2022 - Provisional order Dispatch - reg

Refer to the Campus Interview Conducted on 24.12.2021 at your campus, out of which 37 students are shortlisted to join our organization. Attached is the provisional selection list for your perusal.

Request to do needful.

Thank you

For Sakthi Auto Component Ltd

Manager – (HR&D)

SAKTHI AUTO COMPONENT LIMITED

SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

MUKASI PALLAGOUNDENPALAYAM, VIJAYAMANGALAM (VIA), UTHUKULI TALUK, TIRUPUR - 638 056. INDIA
Phone : 04294 - 243401 to 404, 227700 Fax : 04294 - 242268
E-mail : sacl@sakthiauto.com Web : www.sakthiauto.com
Head Office : 180, Race Course Road, Post Box No. 3775, Coimbatore - 641 018.
CIN - U29199TZ1999PLC008751 GSTIN : 33AAECS6536J1Z7

SAKTHI AUTO COMPONENT LIMITED
HR & DEVELOPMENT

CAMPUS RECRUITMENT - 2022

PROVISIONAL SELECTION LIST

DATE	05.01.2022	COLLEGE	SETHU INSTITUTE OF TECHNOLOGY	RECRUITMENT CONDUCTED BY	TAMILARASAN K K

Refer to the Recruitment held on 24.12.2021 at your campus, below listed students are shortlisted for Graduate Engineering Trainee as per Apprenticeship Training Act 1961 at SACL. They will be paid stipend of Rs.13,500/- per month as per company policy during the training period 1st year and INR 14,500 & INR 15,500 subsequently.

S.NO	COLLEGE ROLL NO	SACL SELECTION NO	NAME	DEGREE	DEPT
1	2018107029	22-E14-01	BOOMANIKANDAN S	BE	MECH
2	2018107033	22-E14-02	DHAMOTHARAN S	BE	MECH
3	2018107037	22-E14-03	DINESH PANDI P	BE	MECH
4	2018107042	22-E14-04	GIRITHARAN T	BE	MECH
5	2018107321	22-E14-05	GOWTHAMRAJ K	BE	MECH
6	2018107100	22-E14-06	MOHAMMED SAFIN	BE	MECH
7	2018107128	22-E14-07	PRASANTH R	BE	MECH
8	2018107131	22-E14-08	RAJA R	BE	MECH
9	2018107134	22-E14-09	RAKESH KANNA R	BE	MECH
10	2018107342	22-E14-10	MOHAMMED HUSSAIN BIJILI G	BE	MECH
11	2018107357	22-E14-11	SANTHOSH KUMAR S	BE	MECH
12	2018107052	22-E14-12	HARISH P	BE	MECH
13	2018107054	22-E14-13	JAYASURYA R	BE	MECH
14	2018107055	22-E14-14	JEEVA MADHESH K	BE	MECH
15	2018107061	22-E14-15	KABILESH M	BE	MECH
16	2018107079	22-E14-16	MAHENDRAN P	BE	MECH
17	2018107090	22-E14-17	MOHAMED ASHIF RAJA R	BE	MECH
18	2018107335	22-E14-18	MANOJKUMAR S	BE	MECH
19	2018107146	22-E14-19	SAMSHUDEEN S	BE	MECH
20	2018107159	22-E14-20	SHAKTHI SIDHARTHAN S	BE	MECH
21	2018107181	22-E14-21	VASANTHAN V	BE	MECH
22	2018107370	22-E14-22	VISHAGA VIGNESH R	BE	MECH
23	2018103003	22-E14-23	AAKASH S	BE	EEE
24	2018103010	22-E14-24	ARUNPANDI K	BE	EEE
25	2018103019	22-E14-25	GANESA MOORTHY M	BE	EEE
26	2018103021	22-E14-26	GANESH PRABHU S	BE	EEE

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

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28	2018103074	22-E14-28	SURIYAPRAKASH R	BE	EEE
29	2018103308	22-E14-29	JAYAPRAKASH.D	BE	EEE
30	2018103320	22-E14-30	MUTHUKRISHNAN P	BE	EEE
31	18EC023	22-E14-31	KIRUPASRI S	BE	ECE
32	18EC031	22-E14-32	MADHUMITHRA B	BE	ECE
33	18EC153	22-E14-33	RAJEE V	BE	ECE
34	18EC204	22-E14-34	RAMESH M	BE	ECE
35	18EC213	22-E14-35	RAM KUMAR A V	BE	ECE
36	18EC226	22-E14-36	SASIDHARA PRABU G	BE	ECE
37	18EC237	22-E14-37	SONA M	BE	ECE

(1) These students should be directed to report on **23.05.2022** at 09.00 AM with the photocopies and originals of the following certificates at our works.

(a) Provisional (if available)
(b) Transfer Certificate
(c) Course Completion Certificate
(d) Overall Mark sheet
(e) Mark sheets of all semesters
(f) HSC / SSLC Mark sheet
(g) Aadhar card

Thank you,

For clarifications, Kindly contact
S. Yadhavan - 9942386987
N. Akilakumar - 9952856606

SAKTHI AUTO COMPONENT LIMITED P.G.Palayam

Address:
Sakthi Auto Component Ltd,
Mukasi Pallagoundenpalayam,
Vijayamangalam(via),
Uthukuli (Taluk),
Tirupur - 638056

For Sakthi Auto Component Ltd.,

Manager (HR & D)

Prepared and dispatched by

P.Hemalatha 05/01/2022
Hemalatha.P
HR&D

Date:05.01.2022

SETHU INSTITUTE OF TECHNOLOGY PULLOOR, KARIAPATTI 626 115

Dr. A. Senthil Kumar
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Pulloor, Kariapatti - 626 115
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4, 5, 7, 9, 14, 16, 17, 23, 32, 71, 40, 42
81, 52, 227, 228, 231, 232,
237, 244, 246, 186, 201, 203,
202, 213, 220, 190, 46.

Sakthi Auto Component Limited

SACL/HR&D/R22/E14/2022 **05.01.2022**

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Dear Sir,

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Request to do needful.

Thank you

For Sakthi Auto Component Ltd

Manager – (HR&D)

SAKTHI AUTO COMPONENT LIMITED

SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

Dr. A. Senthil Kumar
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SAKTHI AUTO COMPONENT LIMITED
HR & DEVELOPMENT

CAMPUS RECRUITMENT - 2022

PROVISIONAL SELECTION LIST

DATE	05.01.2022	COLLEGE	SETHU INSTITUTE OF TECHNOLOGY	RECRUITMENT CONDUCTED BY	TAMILARASAN K K

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SAKTHI AUTO COMPONENT LIMITED P.G.Palayam

For Sakthi Auto Component Ltd.,

Manager (HR & D)

Prepared and dispatched by

P.Hemalatha 05/01/2022
Hemalatha.P
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Date:05.01.2022

SETHU INSTITUTE OF TECHNOLOGY PULLOOR, KARIAPATTI 626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

muthuchozharajan@sethu.ac.in

Dorrey Don Joseph J <donjoseph@ucal.com> Mon, Feb 7, 2022 at 4:47 PM
To: Muthu Chozha Rajan B Mech <muthuchozharajan@sethu.ac.in>
Cc: Gowri sankar V <vgs@ucal.com>

Dear Sir,

Greetings of the Day

As discussed please organise the drive on 10th February. Expecting at least twenty five to thirty students to join on 11th or 12th of February.

Regards, Don.
[Quoted text hidden]

Dorrey Don Joseph J
Deputy Manager

M: +91-9790801060 /
T: +91-44-67488416
E: donjoseph@ucal.com
W: www.ucal.com

Plot No A3/A3/A4/A5, CMDA Industrial Complex, Maraimalai Nagar, Kancheepuram

Muthu Chozha Rajan B Mech <muthuchozharajan@sethu.ac.in> Thu, Feb 24, 2022 at 12:01 PM
To: Dorrey Don Joseph J <donjoseph@ucal.com>

Dear sir

Thanks for the presence in our college on 10.2.22 for a campus drive and recruiting our 18 students.

n future we must also have a good understanding in recruiting students. from the above students, a team of 10 members are joined and working in your esteemed concern.

As a record purpose we need to offer letters for that 10 students.

S.No	Reg No	Name
1	2018107167	SUBRAMANI S
2	2018107303	AMARNATH P
3	2018107346	NITISH KUMAR K
4	2018107096	P.S.MOHAMED SHAFFEQ
5	2018107327	ISACC RAGLAND A
6	2018107168	SUDHARSAN S
7	2018107161	SHESHATHRI YOGESH B
8	2018107162	SRINATH M
9	2018107075	L.KRISHNAVELPRIYAN
10	2018107067	R.KARTHICK

Dr. A. Senthil Kumar
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21-22

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JBM Group

Order of Appointment

To

The Principal

Sethu Institute of Technology

Pulloor, Kariapatti – 626115.

Dear Sir,

Sub: Appointment order for the students - Interview dated 16.02.2022 – reg.

We are pleased to confirm you that the following students of Department of Mechanical Engineering, Sethu Institute of Technology are short listed as 'Graduate Apprentice Trainee (GAT) as per the interview dated 16.02.2022@ Sethu Institute of Technology.

Your permanent offer letter will be provided on the date of joining subjected to completion of documentation and submitting the required documents.

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9	MUTHU RAJ M	31	MOHAMED FAIZAL S
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11	RIYAZ MOHGAMMED S	33	THIRUMALAIKRISHNAN P
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We welcome you to the JBM family and wish you all the very best.

Thanking you,
For JBM Auto Limited, Chennai.

P.Purushothaman
Sr.Executive - SDC

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SETHU INSTITUTE OF TECHNOLOGY
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SETHU INSTITUTE OF TECHNOLOGY * PULLOOR KARIAPATTI 626 115

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ISO 14001 : 2015 20003238 UM
IATF 16949:2016 20003238 IATF 16

Cognizant

20

20-Apr-2022

Dear Khaja Mohideen M R,
B.E., Mechanical
Sethu Institute of Technology, Kariapatti

Candidate ID – 19613297

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 only **15 days** 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) as detailed below:

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

Dr. A. Senthil Kumar
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Pulloor, Kariapatti - 626 115.
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Cognizant

20

Compensation and Benefits

Name: Khaja Mohideen M R **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**

Note: The Insurance amount may vary subject to market conditions from time to time.

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

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
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21

TVS E S

TVS Educational Society

Date: 13/12/2021

Shri Krishna Moorthi T
S/O Thirupathy S
4/26, North St Chattram
Pullangulam
Virudhunagar-620106.

Trainee ID: N134435

Dear Krishna Moorthi T

NEEM Trainee Contract Letter

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

1. The period of training shall be **Thirty Six** months with start date **13/12/2021** and end date **12/12/2024**.

2. It shall not be obligatory on our part or of the Establishment / Company wherein you will undergo the on the job training to offer any employment to you during or on successful completion of your training period. As a NEEM Trainee undergoing training in the establishment, you shall be a trainee and not a workman / employee and as such, the provisions of any labour legislations shall not apply to you or in relation to you and your on the job training shall be solely governed by the provisions of All India Council for Technical Educational (National Employability Enhancement Mission (NEEM)) Regulations 2017.

3. You shall be given on the job training with **Sundram Fasteners Limited, Velappanchavadi** for the above mentioned period. You will be imparted training in shifts according to normal hours of work of the establishment to which you are attached for training.

4. During the tenure of your training, you shall abide by the rules and regulations from time to time as intimated to you by us and / or the Establishment wherein you will undergo on the job training including but not limited to all matters of conduct, discipline and safety and carry out all lawful orders of the establishment.

5. As NEEM Trainee you shall learn your subject field conscientiously and diligently and attend to practical and instructional classes regularly.

6. As NEEM Trainee you shall maintain a record of your Training during the period of the NEEM TRAINING in the proforma given by TVS Educational Society.

7. When the contract of Training is terminated for failure on your part to carry out the terms of contract, you shall refund to TVS Educational Society as cost of training such amount as may be determined by TVS Educational Society. In such event, you shall not be entitled to enter into another contract of training under the National Employability Enhancement Mission (NEEM).

...2

SETHU INSTITUTE OF TECHNOLOGY ★ PULLOOR KARIAPATTI 626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

TVS Educational Society

8. Either party may terminate this contract by issuing 30 Days' Notice in writing or payment thereof.

9. The Contract of Training can be terminated without compensation payment to you:
   a. If you secure gainful employment (on production of copy of the appointment letter); and
   b. If you are unable to continue training on medical grounds (on production of a certificate to this effect from a medical officer not below the rank of a Civil Surgeon/surgeon attached to any Government Hospital).

10. During the period of Training, you shall be entitled to a Consolidated Stipend of **Rs.13645/-** per month. You hereby authorize TVS Educational Society to make all payment required to be made to you either by way of cheque or by directly crediting the amount to your bank account.

11. You can also earn Attendance Incentive of **Rs.500/-** per month if you attend for On the Job training on all the scheduled training days during a month.

12. You will not be entitled to any other emoluments or payments during the period of training.

13. Continuance of payment of stipend shall depend on your satisfactory performance during the training period.

14. TVS Educational Society will formulate a "Training Program" for training the NEEM Trainees and shall make suitable arrangements for facilitating the same.

15. The Stipend for a particular month shall be paid on or before 10th of the following month.

16. Any disagreement or dispute between TVS Educational Society and the NEEM Trainee arising out of the terms and conditions of this Contract or incidental or ancillary thereto, shall be referred to and Governed by the provisions of the terms laid under the All India Council for Technical Education [National Employability Enhancement Mission (NEEM)] Regulations 2017.

ENDORSEMENT

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

For TVS Educational Society

V. R.

Authorised Signatory

Accepted and Agreed

T. Krishna Moorthi

Signature & Date

(Krishna Moorthi T)

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

muthuchozharajan@sethu.ac.in

Dorrey Don Joseph J <donjoseph@ucal.com> Mon, Feb 7, 2022 at 4:47 PM
To: Muthu Chozha Rajan B Mech <muthuchozharajan@sethu.ac.in>
Cc: Gowri sankar V <vgs@ucal.com>

Dear Sir,

Greetings of the Day

As discussed please organise the drive on 10th February. Expecting at least twenty five to thirty students to join on 11th or 12th of February.

Regards, Don.
[Quoted text hidden]
--

Dorrey Don Joseph J
Deputy Manager

M: +91-9790801060 /
T: +91-44-67488416
E: donjoseph@ucal.com
W: www.ucal.com

Plot No A3/A3/A4/A5, CMDA Industrial Complex, Maraimalai Nagar, Kancheepuram

Muthu Chozha Rajan B Mech <muthuchozharajan@sethu.ac.in> Thu, Feb 24, 2022 at 12:01 PM
To: Dorrey Don Joseph J <donjoseph@ucal.com>

Dear sir

Thanks for the presence in our college on 10.2.22 for a campus drive and recruiting our 18 students.
n future we must also have a good understanding in recruiting students. from the above students, a team of 10 members are joined and working in your esteemed concern.
As a record purpose we need to offer letters for that 10 students.

S.No	Reg No	Name
1	2018107167	SUBRAMANI S
2	2018107303	AMARNATH P
3	2018107346	NITISH KUMAR K
4	2018107096	P.S.MOHAMED SHAFFEQ
5	2018107327	ISACC RAGLAND A
6	2018107168	SUDHARSAN S
7	2018107161	SHESHATHRI YOGESH B
8	2018107162	SRINATH M
9	2018107075	L.KRISHNAVELPRIYAN
10	2018107067	R.KARTHICK

Dr. A. Senthil Kumar
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Pulloor, Kariapatti - 626 115
Virudhunagar District

4,5,7,9,14,16,17,23,32,71,40,42
81,52,227,228,231,232,
237,244,246,186,201,203,
202,213,220,190,46.

Sakthi Auto Component Limited

SACL/HR&D/R22/E14/2022 **05.01.2022**

The Principal,

Sethu Institute of Technology,

Madurai.

Dear Sir,

Sub: Campus recruitment 2022 - Provisional order Dispatch - reg

Refer to the Campus Interview Conducted on 24.12.2021 at your campus, out of which 37 students are shortlisted to join our organization. Attached is the provisional selection list for your perusal.

Request to do needful.

Thank you

For Sakthi Auto Component Ltd

Manager – (HR&D)

SAKTHI AUTO COMPONENT LIMITED

SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

MUKASI PALLAGOUNDENPALAYAM, VIJAYAMANGALAM (VIA), UTHUKULI TALUK, TIRUPUR - 638 056. INDIA
Phone : 04294 - 243401 to 404, 227700 Fax : 04294 - 242268
E-mail : sacl@sakthiauto.com Web : www.sakthiauto.com
Head Office : 180, Race Course Road, Post Box No. 3775, Coimbatore - 641 018.
CIN - U29199TZ1999PLC008751 GSTIN : 33AAECS6536J1Z7

SAKTHI AUTO COMPONENT LIMITED
HR & DEVELOPMENT

CAMPUS RECRUITMENT - 2022

PROVISIONAL SELECTION LIST

DATE	05.01.2022	COLLEGE	SETHU INSTITUTE OF TECHNOLOGY	RECRUITMENT CONDUCTED BY	TAMILARASAN K K

Refer to the Recruitment held on 24.12.2021 at your campus, below listed students are shortlisted for Graduate Engineering Trainee as per Apprenticeship Training Act 1961 at SACL. They will be paid stipend of Rs.13,500/- per month as per company policy during the training period 1st year and INR 14,500 & INR 15,500 subsequently.

S.NO	COLLEGE ROLL NO	SACL SELECTION NO	NAME	DEGREE	DEPT
1	2018107029	22-E14-01	BOOMANIKANDAN S	BE	MECH
2	2018107033	22-E14-02	DHAMOTHARAN S	BE	MECH
3	2018107037	22-E14-03	DINESH PANDI P	BE	MECH
4	2018107042	22-E14-04	GIRITHARAN T	BE	MECH
5	2018107321	22-E14-05	GOWTHAMRAJ K	BE	MECH
6	2018107100	22-E14-06	MOHAMMED SAFIN	BE	MECH
7	2018107128	22-E14-07	PRASANTH R	BE	MECH
8	2018107131	22-E14-08	RAJA R	BE	MECH
9	2018107134	22-E14-09	RAKESH KANNA R	BE	MECH
10	2018107342	22-E14-10	MOHAMMED HUSSAIN BIJILI G	BE	MECH
11	2018107357	22-E14-11	SANTHOSH KUMAR S	BE	MECH
12	2018107052	22-E14-12	HARISH P	BE	MECH
13	2018107054	22-E14-13	JAYASURYA R	BE	MECH
14	2018107055	22-E14-14	JEEVA MADHESH K	BE	MECH
15	2018107061	22-E14-15	KABILESH M	BE	MECH
16	2018107079	22-E14-16	MAHENDRAN P	BE	MECH
17	2018107090	22-E14-17	MOHAMED ASHIF RAJA R	BE	MECH
18	2018107335	22-E14-18	MANOJKUMAR S	BE	MECH
19	2018107146	22-E14-19	SAMSHUDEEN S	BE	MECH
20	2018107159	22-E14-20	SHAKTHI SIDHARTHAN S	BE	MECH
21	2018107181	22-E14-21	VASANTHAN V	BE	MECH
22	2018107370	22-E14-22	VISHAGA VIGNESH R	BE	MECH
23	2018103003	22-E14-23	AAKASH S	BE	EEE
24	2018103010	22-E14-24	ARUNPANDI K	BE	EEE
25	2018103019	22-E14-25	GANESA MOORTHY M	BE	EEE
26	2018103021	22-E14-26	GANESH PRABHU S	BE	EEE

Dr. A. Senthil Kumar
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SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

S.NO	COLLEGE ROLL NO	SACL SELECTION NO	NAME	DEGREE	DEPT
27	2018103047	22-E14-27	MUKESH KANNAN S	BE	EEE
28	2018103074	22-E14-28	SURIYAPRAKASH R	BE	EEE
29	2018103308	22-E14-29	JAYAPRAKASH.D	BE	EEE
30	2018103320	22-E14-30	MUTHUKRISHNAN P	BE	EEE
31	18EC023	22-E14-31	KIRUPASRI S	BE	ECE
32	18EC031	22-E14-32	MADHUMITHRA B	BE	ECE
33	18EC153	22-E14-33	RAJEE V	BE	ECE
34	18EC204	22-E14-34	RAMESH M	BE	ECE
35	18EC213	22-E14-35	RAM KUMAR A V	BE	ECE
36	18EC226	22-E14-36	SASIDHARA PRABU G	BE	ECE
37	18EC237	22-E14-37	SONA M	BE	ECE

(1) These students should be directed to report on **23.05.2022** at 09.00 AM with the photocopies and originals of the following certificates at our works.

(a) Provisional (if available)
(b) Transfer Certificate
(c) Course Completion Certificate
(d) Overall Mark sheet
(e) Mark sheets of all semesters
(f) HSC / SSLC Mark sheet
(g) Aadhar card

Thank you,

For clarifications, Kindly contact
S. Yadhavan - 9942386987
N. Akilakumar - 9952856606

SAKTHI AUTO COMPONENT LIMITED P.G.Palayam

Address:
Sakthi Auto Component Ltd,
Mukasi Pallagoundenpalayam,
Vijayamangalam(via),
Uthukuli (Taluk),
Tirupur - 638056

For Sakthi Auto Component Ltd.,

Manager (HR & D)

Prepared and dispatched by

P.Hemalatha 05/01/2022
Hemalatha.P
HR&D

Date:05.01.2022

SETHU INSTITUTE OF TECHNOLOGY PULLOOR, KARIAPATTI 626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

25

Pinnacle Infotech Solutions

IT-A-016-E, MAHINDRA SEZ, RAJASTHAN, JAIPUR - 302037
www.pinnaclecad.com | Global BIM Leader

S.MAREESWARAN Date: -28/04/2022

Candidate ID:29931954

Subject: Offer for Apprenticeship

Dear **S.MAREESWARAN**

Further to your application for Apprenticeship/ Training with us and the subsequent selection process, we are happy to induct you in our Company as Apprentice / Trainee.

Date of your joining would be 4th of July, 2022. You will be entitled for a monthly stipend of Rs. 18000/- (Eighteen Thousand only). Upon your joining, you are expected to enter into an agreement, which details the scope, terms and conditions of your Apprenticeship/Training, wherein the necessary training and the contractual obligation will be with Pinnacle Infotech Solutions. On successful completion of your Apprenticeship of One year with the company you will be absorbed as a permanent employee with Pinnacle Infotech Solutions subject to the terms and conditions as per Company policies.

Company solely reserves the right to make any further changes to the date of joining.

Your Apprenticeship with us will be governed by the rules, regulations and policies of the Company and as contemplated in the Apprenticeship Act 1961.

The terms of this offer letter shall remain confidential and are not to be disclosed to any third party.

We request you to please sign this letter as acceptance of the offer and mail the signed scanned copy to us within 15 days. Also, please carry a signed copy of the offer letter on the day of your joining as an authenticating identity document.

Welcome to Pinnacle Infotech Solutions.

Yours sincerely,

Neha

Neha Goel

AGM - Human Resources

Annexure to the offer (as applicable to you).

I have read, understood and agree to the terms and conditions as set forth in this offer letter and the annexure to the same.

_____

Your name in capital letters Your Signature

Date:

SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

Location:

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

21-22

JBM Group

JBM Auto Limited
No.1, Ford supplier's Park,S.Pkoil Post, Chengalpattu(TK), Kanchepuram Dist,
Tamil Nadu - 603 204. India, Tel : 91-44-67417777, Fax: 91-44-67417788

Order of Appointment

To

The Principal

Sethu Institute of Technology

Pulloor, Kariapatti – 626115.

Dear Sir,

Sub: Appointment order for the students - Interview dated 16.02.2022 – reg.

We are pleased to confirm you that the following students of Department of Mechanical Engineering, Sethu Institute of Technology are short listed as 'Graduate Apprentice Trainee (GAT) as per the interview dated 16.02.2022@ Sethu Institute of Technology.

Your permanent offer letter will be provided on the date of joining subjected to completion of documentation and submitting the required documents.

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12	SASI KUMAR A	34	SETHUPATHI M
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21	THANASEKAR P	43	MUTHU KANNAN V
22	SANTHOSH KUMAR S	44	PRASANTH R

We welcome you to the JBM family and wish you all the very best.

Thanking you,
For JBM Auto Limited, Chennai.

P.Purushothaman
Sr.Executive - SDC

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

SETHU INSTITUTE OF TECHNOLOGY * PULLOOR KARIAPATTI 626 115

Registered Office
601, Hemkunt Chambers , 89,Nehru Place , New Delhi - 110019.
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74899DL1996PLC083073

ISO 14001 : 2015 20003238 UM

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21-22

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Order of Appointment

To

The Principal

Sethu Institute of Technology

Pulloor, Kariapatti – 626115.

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We welcome you to the JBM family and wish you all the very best.

Thanking you,
For JBM Auto Limited, Chennai.

P.Purushothaman
Sr.Executive - SDC

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Order of Appointment

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Thanking you,
For JBM Auto Limited, Chennai.

P.Purushothaman
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Dr. A. Senthil Kumar
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Thanking you,
For JBM Auto Limited, Chennai.

P.Purushothaman
Sr.Executive - SDC

Dr. A. Senthil Kumar
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IATF 16949:2016 20003238 IATF 16

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Qspiders CampusConnect

A Unit of Test Yantra Software Solutions India Pvt Ltd

Qspiders Campus

OFFER LETTER

Dated: 01 - 03 - 2022

Dear, Mohamed Riaz

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

Training in our incubation centre starts on .....

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.

Thanks & Regards

QSpiders Campus Connect Team.

USN NO 2018107094

Dr. A. Senthil Kumar

PRINCIPAL

SETHU INSTITUTE OF TECHNOLOGY

Pulloor, Kariapatti - 626 115.

Virudhunagar District

9513684738/7619163087

info@campus.qspiders.com

01, Basappa Layout, Gavipuram Extn, Gavipuram [illegible], Kempegowda Nagar, Bengaluru, Karnataka 5600[illegible]

muthuchozharajan@sethu.ac.in

Dorrey Don Joseph J <donjoseph@ucal.com> Mon, Feb 7, 2022 at 4:47 PM
To: Muthu Chozha Rajan B Mech <muthuchozharajan@sethu.ac.in>
Cc: Gowri sankar V <vgs@ucal.com>

Dear Sir,

Greetings of the Day

As discussed please organise the drive on 10th February. Expecting at least twenty five to thirty students to join on 11th or 12th of February.

Regards, Don.
[Quoted text hidden]
--

Dorrey Don Joseph J
Deputy Manager

M: +91-9790801060 /
T: +91-44-67488416
E: donjoseph@ucal.com
W: www.ucal.com

Plot No A3/A3/A4/A5, CMDA Industrial Complex, Maraimalai Nagar, Kancheepuram

Muthu Chozha Rajan B Mech <muthuchozharajan@sethu.ac.in> Thu, Feb 24, 2022 at 12:01 PM
To: Dorrey Don Joseph J <donjoseph@ucal.com>

Dear sir

Thanks for the presence in our college on 10.2.22 for a campus drive and recruiting our 18 students.
n future we must also have a good understanding in recruiting students. from the above students, a team of 10 members are joined and working in your esteemed concern.
As a record purpose we need to offer letters for that 10 students.

S.No	Reg No	Name
1	2018107167	SUBRAMANI S
2	2018107303	AMARNATH P
3	2018107346	NITISH KUMAR K
4	2018107096	P.S.MOHAMED SHAFFEQ
5	2018107327	ISACC RAGLAND A
6	2018107168	SUDHARSAN S
7	2018107161	SHESHATHRI YOGESH B
8	2018107162	SRINATH M
9	2018107075	L.KRISHNAVELPRIYAN
10	2018107067	R.KARTHICK

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

4, 5, 7, 9, 14, 16, 17, 23, 32, 71, 40, 42
81, 52, 227, 228, 231, 232,
237, 244, 246, 186, 201, 203,
202, 213, 220, 190, 46.

Sakthi Auto Component Limited

SACL/HR&D/R22/E14/2022 **05.01.2022**

The Principal,

Sethu Institute of Technology,

Madurai.

Dear Sir,

Sub: Campus recruitment 2022 - Provisional order Dispatch - reg

Refer to the Campus Interview Conducted on 24.12.2021 at your campus, out of which 37 students are shortlisted to join our organization. Attached is the provisional selection list for your perusal.

Request to do needful.

Thank you

For Sakthi Auto Component Ltd

Manager – (HR&D)

SAKTHI AUTO COMPONENT LIMITED

SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

MUKASI PALLAGOUNDENPALAYAM, VIJAYAMANGALAM (VIA), UTHUKULI TALUK, TIRUPUR - 638 056. INDIA
Phone : 04294 - 243401 to 404, 227700 Fax : 04294 - 242268
E-mail : sacl@sakthiauto.com Web : www.sakthiauto.com
Head Office : 180, Race Course Road, Post Box No. 3775, Coimbatore - 641 018.
CIN - U29199TZ1999PLC008751 GSTIN : 33AAECS6536J1Z7

SAKTHI AUTO COMPONENT LIMITED
HR & DEVELOPMENT

CAMPUS RECRUITMENT - 2022

PROVISIONAL SELECTION LIST

DATE	05.01.2022	COLLEGE	SETHU INSTITUTE OF TECHNOLOGY	RECRUITMENT CONDUCTED BY	TAMILARASAN K K

Refer to the Recruitment held on 24.12.2021 at your campus, below listed students are shortlisted for Graduate Engineering Trainee as per Apprenticeship Training Act 1961 at SACL. They will be paid stipend of Rs.13,500/- per month as per company policy during the training period 1st year and INR 14,500 & INR 15,500 subsequently.

S.NO	COLLEGE ROLL NO	SACL SELECTION NO	NAME	DEGREE	DEPT
1	2018107029	22-E14-01	BOOMANIKANDAN S	BE	MECH
2	2018107033	22-E14-02	DHAMOTHARAN S	BE	MECH
3	2018107037	22-E14-03	DINESH PANDI P	BE	MECH
4	2018107042	22-E14-04	GIRITHARAN T	BE	MECH
5	2018107321	22-E14-05	GOWTHAMRAJ K	BE	MECH
6	2018107100	22-E14-06	MOHAMMED SAFIN	BE	MECH
7	2018107128	22-E14-07	PRASANTH R	BE	MECH
8	2018107131	22-E14-08	RAJA R	BE	MECH
9	2018107134	22-E14-09	RAKESH KANNA R	BE	MECH
10	2018107342	22-E14-10	MOHAMMED HUSSAIN BIJILI G	BE	MECH
11	2018107357	22-E14-11	SANTHOSH KUMAR S	BE	MECH
12	2018107052	22-E14-12	HARISH P	BE	MECH
13	2018107054	22-E14-13	JAYASURYA R	BE	MECH
14	2018107055	22-E14-14	JEEVA MADHESH K	BE	MECH
15	2018107061	22-E14-15	KABILESH M	BE	MECH
16	2018107079	22-E14-16	MAHENDRAN P	BE	MECH
17	2018107090	22-E14-17	MOHAMED ASHIF RAJA R	BE	MECH
18	2018107335	22-E14-18	MANOJKUMAR S	BE	MECH
19	2018107146	22-E14-19	SAMSHUDEEN S	BE	MECH
20	2018107159	22-E14-20	SHAKTHI SIDHARTHAN S	BE	MECH
21	2018107181	22-E14-21	VASANTHAN V	BE	MECH
22	2018107370	22-E14-22	VISHAGA VIGNESH R	BE	MECH
23	2018103003	22-E14-23	AAKASH S	BE	EEE
24	2018103010	22-E14-24	ARUNPANDI K	BE	EEE
25	2018103019	22-E14-25	GANESA MOORTHY M	BE	EEE
26	2018103021	22-E14-26	GANESH PRABHU S	BE	EEE

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S.NO	COLLEGE ROLL NO	SACL SELECTION NO	NAME	DEGREE	DEPT
27	2018103047	22-E14-27	MUKESH KANNAN S	BE	EEE
28	2018103074	22-E14-28	SURIYAPRAKASH R	BE	EEE
29	2018103308	22-E14-29	JAYAPRAKASH.D	BE	EEE
30	2018103320	22-E14-30	MUTHUKRISHNAN P	BE	EEE
31	18EC023	22-E14-31	KIRUPASRI S	BE	ECE
32	18EC031	22-E14-32	MADHUMITHRA B	BE	ECE
33	18EC153	22-E14-33	RAJEE V	BE	ECE
34	18EC204	22-E14-34	RAMESH M	BE	ECE
35	18EC213	22-E14-35	RAM KUMAR A V	BE	ECE
36	18EC226	22-E14-36	SASIDHARA PRABU G	BE	ECE
37	18EC237	22-E14-37	SONA M	BE	ECE

(1) These students should be directed to report on **23.05.2022** at 09.00 AM with the photocopies and originals of the following certificates at our works.

(a) Provisional (if available)
(b) Transfer Certificate
(c) Course Completion Certificate
(d) Overall Mark sheet
(e) Mark sheets of all semesters
(f) HSC / SSLC Mark sheet
(g) Aadhar card

Thank you,

For clarifications, Kindly contact
S. Yadhavan - 9942386987
N. Akilakumar - 9952856606

SAKTHI AUTO COMPONENT LIMITED P.G.Palayam

Address:
Sakthi Auto Component Ltd,
Mukasi Pallagoundenpalayam,
Vijayamangalam(via),
Uthukuli (Taluk),
Tirupur - 638056

For Sakthi Auto Component Ltd.,

Manager (HR & D)

Prepared and dispatched by

P.Hemalatha 05/01/2022
Hemalatha.P
HR&D

Date:05.01.2022

SETHU INSTITUTE OF TECHNOLOGY PULLOOR, KARIAPATTI 626 115

Dr. A. Senthil Kumar
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21-22

JBM Group

JBM Auto Limited
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Tamil Nadu - 603 204. India, Tel : 91-44-67417777, Fax: 91-44-67417788

Order of Appointment

To

The Principal

Sethu Institute of Technology

Pulloor, Kariapatti – 626115.

Dear Sir,

Sub: Appointment order for the students - Interview dated 16.02.2022 – reg.

We are pleased to confirm you that the following students of Department of Mechanical Engineering, Sethu Institute of Technology are short listed as 'Graduate Apprentice Trainee (GAT) as per the interview dated 16.02.2022@ Sethu Institute of Technology.

Your permanent offer letter will be provided on the date of joining subjected to completion of documentation and submitting the required documents.

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6	MUNESH KUMAR R	28	SAPTHAGIRI R
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21	THANASEKAR P	43	MUTHU KANNAN V
22	SANTHOSH KUMAR S	44	PRASANTH R

We welcome you to the JBM family and wish you all the very best.

Thanking you,
For JBM Auto Limited, Chennai.

P.Purushothaman
Sr.Executive - SDC

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

SETHU INSTITUTE OF TECHNOLOGY * PULLOOR KARIAPATTI 626 115

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ISO 14001 : 2015 20003238 UM

IATF 16949:2016 20003238 IATF 16

34

TVS Educational Society

Date: 13/12/2021

Shri Muneeswaran T
S/O Thirupathy R
247, Theb Colony
Mela AnnaPandi
Madura-625009.

Trainee ID: N134431

Dear Muneeswaran T

NEEM Trainee Contract Letter

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

1. The period of training shall be **Thirty Six** months with start date **13/12/2021** and end date **12/12/2024.**

2. It shall not be obligatory on our part or of the Establishment / Company wherein you will undergo the on the job training to offer any employment to you during or on successful completion of your training period. As a NEEM Trainee undergoing training in the establishment, you shall be a trainee and not a workman / employee and as such, the provisions of any labour legislations shall not apply to you or in relation to you and your on the job training shall be solely governed by the provisions of All India Council for Technical Educational [National Employability Enhancement Mission (NEEM)] Regulations 2017.

3. You shall be given on the job training with **Sundram Fasteners Limited, Velappanchavadi** for the above mentioned period. You will be imparted training in shifts according to normal hours of work of the establishment to which you are attached for training.

4. During the tenure of your training, you shall abide by the rules and regulations from time to time as intimated to you by us and / or the Establishment wherein you will undergo on the job training including but not limited to all matters of conduct, discipline and safety and carry out all lawful orders of the establishment.

5. As NEEM Trainee you shall learn your subject field conscientiously and diligently and attend to practical and instructional classes regularly.

6. As NEEM Trainee you shall maintain a record of your Training during the period of the NEEM TRAINING in the proforma given by TVS Educational Society.

7. When the contract of Training is terminated for failure on your part to carry out the terms of contract, you shall refund to TVS Educational Society as cost of training such amount as may be determined by TVS Educational Society. In such event, you shall not be entitled to enter into another contract of training under the National Employability Enhancement Mission (NEEM).

..2

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

SETHU INSTITUTE OF TECHNOLOGY ★ PULLOOR KARIAPATTI 626 115

Jayalakshmi Estate, 29, Hadd... 600 006. Phone: ... 42...

34

TVS-ES

TVS Educational Society

8. Either party may terminate this contract by issuing 30 Days' Notice in writing or payment thereof.

9. The Contract of Training can be terminated without compensation payment to you
   a. If you secure gainful employment (on production of copy of the appointment letter); and
   b. If you are unable to continue training on medical grounds (on production of a certificate to this effect from a medical officer not below the rank of a Civil Surgeon/surgeon attached to any Government Hospital).

10. During the period of Training, you shall be entitled to a Consolidated Stipend of **Rs.13645/-** per month. You hereby authorize TVS Educational Society to make all payment required to be made to you either by way of cheque or by directly crediting the amount to your bank account.

11. You can also earn Attendance Incentive of **Rs.500/-** per month if you attend for On the Job training on all the scheduled training days during a month.

12. You will not be entitled to any other emoluments or payments during the period of training.

13. Continuance of payment of stipend shall depend on your satisfactory performance during the training period.

14. TVS Educational Society will formulate a "Training Program" for training the NEEM Trainees and shall make suitable arrangements for facilitating the same.

15. The Stipend for a particular month shall be paid on or before 10th of the following month.

16. Any disagreement or dispute between TVS Educational Society and the NEEM Trainee arising out of the terms and conditions of this Contract or incidental or ancillary thereto, shall be referred to and Governed by the provisions of the terms laid under the All India Council for Technical Education [National Employability Enhancement Mission (NEEM)] Regulations 2017.

ENDORSEMENT

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

For TVS Educational Society

Authorised Signatory

Accepted and Agreed

Signature & Date
(Muneeswaran T)

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

SETHU INSTITUTE OF TECHNOLOGY
PULLOOR
KARIAPATTI
626 115

21-22

JBM Auto Limited
No.1, Ford supplier's Park,S.Pakkam Post, Chengalpattu(TK), Kanchepuram Dist,
Tamil Nadu - 603 204. India, Tel : 91-44-67417777, Fax: 91-44-67417788

JBM Group

Order of Appointment

To

The Principal

Sethu Institute of Technology

Pulloor, Kariapatti – 626115.

Dear Sir,

Sub: Appointment order for the students - Interview dated 16.02.2022 – reg.

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We welcome you to the JBM family and wish you all the very best.

Thanking you,
For JBM Auto Limited, Chennai.

P.Purushothaman
Sr.Executive - SDC

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

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21-22

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Pulloor, Kariapatti – 626115.

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Thanking you,
For JBM Auto Limited, Chennai.

P.Purushothaman
Sr.Executive - SDC

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P.Purushothaman
Sr.Executive - SDC

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We are pleased to confirm you that the following students of Department of Mechanical Engineering, Sethu Institute of Technology are short listed as 'Graduate Apprentice Trainee (GAT) as per the interview dated 16.02.2022@ Sethu Institute of Technology.

Your permanent offer letter will be provided on the date of joining subjected to completion of documentation and submitting the required documents.

SL. NO.	NAME	SL. NO.	NAME
1	ABDUL NAZEER S	23	VETRITAMIZHAN K
2	P.GOKULA KRISHNAN	24	ARIHARAN R
3	GOPINATH	25	HARINARAYANAN T
4	MOHAMED AADIL KHAN L	26	JAYASURYA R
5	MOHAMED IMRAN S	27	ADARSH C
6	MUNESH KUMAR R	28	SAPTHAGIRI R
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12	SASI KUMAR A	34	SETHUPATHI M
13	SETHU RAGUL K	35	VISHAGA VIGNESH R
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15	JACOB AGASTIN S V	37	KARUPPIAH C
16	SANTHOSH B	38	VASANTHAN V
17	ANTODAS M	39	PRASANTH PRIYA SUDHAN D
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20	NAGEATHIRAN V	42	JEGADEESWARAN R
21	THANASEKAR P	43	MUTHU KANNAN V
22	SANTHOSH KUMAR S	44	PRASANTH R

We welcome you to the JBM family and wish you all the very best.

Thanking you,
For JBM Auto Limited, Chennai.

P.Purushothaman
Sr.Executive - SDC

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

Registered Office
601, Hemkunt Chambers , 89,Nehru Place , New Delhi - 110019.
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74899DL1996PLC083073

ISO 14001 : 2015 20003238 UM
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4,5,7,9,14,16,17,23,32,71,40,42
81,52,227,228,231,232,
237,244,246,186,201,203,
202,213,220,190,46.

Sakthi Auto Component Limited

SACL/HR&D/R22/E14/2022 **05.01.2022**

The Principal,

Sethu Institute of Technology,

Madurai.

Dear Sir,

Sub: Campus recruitment 2022 - Provisional order Dispatch - reg

Refer to the Campus Interview Conducted on 24.12.2021 at your campus, out of which 37 students are shortlisted to join our organization. Attached is the provisional selection list for your perusal.

Request to do needful.

Thank you

For Sakthi Auto Component Ltd

Manager – (HR&D)

SAKTHI AUTO COMPONENT LIMITED

SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

MUKASI PALLAGOUNDENPALAYAM, VIJAYAMANGALAM (VIA), UTHUKULI TALUK, TIRUPUR - 638 056. INDIA
Phone : 04294 - 243401 to 404, 227700 Fax : 04294 - 242268
E-mail : sacl@sakthiauto.com Web : www.sakthiauto.com
Head Office : 180, Race Course Road, Post Box No. 3775, Coimbatore - 641 018.
CIN - U29199TZ1999PLC008751 GSTIN : 33AAECS6536J1Z7

SAKTHI AUTO COMPONENT LIMITED
HR & DEVELOPMENT

CAMPUS RECRUITMENT - 2022

PROVISIONAL SELECTION LIST

DATE	05.01.2022	COLLEGE	SETHU INSTITUTE OF TECHNOLOGY	RECRUITMENT CONDUCTED BY	TAMILARASAN K K

Refer to the Recruitment held on 24.12.2021 at your campus, below listed students are shortlisted for Graduate Engineering Trainee as per Apprenticeship Training Act 1961 at SACL. They will be paid stipend of Rs.13,500/- per month as per company policy during the training period 1st year and INR 14,500 & INR 15,500 subsequently.

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7	2018107128	22-E14-07	PRASANTH R	BE	MECH
8	2018107131	22-E14-08	RAJA R	BE	MECH
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10	2018107342	22-E14-10	MOHAMMED HUSSAIN BIJILI G	BE	MECH
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12	2018107052	22-E14-12	HARISH P	BE	MECH
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15	2018107061	22-E14-15	KABILESH M	BE	MECH
16	2018107079	22-E14-16	MAHENDRAN P	BE	MECH
17	2018107090	22-E14-17	MOHAMED ASHIF RAJA R	BE	MECH
18	2018107335	22-E14-18	MANOJKUMAR S	BE	MECH
19	2018107146	22-E14-19	SAMSHUDEEN S	BE	MECH
20	2018107159	22-E14-20	SHAKTHI SIDHARTHAN S	BE	MECH
21	2018107181	22-E14-21	VASANTHAN V	BE	MECH
22	2018107370	22-E14-22	VISHAGA VIGNESH R	BE	MECH
23	2018103003	22-E14-23	AAKASH S	BE	EEE
24	2018103010	22-E14-24	ARUNPANDI K	BE	EEE
25	2018103019	22-E14-25	GANESA MOORTHY M	BE	EEE
26	2018103021	22-E14-26	GANESH PRABHU S	BE	EEE

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Pulloor, Kariapatti - 626 115
Virudhunagar District

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32	18EC031	22-E14-32	MADHUMITHRA B	BE	ECE
33	18EC153	22-E14-33	RAJEE V	BE	ECE
34	18EC204	22-E14-34	RAMESH M	BE	ECE
35	18EC213	22-E14-35	RAM KUMAR A V	BE	ECE
36	18EC226	22-E14-36	SASIDHARA PRABU G	BE	ECE
37	18EC237	22-E14-37	SONA M	BE	ECE

(1) These students should be directed to report on **23.05.2022** at 09.00 AM with the photocopies and originals of the following certificates at our works.

(a) Provisional (if available)
(b) Transfer Certificate
(c) Course Completion Certificate
(d) Overall Mark sheet
(e) Mark sheets of all semesters
(f) HSC / SSLC Mark sheet
(g) Aadhar card

Thank you,

For clarifications, Kindly contact
S. Yadhavan - 9942386987
N. Akilakumar - 9952856606

SAKTHI AUTO COMPONENT LIMITED P.G.Palayam

Address:
Sakthi Auto Component Ltd,
Mukasi Pallagoundenpalayam,
Vijayamangalam(via),
Uthukuli (Taluk),
Tirupur - 638056

For Sakthi Auto Component Ltd.,

Manager (HR & D)

Prepared and dispatched by

P.Hemalatha 05/01/2022
Hemalatha.P
HR&D

Date:05.01.2022

SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

H1

GGS Engineering Services India Pvt. Ltd.,

KG 360 IT Business Park, 7A1 7th Floor, No 232/1, Dr.MGR Salai,
Kandanchavadi, Perungudi, Chennai, Tamil Nadu - 600 096
www.ggsengineering.com CIN: U72502TG2013PTC086472

23rd March 2022

Dear Rajkumar B,

Congratulations!

GGS Engineering Services (India) Pvt. Ltd. (hereinafter referred to as **"GGS"** is extremely pleased to extend an offer as **"Trainee Engineer"**. Your annual compensation package details of the same are given in the **Annexure – A** in this letter. Your initial place of posting will be in Chennai .

Your employment with us is currently provisional and will be governed by our terms and conditions as explained and accepted by you. you are required to report to duty **on 06th June 2022, 10.00AM** at **Chennai** facility, failing which this provisional offer of appointment will stand cancelled and withdrawn. A formal letter of appointment setting out the terms and conditions, remuneration, benefits etc. will be issued to you at the time of joining. You will be governed by the existing rules and regulations and those that may change from time to time.

While joining, you are required to submit the following documents for our record.

1. Five self-photographs (passport size, color photos with white background)
2. Original academic qualifications certificates (will be retained by the GGS HR during the tenure of employment)
3. Two photocopies of PAN Card and Aadhaar card.
4. Address proof (copy of Passport or Driving license or Voter's id card)

Your appointment in this company is subject to you submitting the above documents and verification of the same. Non-submission of the documents within a week from the Date of Joining or if it is found by us that the documents are not as per our requirements agreed by you at the time this offer is being rolled out then this offer letter is rendered null and void ab initio.

We believe this offer represents the beginning of an exciting and satisfying career at **GGS** and we will work together in building a world-class organization. In line with our HR Policy, please keep your salary details strictly confidential. Under no circumstances will you discuss it with anybody other than your HOD / HR. Appointment is being made based on

Dr. A. Senthil Kumar
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Kandanchavadi, Perungudi, Chennai, Tamil Nadu - 600 096
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the information and details furnished by you in the application form for employment. If at any time, any information or detail furnished by you is found to be incorrect or inaccurate or false, GGS may terminate your services without any notice and without salary in lieu of notice.

Transfer:
Your services can be transferred to any of our units / departments situated anywhere in India or abroad.

Notice Period:
Termination by the Company – The Company may terminate your services at any time with or without Cause subject to the following:

If the Company terminates your services without Cause, it shall
(a) provide you notice of 90 (ninety) days or such other period stated in the Company's policy prevailing at the time of such termination or
(b) pay you an amount equivalent to the Basic per month for the shortfall in such notice period.

If the Company terminates your services with Cause - Your services may be terminated by the Company without notice for Cause.

"Cause" shall mean:

a) Your breach of any of these terms or any other agreement signed by you with the Company, or
b) Your breach of the Company code of conduct, policies, rules, regulations and procedures, or
c) The Company's background check reveals discrepancies in the information or documents provided by you to the Company during the recruitment process
d) The Company finds your performance unsatisfactory during any period of training or in the discharge of duties assigned to you, or
e) Any act or omission by you that may have the effect of injuring the reputation or business of the Company or causing loss to the Company, or
f) Your Unauthorized absence from work; or insubordination; or misconduct

Termination by Employee – If you wish to resign from the services of the Company, you shall provide the Company notice of 90 (ninety) days or such other period stated in the

Company's policy prevailing at the time of such resignation. You are expected to serve the full notice period to complete the transition of your duties to an employee identified by the Company.

Dr. A. Senthil Kumar
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SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
Virudhunagar District

• Chennai • Pune

41

GGS Engineering Services India Pvt. Ltd.,
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Background Checks:

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience, if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. If the Company is not satisfied, in its sole discretion, with the outcome of the background checks, the Company reserves the right to withdraw this Offer without notice and Compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

When a background check raises, any concerns regarding any of the details furnished by you and the Company feels the need to further validate such facts, the company may at its sole discretion, ask you for further information, to substantiate the details that you have earlier provided to the Company, in advance of initiating appropriate action.

Other Terms & Conditions:

You agree not to undertake employment, whether full - time or part - time, as the Director / Partner / Member / Employee / Consultant of any other organization / entity engaged in any form of business activity without the consent of GGS. 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.

For GGS Engineering Services (India) Pvt. Ltd.

Muthuvel Kalaivanan
Manager - Human Resource

I accept the offer on this the _____day of _____ year _____

Name :

Signature with date :

Address :

SETHU INSTITUTE OF TECHNOLOGY
PULLOOR, KARIAPATTI 626 115

Dr. A. Senthil Kumar
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HI

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www.ggsengineering.com CIN: U72502TG2013PTC086472

Annexure – A

Name	:	Rajkumar B
Designation	:	Trainee Engineer

Particulars	Monthly	Annual
Gross Components (A)		
Basic Salary	₹ 10,501	₹ 1,26,006
House rent allowance	₹ 5,250	₹ 63,003
Telephone reimbursement	₹ 0	₹ 0
Leave Travel Allowance	₹ 0	₹ 0
Special Allowance	₹ 5,250	₹ 63,003
Subtotal	***₹ 21,001***	***₹ 2,52,012***
Retiral Benefits (B)		
Employer Provident fund	₹ 1,260	₹ 15,121
Gratuity *		₹ 6,061
Subtotal		***₹ 21,182***
Variable Pay (C)		
Project Allowance **	₹ 6,000	₹ 72,000
Yearly Leave Encashment ***		₹ 12,428
Retention Bonus ****		₹ 25,000
Subtotal		***₹ 1,09,428***
Cost to Company		***₹ 3,82,622***

* Applicable during exit as per statutory norms

** Applicable depending on project or work location and paid monthly

*** Paid Pro-rata in February Payroll for previous calendar year leave balance

**** Paid wholesome in the next payroll after completion of one calendar year from DOJ

All tax liabilities arising out of such a change or due to any change in tax enactment shall be borne by you.

Taxes at source will be deducted as per the provisions of Income Tax Act, 1961.

Dr. A. Senthil Kumar
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Pulloor, Kariapatti - 626 115
Virudhunagar District

SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

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Sakthi Auto Component Limited

SACL/HR&D/R22/E14/2022 **05.01.2022**

The Principal,

Sethu Institute of Technology,

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Dear Sir,

Sub: Campus recruitment 2022 - Provisional order Dispatch - reg

Refer to the Campus Interview Conducted on 24.12.2021 at your campus, out of which 37 students are shortlisted to join our organization. Attached is the provisional selection list for your perusal.

Request to do needful.

Thank you

For Sakthi Auto Component Ltd

Manager – (HR&D)

SAKTHI AUTO COMPONENT LIMITED

SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

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SAKTHI AUTO COMPONENT LIMITED
HR & DEVELOPMENT

CAMPUS RECRUITMENT - 2022

PROVISIONAL SELECTION LIST

DATE	05.01.2022	COLLEGE	SETHU INSTITUTE OF TECHNOLOGY	RECRUITMENT CONDUCTED BY	TAMILARASAN K K

Refer to the Recruitment held on 24.12.2021 at your campus, below listed students are shortlisted for Graduate Engineering Trainee as per Apprenticeship Training Act 1961 at SACL. They will be paid stipend of Rs.13,500/- per month as per company policy during the training period 1st year and INR 14,500 & INR 15,500 subsequently.

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S. Yadhavan - 9942386987
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SAKTHI AUTO COMPONENT LIMITED P.G.Palayam

Address:
Sakthi Auto Component Ltd,
Mukasi Pallagoundenpalayam,
Vijayamangalam(via),
Uthukuli (Taluk),
Tirupur - 638056

For Sakthi Auto Component Ltd.,

Manager (HR & D)

Prepared and dispatched by

P.Hemalatha 05/01/2022
Hemalatha.P
HR&D

Date:05.01.2022

SETHU INSTITUTE OF TECHNOLOGY PULLOOR, KARIAPATTI 626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

21-22

JBM Group

JBM Auto Limited
No.1, Ford supplier's Park,S.Pkoil Post, Chengalpattu(TK), Kanchepuram Dist,
Tamil Nadu - 603 204. India, Tel : 91-44-67417777, Fax: 91-44-67417788

Order of Appointment

To

The Principal

Sethu Institute of Technology

Pulloor, Kariapatti – 626115.

Dear Sir,

Sub: Appointment order for the students - Interview dated 16.02.2022 – reg.

We are pleased to confirm you that the following students of Department of Mechanical Engineering, Sethu Institute of Technology are short listed as 'Graduate Apprentice Trainee (GAT) as per the interview dated 16.02.2022@ Sethu Institute of Technology.

Your permanent offer letter will be provided on the date of joining subjected to completion of documentation and submitting the required documents.

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We welcome you to the JBM family and wish you all the very best.

Thanking you,
For JBM Auto Limited, Chennai.

P.Purushothaman
Sr.Executive - SDC

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
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SETHU INSTITUTE OF TECHNOLOGY * PULLOOR KARIAPATTI 626 115

Registered Office
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P.Purushothaman
Sr.Executive - SDC

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PRINCIPAL
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Pulloor, Kariapatti - 626 115
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4, 5, 7, 9, 14, 16, 17, 23, 32, 71, 40, 42
81, 52, 227, 228, 231, 232,
237, 244, 246, 186, 201, 203,
202, 213, 220, 190, 46.

Sakthi Auto Component Limited

SACL/HR&D/R22/E14/2022 **05.01.2022**

The Principal,

Sethu Institute of Technology,

Madurai.

Dear Sir,

Sub: Campus recruitment 2022 - Provisional order Dispatch - reg

Refer to the Campus Interview Conducted on 24.12.2021 at your campus, out of which 37 students are shortlisted to join our organization. Attached is the provisional selection list for your perusal.

Request to do needful.

Thank you

For Sakthi Auto Component Ltd

Manager – (HR&D)

SAKTHI AUTO COMPONENT LIMITED

SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

MUKASI PALLAGOUNDENPALAYAM, VIJAYAMANGALAM (VIA), UTHUKULI TALUK, TIRUPUR - 638 056. INDIA
Phone : 04294 - 243401 to 404, 227700 Fax : 04294 - 242268
E-mail : sacl@sakthiauto.com Web : www.sakthiauto.com
Head Office : 180, Race Course Road, Post Box No. 3775, Coimbatore - 641 018.
CIN - U29199TZ1999PLC008751 GSTIN : 33AAECS6536J1Z7

SAKTHI AUTO COMPONENT LIMITED
HR & DEVELOPMENT

CAMPUS RECRUITMENT - 2022

PROVISIONAL SELECTION LIST

DATE	05.01.2022	COLLEGE	SETHU INSTITUTE OF TECHNOLOGY	RECRUITMENT CONDUCTED BY	TAMILARASAN K K

Refer to the Recruitment held on 24.12.2021 at your campus, below listed students are shortlisted for Graduate Engineering Trainee as per Apprenticeship Training Act 1961 at SACL. They will be paid stipend of Rs.13,500/- per month as per company policy during the training period 1st year and INR 14,500 & INR 15,500 subsequently.

S.NO	COLLEGE ROLL NO	SACL SELECTION NO	NAME	DEGREE	DEPT
1	2018107029	22-E14-01	BOOMANIKANDAN S	BE	MECH
2	2018107033	22-E14-02	DHAMOTHARAN S	BE	MECH
3	2018107037	22-E14-03	DINESH PANDI P	BE	MECH
4	2018107042	22-E14-04	GIRITHARAN T	BE	MECH
5	2018107321	22-E14-05	GOWTHAMRAJ K	BE	MECH
6	2018107100	22-E14-06	MOHAMMED SAFIN	BE	MECH
7	2018107128	22-E14-07	PRASANTH R	BE	MECH
8	2018107131	22-E14-08	RAJA R	BE	MECH
9	2018107134	22-E14-09	RAKESH KANNA R	BE	MECH
10	2018107342	22-E14-10	MOHAMMED HUSSAIN BIJILI G	BE	MECH
11	2018107357	22-E14-11	SANTHOSH KUMAR S	BE	MECH
12	2018107052	22-E14-12	HARISH P	BE	MECH
13	2018107054	22-E14-13	JAYASURYA R	BE	MECH
14	2018107055	22-E14-14	JEEVA MADHESH K	BE	MECH
15	2018107061	22-E14-15	KABILESH M	BE	MECH
16	2018107079	22-E14-16	MAHENDRAN P	BE	MECH
17	2018107090	22-E14-17	MOHAMED ASHIF RAJA R	BE	MECH
18	2018107335	22-E14-18	MANOJKUMAR S	BE	MECH
19	2018107146	22-E14-19	SAMSHUDEEN S	BE	MECH
20	2018107159	22-E14-20	SHAKTHI SIDHARTHAN S	BE	MECH
21	2018107181	22-E14-21	VASANTHAN V	BE	MECH
22	2018107370	22-E14-22	VISHAGA VIGNESH R	BE	MECH
23	2018103003	22-E14-23	AAKASH S	BE	EEE
24	2018103010	22-E14-24	ARUNPANDI K	BE	EEE
25	2018103019	22-E14-25	GANESA MOORTHY M	BE	EEE
26	2018103021	22-E14-26	GANESH PRABHU S	BE	EEE

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S.NO	COLLEGE ROLL NO	SACL SELECTION NO	NAME	DEGREE	DEPT
27	2018103047	22-E14-27	MUKESH KANNAN S	BE	EEE
28	2018103074	22-E14-28	SURIYAPRAKASH R	BE	EEE
29	2018103308	22-E14-29	JAYAPRAKASH.D	BE	EEE
30	2018103320	22-E14-30	MUTHUKRISHNAN P	BE	EEE
31	18EC023	22-E14-31	KIRUPASRI S	BE	ECE
32	18EC031	22-E14-32	MADHUMITHRA B	BE	ECE
33	18EC153	22-E14-33	RAJEE V	BE	ECE
34	18EC204	22-E14-34	RAMESH M	BE	ECE
35	18EC213	22-E14-35	RAM KUMAR A V	BE	ECE
36	18EC226	22-E14-36	SASIDHARA PRABU G	BE	ECE
37	18EC237	22-E14-37	SONA M	BE	ECE

(1) These students should be directed to report on **23.05.2022** at 09.00 AM with the photocopies and originals of the following certificates at our works.

(a) Provisional (if available)
(b) Transfer Certificate
(c) Course Completion Certificate
(d) Overall Mark sheet
(e) Mark sheets of all semesters
(f) HSC / SSLC Mark sheet
(g) Aadhar card

Thank you,

For clarifications, Kindly contact
S. Yadhavan - 9942386987
N. Akilakumar - 9952856606

Address:
Sakthi Auto Component Ltd,
Mukasi Pallagoundenpalayam,
Vijayamangalam(via),
Uthukuli (Taluk),
Tirupur - 638056

SAKTHI AUTO COMPONENT LIMITED P.G.Palayam

For Sakthi Auto Component Ltd.,

Manager (HR & D)

Prepared and dispatched by

P.Hemalatha 05/01/2022
Hemalatha.P
HR&D

Date:05.01.2022

SETHU INSTITUTE OF TECHNOLOGY PULLOOR, KARIAPATTI 626 115

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17	ANTODAS M	39	PRASANTH PRIYA SUDHAN D
18	ARUNACHALA MUTHU MARIAPPAN A	40	HARI VASAN R
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20	NAGEATHIRAN V	42	JEGADEESWARAN R
21	THANASEKAR P	43	MUTHU KANNAN V
22	SANTHOSH KUMAR S	44	PRASANTH R

We welcome you to the JBM family and wish you all the very best.

Thanking you,
For JBM Auto Limited, Chennai.

P.Purushothaman
Sr.Executive - SDC

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

SETHU INSTITUTE OF TECHNOLOGY * PULLOOR KARIAPATTI 626 115

Registered Office
601, Hemkunt Chambers , 89,Nehru Place , New Delhi - 110019.
Tel : 011-26427104-06 Fax: 011-26427100 CIN: L74899DL1996PLC083073

ISO 14001 : 2015 20003238 UM
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4, 5, 7, 9, 14, 16, 17, 23, 32, 71, 40, 42
81, 52, 227, 228, 231, 232,
237, 244, 246, 186, 201, 203,
202, 213, 220, 190, 46.

Sakthi Auto Component Limited

SACL/HR&D/R22/E14/2022 **05.01.2022**

The Principal,

Sethu Institute of Technology,

Madurai.

Dear Sir,

Sub: Campus recruitment 2022 - Provisional order Dispatch - reg

Refer to the Campus Interview Conducted on 24.12.2021 at your campus, out of which 37 students are shortlisted to join our organization. Attached is the provisional selection list for your perusal.

Request to do needful.

Thank you

For Sakthi Auto Component Ltd

Manager – (HR&D)

SAKTHI AUTO COMPONENT LIMITED

SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

MUKASI PALLAGOUNDENPALAYAM, VIJAYAMANGALAM (VIA), UTHUKULI TALUK, TIRUPUR - 638 056. INDIA
Phone : 04294 - 243401 to 404, 227700 Fax : 04294 - 242268
E-mail : sacl@sakthiauto.com Web : www.sakthiauto.com
Head Office : 180, Race Course Road, Post Box No. 3775, Coimbatore - 641 018.
CIN - U29199TZ1999PLC008751 GSTIN : 33AAECS6536J1Z7

SAKTHI AUTO COMPONENT LIMITED
HR & DEVELOPMENT

CAMPUS RECRUITMENT - 2022

PROVISIONAL SELECTION LIST

DATE	05.01.2022	COLLEGE	SETHU INSTITUTE OF TECHNOLOGY	RECRUITMENT CONDUCTED BY	TAMILARASAN K K

Refer to the Recruitment held on 24.12.2021 at your campus, below listed students are shortlisted for Graduate Engineering Trainee as per Apprenticeship Training Act 1961 at SACL. They will be paid stipend of Rs.13,500/- per month as per company policy during the training period 1st year and INR 14,500 & INR 15,500 subsequently.

S.NO	COLLEGE ROLL NO	SACL SELECTION NO	NAME	DEGREE	DEPT
1	2018107029	22-E14-01	BOOMANIKANDAN S	BE	MECH
2	2018107033	22-E14-02	DHAMOTHARAN S	BE	MECH
3	2018107037	22-E14-03	DINESH PANDI P	BE	MECH
4	2018107042	22-E14-04	GIRITHARAN T	BE	MECH
5	2018107321	22-E14-05	GOWTHAMRAJ K	BE	MECH
6	2018107100	22-E14-06	MOHAMMED SAFIN	BE	MECH
7	2018107128	22-E14-07	PRASANTH R	BE	MECH
8	2018107131	22-E14-08	RAJA R	BE	MECH
9	2018107134	22-E14-09	RAKESH KANNA R	BE	MECH
10	2018107342	22-E14-10	MOHAMMED HUSSAIN BIJILI G	BE	MECH
11	2018107357	22-E14-11	SANTHOSH KUMAR S	BE	MECH
12	2018107052	22-E14-12	HARISH P	BE	MECH
13	2018107054	22-E14-13	JAYASURYA R	BE	MECH
14	2018107055	22-E14-14	JEEVA MADHESH K	BE	MECH
15	2018107061	22-E14-15	KABILESH M	BE	MECH
16	2018107079	22-E14-16	MAHENDRAN P	BE	MECH
17	2018107090	22-E14-17	MOHAMED ASHIF RAJA R	BE	MECH
18	2018107335	22-E14-18	MANOJKUMAR S	BE	MECH
19	2018107146	22-E14-19	SAMSHUDEEN S	BE	MECH
20	2018107159	22-E14-20	SHAKTHI SIDHARTHAN S	BE	MECH
21	2018107181	22-E14-21	VASANTHAN V	BE	MECH
22	2018107370	22-E14-22	VISHAGA VIGNESH R	BE	MECH
23	2018103003	22-E14-23	AAKASH S	BE	EEE
24	2018103010	22-E14-24	ARUNPANDI K	BE	EEE
25	2018103019	22-E14-25	GANESA MOORTHY M	BE	EEE
26	2018103021	22-E14-26	GANESH PRABHU S	BE	EEE

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Pulloor, Kariapatti - 626 115
Virudhunagar District

S.NO	COLLEGE ROLL NO	SACL SELECTION NO	NAME	DEGREE	DEPT
27	2018103047	22-E14-27	MUKESH KANNAN S	BE	EEE
28	2018103074	22-E14-28	SURIYAPRAKASH R	BE	EEE
29	2018103308	22-E14-29	JAYAPRAKASH.D	BE	EEE
30	2018103320	22-E14-30	MUTHUKRISHNAN P	BE	EEE
31	18EC023	22-E14-31	KIRUPASRI S	BE	ECE
32	18EC031	22-E14-32	MADHUMITHRA B	BE	ECE
33	18EC153	22-E14-33	RAJEE V	BE	ECE
34	18EC204	22-E14-34	RAMESH M	BE	ECE
35	18EC213	22-E14-35	RAM KUMAR A V	BE	ECE
36	18EC226	22-E14-36	SASIDHARA PRABU G	BE	ECE
37	18EC237	22-E14-37	SONA M	BE	ECE

(1) These students should be directed to report on **23.05.2022** at 09.00 AM with the photocopies and originals of the following certificates at our works.

(a) Provisional (if available)
(b) Transfer Certificate
(c) Course Completion Certificate
(d) Overall Mark sheet
(e) Mark sheets of all semesters
(f) HSC / SSLC Mark sheet
(g) Aadhar card

Thank you,

For clarifications, Kindly contact
S. Yadhavan - 9942386987
N. Akilakumar - 9952856606

SAKTHI AUTO COMPONENT LIMITED P.G.Palayam

Address:
Sakthi Auto Component Ltd,
Mukasi Pallagoundenpalayam,
Vijayamangalam(via),
Uthukuli (Taluk),
Tirupur - 638056

For Sakthi Auto Component Ltd.,

Manager (HR & D)

Prepared and dispatched by

P.Hemalatha 05/01/2022
Hemalatha.P
HR&D

Date:05.01.2022

SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

muthuchozharajan@sethu.ac.in

Dorrey Don Joseph J <donjoseph@ucal.com> Mon, Feb 7, 2022 at 4:47 PM
To: Muthu Chozha Rajan B Mech <muthuchozharajan@sethu.ac.in>
Cc: Gowri sankar V <vgs@ucal.com>

Dear Sir,

Greetings of the Day

As discussed please organise the drive on 10th February. Expecting at least twenty five to thirty students to join on 11th or 12th of February.

Regards, Don.
[Quoted text hidden]

Dorrey Don Joseph J
Deputy Manager

M: +91-9790801060 /
T: +91-44-67488416
E: donjoseph@ucal.com
W: www.ucal.com

Plot No A3/A3/A4/A5, CMDA Industrial Complex, Maraimalai Nagar, Kancheepuram

Muthu Chozha Rajan B Mech <muthuchozharajan@sethu.ac.in> Thu, Feb 24, 2022 at 12:01 PM
To: Dorrey Don Joseph J <donjoseph@ucal.com>

Dear sir

Thanks for the presence in our college on 10.2.22 for a campus drive and recruiting our 18 students.

n future we must also have a good understanding in recruiting students. from the above students, a team of 10 members are joined and working in your esteemed concern.

As a record purpose we need to offer letters for that 10 students.

S.No	Reg No	Name
1	2018107167	SUBRAMANI S
2	2018107303	AMARNATH P
3	2018107346	NITISH KUMAR K
4	2018107096	P.S.MOHAMED SHAFFEQ
5	2018107327	ISACC RAGLAND A
6	2018107168	SUDHARSAN S
7	2018107161	SHESHATHRI YOGESH B
8	2018107162	SRINATH M
9	2018107075	L.KRISHNAVELPRIYAN
10	2018107067	R.KARTHICK

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Virudhunagar District

21-22

JBM Group

JBM Auto Limited
No.1, Ford supplier's Park,S.Pkoil Post, Chengalpattu(TK), Kanchepuram Dist,
Tamil Nadu - 603 204. India, Tel : 91-44-67417777, Fax: 91-44-67417788

Order of Appointment

To

The Principal

Sethu Institute of Technology

Pulloor, Kariapatti – 626115.

Dear Sir,

Sub: Appointment order for the students - Interview dated 16.02.2022 – reg.

We are pleased to confirm you that the following students of Department of Mechanical Engineering, Sethu Institute of Technology are short listed as 'Graduate Apprentice Trainee (GAT) as per the interview dated 16.02.2022@ Sethu Institute of Technology.

Your permanent offer letter will be provided on the date of joining subjected to completion of documentation and submitting the required documents.

SL. NO.	NAME	SL. NO.	NAME
1	ABDUL NAZEER S	23	VETRITAMIZHAN K
2	P.GOKULA KRISHNAN	24	ARIHARAN R
3	GOPINATH	25	HARINARAYANAN T
4	MOHAMED AADIL KHAN L	26	JAYASURYA R
5	MOHAMED IMRAN S	27	ADARSH C
6	MUNESH KUMAR R	28	SAPTHAGIRI R
7	MUNISH PANDIAN K	29	SHAHIL ALI A
8	MUTHU KUMAR	30	MOHAMED ASHIF RAJA R
9	MUTHU RAJ M	31	MOHAMED FAIZAL S
10	RAVEEN KUMAR N	32	SURYA KUMAR A
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14	BYZEER RAHMAN A	36	ROSHAN J
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Thanking you,
For JBM Auto Limited, Chennai.

P.Purushothaman
Sr.Executive - SDC

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We welcome you to the JBM family and wish you all the very best.

Thanking you,
For JBM Auto Limited, Chennai.

P.Purushothaman
Sr.Executive - SDC

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Cognizant

59

20-Apr-2022

Dear Umasankar S,
B.E., Mechanical Engineering
Sethu Institute of Technology, Kariapatti

Candidate ID ?19613063

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 only **15 days** 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) as detailed below:

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

Dr.A.Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
Virudhunagar District

Cognizant

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Compensation and Benefits

Name: Umasankar 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**

Note: The Insurance amount may vary subject to market conditions from time to time.

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

Regd Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097

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21-22

JBM Auto Limited
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JBM Group

Order of Appointment

To

The Principal

Sethu Institute of Technology

Pulloor, Kariapatti – 626115.

Dear Sir,

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We welcome you to the JBM family and wish you all the very best.

Thanking you,
For JBM Auto Limited, Chennai.

P.Purushothaman
Sr.Executive - SDC

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

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Pinnacle Infotech Solutions

IT-A-016-E, MAHINDRA SEZ, RAJASTHAN, JAIPUR - 302037
www.pinnaclecad.com | Global BIM Leader

VIGNESH S

Date: -28/04/2022

Candidate ID:29933424

Subject: Offer for Apprenticeship

Dear **VIGNESH S**

Further to your application for Apprenticeship/ Training with us and the subsequent selection process, we are happy to induct you in our Company as Apprentice / Trainee.

Date of your joining would be 4th of July, 2022. You will be entitled for a monthly stipend of Rs. 18000/- (Eighteen Thousand only). Upon your joining, you are expected to enter into an agreement, which details the scope, terms and conditions of your Apprenticeship/Training, wherein the necessary training and the contractual obligation will be with Pinnacle Infotech Solutions. On successful completion of your Apprenticeship of One year with the company you will be absorbed as a permanent employee with Pinnacle Infotech Solutions subject to the terms and conditions as per Company policies.

Company solely reserves the right to make any further changes to the date of joining.

Your Apprenticeship with us will be governed by the rules, regulations and policies of the Company and as contemplated in the Apprenticeship Act 1961.

The terms of this offer letter shall remain confidential and are not to be disclosed to any third party.

We request you to please sign this letter as acceptance of the offer and mail the signed scanned copy to us within 15 days. Also, please carry a signed copy of the offer letter on the day of your joining as an authenticating identity document.

Welcome to Pinnacle Infotech Solutions.

Yours sincerely,

Neha

Neha Goel

AGM - Human Resources

Annexure to the offer (as applicable to you).

I have read, understood and agree to the terms and conditions as set forth in this offer letter and the annexure to the same.

_____

Your name in capital letters Your Signature

Date:

SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI SIN 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
Virudhunagar District

Location:

Cognizant

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08-Mar-2022

Dear Vijaykumar V C,
B.E., Mechanical Engineering
Sethu Institute of Technology, Kariapatti

Candidate ID – 19707730

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

Regd Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097

amphisoft

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

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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)

SETHU INSTITUTE OF TECHNOLOGY
PULLOOR, KARIAPATTI 626 115

Dr. A. Senthil Kumar
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
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Cognizant

64

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Sethu Institute of Technology, Kariapatti

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Compensation and Benefits

Name: Vijaykumar V C **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

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muthuchozharajan@sethu.ac.in

Dorrey Don Joseph J <donjoseph@ucal.com> Mon, Feb 7, 2022 at 4:47 PM
To: Muthu Chozha Rajan B Mech <muthuchozharajan@sethu.ac.in>
Cc: Gowri sankar V <vgs@ucal.com>

Dear Sir,

Greetings of the Day

As discussed please organise the drive on 10th February. Expecting at least twenty five to thirty students to join on 11th or 12th of February.

Regards, Don.
[Quoted text hidden]
--

Dorrey Don Joseph J
Deputy Manager

M: +91-9790801060 /
T: +91-44-67488416
E: donjoseph@ucal.com
W: www.ucal.com

Plot No A3/A3/A4/A5, CMDA Industrial Complex, Maraimalai Nagar, Kancheepuram

Muthu Chozha Rajan B Mech <muthuchozharajan@sethu.ac.in> Thu, Feb 24, 2022 at 12:01 PM
To: Dorrey Don Joseph J <donjoseph@ucal.com>

Dear sir

Thanks for the presence in our college on 10.2.22 for a campus drive and recruiting our 18 students.
n future we must also have a good understanding in recruiting students. from the above students, a team of 10 members are joined and working in your esteemed concern.
As a record purpose we need to offer letters for that 10 students.

S.No	Reg No	Name
1	2018107167	SUBRAMANI S
2	2018107303	AMARNATH P
3	2018107346	NITISH KUMAR K
4	2018107096	P.S.MOHAMED SHAFFEQ
5	2018107327	ISACC RAGLAND A
6	2018107168	SUDHARSAN S
7	2018107161	SHESHATHRI YOGESH B
8	2018107162	SRINATH M
9	2018107075	L.KRISHNAVELPRIYAN
10	2018107067	R.KARTHICK

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22	SANTHOSH KUMAR S	44	PRASANTH R

We welcome you to the JBM family and wish you all the very best.

Thanking you,
For JBM Auto Limited, Chennai.

P.Purushothaman
Sr.Executive - SDC

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

SETHU INSTITUTE OF TECHNOLOGY * PULLOOR KARIAPATTI 626 115

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21-22

JBM Auto Limited
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Tamil Nadu - 603 204. India, Tel : 91-44-67417777, Fax: 91-44-67417788

JBM Group

Order of Appointment

To

The Principal

Sethu Institute of Technology

Pulloor, Kariapatti – 626115.

Dear Sir,

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4, 5, 7, 9, 14, 16, 17, 23, 32, 71, 40, 42
81, 52, 227, 228, 231, 232,
237, 244, 246, 186, 201, 203,
202, 213, 220, 190, 46.

Sakthi Auto Component Limited

SACL/HR&D/R22/E14/2022 **05.01.2022**

The Principal,

Sethu Institute of Technology,

Madurai.

Dear Sir,

Sub: Campus recruitment 2022 - Provisional order Dispatch - reg

Refer to the Campus Interview Conducted on 24.12.2021 at your campus, out of which 37 students are shortlisted to join our organization. Attached is the provisional selection list for your perusal.

Request to do needful.

Thank you

For Sakthi Auto Component Ltd

Manager – (HR&D)

SAKTHI AUTO COMPONENT LIMITED

SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

MUKASI PALLAGOUNDENPALAYAM, VIJAYAMANGALAM (VIA), UTHUKULI TALUK, TIRUPUR - 638 056. INDIA
Phone : 04294 - 243401 to 404, 227700 Fax : 04294 - 242268
E-mail : sacl@sakthiauto.com Web : www.sakthiauto.com
Head Office : 180, Race Course Road, Post Box No. 3775, Coimbatore - 641 018.
CIN - U29199TZ1999PLC008751 GSTIN : 33AAECS6536J1Z7

SAKTHI AUTO COMPONENT LIMITED
HR & DEVELOPMENT

CAMPUS RECRUITMENT - 2022

PROVISIONAL SELECTION LIST

DATE	05.01.2022	COLLEGE	SETHU INSTITUTE OF TECHNOLOGY	RECRUITMENT CONDUCTED BY	TAMILARASAN K K

Refer to the Recruitment held on 24.12.2021 at your campus, below listed students are shortlisted for Graduate Engineering Trainee as per Apprenticeship Training Act 1961 at SACL. They will be paid stipend of Rs.13,500/- per month as per company policy during the training period 1st year and INR 14,500 & INR 15,500 subsequently.

S.NO	COLLEGE ROLL NO	SACL SELECTION NO	NAME	DEGREE	DEPT
1	2018107029	22-E14-01	BOOMANIKANDAN S	BE	MECH
2	2018107033	22-E14-02	DHAMOTHARAN S	BE	MECH
3	2018107037	22-E14-03	DINESH PANDI P	BE	MECH
4	2018107042	22-E14-04	GIRITHARAN T	BE	MECH
5	2018107321	22-E14-05	GOWTHAMRAJ K	BE	MECH
6	2018107100	22-E14-06	MOHAMMED SAFIN	BE	MECH
7	2018107128	22-E14-07	PRASANTH R	BE	MECH
8	2018107131	22-E14-08	RAJA R	BE	MECH
9	2018107134	22-E14-09	RAKESH KANNA R	BE	MECH
10	2018107342	22-E14-10	MOHAMMED HUSSAIN BIJILI G	BE	MECH
11	2018107357	22-E14-11	SANTHOSH KUMAR S	BE	MECH
12	2018107052	22-E14-12	HARISH P	BE	MECH
13	2018107054	22-E14-13	JAYASURYA R	BE	MECH
14	2018107055	22-E14-14	JEEVA MADHESH K	BE	MECH
15	2018107061	22-E14-15	KABILESH M	BE	MECH
16	2018107079	22-E14-16	MAHENDRAN P	BE	MECH
17	2018107090	22-E14-17	MOHAMED ASHIF RAJA R	BE	MECH
18	2018107335	22-E14-18	MANOJKUMAR S	BE	MECH
19	2018107146	22-E14-19	SAMSHUDEEN S	BE	MECH
20	2018107159	22-E14-20	SHAKTHI SIDHARTHAN S	BE	MECH
21	2018107181	22-E14-21	VASANTHAN V	BE	MECH
22	2018107370	22-E14-22	VISHAGA VIGNESH R	BE	MECH
23	2018103003	22-E14-23	AAKASH S	BE	EEE
24	2018103010	22-E14-24	ARUNPANDI K	BE	EEE
25	2018103019	22-E14-25	GANESA MOORTHY M	BE	EEE
26	2018103021	22-E14-26	GANESH PRABHU S	BE	EEE

Dr. A. Senthil Kumar
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SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
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S.NO	COLLEGE ROLL NO	SACL SELECTION NO	NAME	DEGREE	DEPT
27	2018103047	22-E14-27	MUKESH KANNAN S	BE	EEE
28	2018103074	22-E14-28	SURIYAPRAKASH R	BE	EEE
29	2018103308	22-E14-29	JAYAPRAKASH.D	BE	EEE
30	2018103320	22-E14-30	MUTHUKRISHNAN P	BE	EEE
31	18EC023	22-E14-31	KIRUPASRI S	BE	ECE
32	18EC031	22-E14-32	MADHUMITHRA B	BE	ECE
33	18EC153	22-E14-33	RAJEE V	BE	ECE
34	18EC204	22-E14-34	RAMESH M	BE	ECE
35	18EC213	22-E14-35	RAM KUMAR A V	BE	ECE
36	18EC226	22-E14-36	SASIDHARA PRABU G	BE	ECE
37	18EC237	22-E14-37	SONA M	BE	ECE

(1) These students should be directed to report on **23.05.2022** at 09.00 AM with the photocopies and originals of the following certificates at our works.

(a) Provisional (if available)
(b) Transfer Certificate
(c) Course Completion Certificate
(d) Overall Mark sheet
(e) Mark sheets of all semesters
(f) HSC / SSLC Mark sheet
(g) Aadhar card

Thank you,

For clarifications, Kindly contact
S. Yadhavan - 9942386987
N. Akilakumar - 9952856606

Address:
Sakthi Auto Component Ltd,
Mukasi Pallagoundenpalayam,
Vijayamangalam(via),
Uthukuli (Taluk),
Tirupur - 638056

SAKTHI AUTO COMPONENT LIMITED P.G.Palayam

For Sakthi Auto Component Ltd.,

Manager (HR & D)

Prepared and dispatched by

P.Hemalatha 05/01/2022
Hemalatha.P
HR&D

Date:05.01.2022

SETHU INSTITUTE OF TECHNOLOGY PULLOOR, KARIAPATTI 626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

72

Contact : 93440 33006
Email : pkmautocom2013@gmail.com

PKM

PKM AUTOCOM (P) LTD.,

MALAYALATHAM PATTI, AGRICULTURE COLLEGE OPP.,
MELUR BYPASS ROAD, MADURAI-625104

Date : 12/03/2022

APPOINTMENT LETTER

To,
Mr.Hanith Kumar
Surya Nagar,
Madurai

Sub: Appointment for Production/Quality Supervisor

This is with reference to your application for the job profile "Production/Quality Supervisor" and the subsequent discussions you had with us at the interview on March 10th, 2022, on the following terms and conditions

.

Designation: Production/Quality Supervisor

Location: Madurai

Commencement of Employment: Your employment will be effective with us since 15th March 2022

Working Hours: The working days will start normally from Monday and end on Saturday. The working hours for your profile will be 9AM to 6PM.

We congratulate you on your appointment and wish you a long career with us. We assure you have a great journey and get our full support for your professional growth and development.

Thank You

For PKM AUTOCOM PRIVATE LIMITED

P.K.M. AUTO COM PRIVATE LIMITED * MADURAI-1 *

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

21-22

JBM Group

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muthuchozharajan@sethu.ac.in

Dorrey Don Joseph J <donjoseph@ucal.com> Mon, Feb 7, 2022 at 4:47 PM
To: Muthu Chozha Rajan B Mech <muthuchozharajan@sethu.ac.in>
Cc: Gowri sankar V <vgs@ucal.com>

Dear Sir,

Greetings of the Day

As discussed please organise the drive on 10th February. Expecting at least twenty five to thirty students to join on 11th or 12th of February.

Regards, Don.
[Quoted text hidden]
--

Dorrey Don Joseph J
Deputy Manager

M: +91-9790801060 /
T: +91-44-67488416
E: donjoseph@ucal.com
W: www.ucal.com

Plot No A3/A3/A4/A5, CMDA Industrial Complex, Maraimalai Nagar, Kancheepuram

Muthu Chozha Rajan B Mech <muthuchozharajan@sethu.ac.in> Thu, Feb 24, 2022 at 12:01 PM
To: Dorrey Don Joseph J <donjoseph@ucal.com>

Dear sir

Thanks for the presence in our college on 10.2.22 for a campus drive and recruiting our 18 students.
n future we must also have a good understanding in recruiting students. from the above students, a team of 10 members are joined and working in your esteemed concern.
As a record purpose we need to offer letters for that 10 students.

S.No	Reg No	Name
1	2018107167	SUBRAMANI S
2	2018107303	AMARNATH P
3	2018107346	NITISH KUMAR K
4	2018107096	P.S.MOHAMED SHAFFEQ
5	2018107327	ISACC RAGLAND A
6	2018107168	SUDHARSAN S
7	2018107161	SHESHATHRI YOGESH B
8	2018107162	SRINATH M
9	2018107075	L.KRISHNAVELPRIYAN
10	2018107067	R.KARTHICK

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For JBM Auto Limited, Chennai.

P.Purushothaman
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7	MUNISH PANDIAN K	29	SHAHIL ALI A
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We welcome you to the JBM family and wish you all the very best.

Thanking you,
For JBM Auto Limited, Chennai.

P.Purushothaman
Sr.Executive - SDC

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

SETHU INSTITUTE OF TECHNOLOGY * PULLOOR KARIAPATTI 626 115

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79

SITMail

Muthu Chozha Rajan B Mech <muthuchozharajan@sethu.ac.in>

Mech

Fwd: Infosys Campus Recruitment Program: Congratulations, you have a job offer

1 message

Manojkumar S <manojmech182@gmail.com> Sat, May 7, 2022 at 11:55 AM
To: muthuchozharajan@sethu.ac.in

---------- Forwarded message ---------
From: **Infosys Freshers Recruitment** <Talent.Acquisition@infosys.com>
Date: Tue, 22 Mar 2022, 11:51 am
Subject: Infosys Campus Recruitment Program: Congratulations, you have a job offer
To: Infosys Freshers Recruitment <Talent.Acquisition@infosys.com>

Hello!

Thank you for participating in the Infosys Campus Recruitment Program.

Congratulations! You have cleared the interview round to receive a final job offer for the Systems Engineer role. The compensation for this role is INR 3.6 lakhs per annum with one year of probation period from the date of allocation to the business unit.

Please note, this is a conditional job offer subject to your eligibility during the recruitment process and your background verification. If falsification of data is detected during the background verification process, Infosys will revoke the job offer made to you.

In case of any queries, please contact your placement office or write to us at Talent.Acquisition@infosys.com. Infosys recruitment process related emails sent to any other Infosys email address might not be responded to.

We look forward to welcoming you into our Infosys family.

Regards,

Talent Acquisition

Infosys

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

4,5,7,9,14,16,17,23,32,71,40,42
81,52,227,228,231,232,
237,244,246,186,201,203,
202,213,220,190,46.

Sakthi Auto Component Limited

SACL/HR&D/R22/E14/2022 **05.01.2022**

The Principal,

Sethu Institute of Technology,

Madurai.

Dear Sir,

Sub: Campus recruitment 2022 - Provisional order Dispatch - reg

Refer to the Campus Interview Conducted on 24.12.2021 at your campus, out of which 37 students are shortlisted to join our organization. Attached is the provisional selection list for your perusal.

Request to do needful.

Thank you

For Sakthi Auto Component Ltd

Manager – (HR&D)

SAKTHI AUTO COMPONENT LIMITED

SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
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MUKASI PALLAGOUNDENPALAYAM, VIJAYAMANGALAM (VIA), UTHUKULI TALUK, TIRUPUR - 638 056. INDIA
Phone : 04294 - 243401 to 404, 227700 Fax : 04294 - 242268
E-mail : sacl@sakthiauto.com Web : www.sakthiauto.com
Head Office : 180, Race Course Road, Post Box No. 3775, Coimbatore - 641 018.
CIN - U29199TZ1999PLC008751 GSTIN : 33AAECS6536J1Z7

SAKTHI AUTO COMPONENT LIMITED
HR & DEVELOPMENT

CAMPUS RECRUITMENT - 2022

PROVISIONAL SELECTION LIST

DATE	05.01.2022	COLLEGE	SETHU INSTITUTE OF TECHNOLOGY	RECRUITMENT CONDUCTED BY	TAMILARASAN K K

Refer to the Recruitment held on 24.12.2021 at your campus, below listed students are shortlisted for Graduate Engineering Trainee as per Apprenticeship Training Act 1961 at SACL. They will be paid stipend of Rs.13,500/- per month as per company policy during the training period 1st year and INR 14,500 & INR 15,500 subsequently.

S.NO	COLLEGE ROLL NO	SACL SELECTION NO	NAME	DEGREE	DEPT
1	2018107029	22-E14-01	BOOMANIKANDAN S	BE	MECH
2	2018107033	22-E14-02	DHAMOTHARAN S	BE	MECH
3	2018107037	22-E14-03	DINESH PANDI P	BE	MECH
4	2018107042	22-E14-04	GIRITHARAN T	BE	MECH
5	2018107321	22-E14-05	GOWTHAMRAJ K	BE	MECH
6	2018107100	22-E14-06	MOHAMMED SAFIN	BE	MECH
7	2018107128	22-E14-07	PRASANTH R	BE	MECH
8	2018107131	22-E14-08	RAJA R	BE	MECH
9	2018107134	22-E14-09	RAKESH KANNA R	BE	MECH
10	2018107342	22-E14-10	MOHAMMED HUSSAIN BIJILI G	BE	MECH
11	2018107357	22-E14-11	SANTHOSH KUMAR S	BE	MECH
12	2018107052	22-E14-12	HARISH P	BE	MECH
13	2018107054	22-E14-13	JAYASURYA R	BE	MECH
14	2018107055	22-E14-14	JEEVA MADHESH K	BE	MECH
15	2018107061	22-E14-15	KABILESH M	BE	MECH
16	2018107079	22-E14-16	MAHENDRAN P	BE	MECH
17	2018107090	22-E14-17	MOHAMED ASHIF RAJA R	BE	MECH
18	2018107335	22-E14-18	MANOJKUMAR S	BE	MECH
19	2018107146	22-E14-19	SAMSHUDEEN S	BE	MECH
20	2018107159	22-E14-20	SHAKTHI SIDHARTHAN S	BE	MECH
21	2018107181	22-E14-21	VASANTHAN V	BE	MECH
22	2018107370	22-E14-22	VISHAGA VIGNESH R	BE	MECH
23	2018103003	22-E14-23	AAKASH S	BE	EEE
24	2018103010	22-E14-24	ARUNPANDI K	BE	EEE
25	2018103019	22-E14-25	GANESA MOORTHY M	BE	EEE
26	2018103021	22-E14-26	GANESH PRABHU S	BE	EEE

Dr. A. Senthil Kumar
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Pulloor, Kariapatti - 626 115
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S.NO	COLLEGE ROLL NO	SACL SELECTION NO	NAME	DEGREE	DEPT
27	2018103047	22-E14-27	MUKESH KANNAN S	BE	EEE
28	2018103074	22-E14-28	SURIYAPRAKASH R	BE	EEE
29	2018103308	22-E14-29	JAYAPRAKASH.D	BE	EEE
30	2018103320	22-E14-30	MUTHUKRISHNAN P	BE	EEE
31	18EC023	22-E14-31	KIRUPASRI S	BE	ECE
32	18EC031	22-E14-32	MADHUMITHRA B	BE	ECE
33	18EC153	22-E14-33	RAJEE V	BE	ECE
34	18EC204	22-E14-34	RAMESH M	BE	ECE
35	18EC213	22-E14-35	RAM KUMAR A V	BE	ECE
36	18EC226	22-E14-36	SASIDHARA PRABU G	BE	ECE
37	18EC237	22-E14-37	SONA M	BE	ECE

(1) These students should be directed to report on **23.05.2022** at 09.00 AM with the photocopies and originals of the following certificates at our works.

(a) Provisional (if available)
(b) Transfer Certificate
(c) Course Completion Certificate
(d) Overall Mark sheet
(e) Mark sheets of all semesters
(f) HSC / SSLC Mark sheet
(g) Aadhar card

Thank you,

For clarifications, Kindly contact
S. Yadhavan - 9942386987
N. Akilakumar - 9952856606

SAKTHI AUTO COMPONENT LIMITED P.G.Palayam

Address:
Sakthi Auto Component Ltd,
Mukasi Pallagoundenpalayam,
Vijayamangalam(via),
Uthukuli (Taluk),
Tirupur - 638056

For Sakthi Auto Component Ltd.,

Manager (HR & D)

Prepared and dispatched by

P.Hemalatha 05/01/2022
Hemalatha.P
HR&D

Date:05.01.2022

SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

Dr. A. Senthil Kumar
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21-22

JBM Auto Limited
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JBM Group

Order of Appointment

To

The Principal

Sethu Institute of Technology

Pulloor, Kariapatti – 626115.

Dear Sir,

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muthuchozharajan@sethu.ac.in

Dorrey Don Joseph J <donjoseph@ucal.com> Mon, Feb 7, 2022 at 4:47 PM
To: Muthu Chozha Rajan B Mech <muthuchozharajan@sethu.ac.in>
Cc: Gowri sankar V <vgs@ucal.com>

Dear Sir,

Greetings of the Day

As discussed please organise the drive on 10th February. Expecting at least twenty five to thirty students to join on 11th or 12th of February.

Regards, Don.
[Quoted text hidden]
--

Dorrey Don Joseph J
Deputy Manager

M: +91-9790801060 /
T: +91-44-67488416
E: donjoseph@ucal.com
W: www.ucal.com

Plot No A3/A3/A4/A5, CMDA Industrial Complex, Maraimalai Nagar, Kancheepuram

Muthu Chozha Rajan B Mech <muthuchozharajan@sethu.ac.in> Thu, Feb 24, 2022 at 12:01 PM
To: Dorrey Don Joseph J <donjoseph@ucal.com>

Dear sir

Thanks for the presence in our college on 10.2.22 for a campus drive and recruiting our 18 students.
n future we must also have a good understanding in recruiting students. from the above students, a team of 10 members are joined and working in your esteemed concern.
As a record purpose we need to offer letters for that 10 students.

S.No	Reg No	Name
1	2018107167	SUBRAMANI S
2	2018107303	AMARNATH P
3	2018107346	NITISH KUMAR K
4	2018107096	P.S.MOHAMED SHAFFEQ
5	2018107327	ISACC RAGLAND A
6	2018107168	SUDHARSAN S
7	2018107161	SHESHATHRI YOGESH B
8	2018107162	SRINATH M
9	2018107075	L.KRISHNAVELPRIYAN
10	2018107067	R.KARTHICK

Dr. A. Senthil Kumar
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To

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Pulloor, Kariapatti – 626115.

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Thanking you,
For JBM Auto Limited, Chennai.

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Pinnacle Infotech Solutions

IT-A-016-E, MAHINDRA SEZ, RAJASTHAN, JAIPUR - 302037
www.pinnaclecad.com | Global BIM Leader

PRAVEEN S

Date: -28/04/2022

Candidate ID:29932044

Subject: Offer for Apprenticeship

Dear **PRAVEEN S**

Further to your application for Apprenticeship/ Training with us and the subsequent selection process, we are happy to induct you in our Company as Apprentice / Trainee.

Date of your joining would be 4th of July, 2022. You will be entitled for a monthly stipend of Rs. 18000/- (Eighteen Thousand only). Upon your joining, you are expected to enter into an agreement, which details the scope, terms and conditions of your Apprenticeship/Training, wherein the necessary training and the contractual obligation will be with Pinnacle Infotech Solutions. On successful completion of your Apprenticeship of One year with the company you will be absorbed as a permanent employee with Pinnacle Infotech Solutions subject to the terms and conditions as per Company policies.

Company solely reserves the right to make any further changes to the date of joining.

Your Apprenticeship with us will be governed by the rules, regulations and policies of the Company and as contemplated in the Apprenticeship Act 1961.

The terms of this offer letter shall remain confidential and are not to be disclosed to any third party.

We request you to please sign this letter as acceptance of the offer and mail the signed scanned copy to us within 15 days. Also, please carry a signed copy of the offer letter on the day of your joining as an authenticating identity document.

Welcome to Pinnacle Infotech Solutions.

Yours sincerely,

Neha

Neha Goel

AGM - Human Resources

Annexure to the offer (as applicable to you).

I have read, understood and agree to the terms and conditions as set forth in this offer letter and the annexure to the same.

_____

Your name in capital letters Your Signature

Date:

SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
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Pulloor, Kariapatti – 626115.

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ISO 14001 : 2015 20003238 UM
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21-22

JBM Group

JBM Auto Limited
No.1, Ford supplier's Park,S.Pkoil Post, Chengalpattu(TK), Kanchepuram Dist,
Tamil Nadu - 603 204. India, Tel : 91-44-67417777, Fax: 91-44-67417788

Order of Appointment

To

The Principal

Sethu Institute of Technology

Pulloor, Kariapatti – 626115.

Dear Sir,

Sub: Appointment order for the students - Interview dated 16.02.2022 – reg.

We are pleased to confirm you that the following students of Department of Mechanical Engineering, Sethu Institute of Technology are short listed as 'Graduate Apprentice Trainee (GAT) as per the interview dated 16.02.2022@ Sethu Institute of Technology.

Your permanent offer letter will be provided on the date of joining subjected to completion of documentation and submitting the required documents.

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3	GOPINATH	25	HARINARAYANAN T
4	MOHAMED AADIL KHAN L	26	JAYASURYA R
5	MOHAMED IMRAN S	27	ADARSH C
6	MUNESH KUMAR R	28	SAPTHAGIRI R
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15	JACOB AGASTIN S V	37	KARUPPIAH C
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22	SANTHOSH KUMAR S	44	PRASANTH R

We welcome you to the JBM family and wish you all the very best.

Thanking you,
For JBM Auto Limited, Chennai.

P.Purushothaman
Sr.Executive - SDC

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

SETHU INSTITUTE OF TECHNOLOGY * PULLOOR KARIAPATTI 626 115

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V.S.R. PRIVATE LIMITED

ISO 9001 : 2015

C-4, Industrial Estate, K.Pudur, Madurai - 625 007

Phone : 0452 - 2566483
E-mail : vsrprivatelimited@yahoo.co.in
GST : 33AAACV6420E1ZS

APPOINMENT ORDER

Candidate Name :- SIVKUMAR S
Address :- 5/90 east street, Melakurunai kulam, Aruppukottai 626105 - 626105

Sub: Job offer

Dear Mr: Sivakumar s

We are pleased to offer you the position of **Graduate Engineering Trainee(Tool Room Assistant)** in our Industry based at **Madurai.**

Your immediate supervisor will be **Mr. Madasamy .** We trust that your knowledge, skills and experience will be among our most valuable assets.

As discussed and agreed with you, you will be eligible to receive the following beginning on your joining date:

- **Salary:** Annual gross starting salary of **Rs.1.20 L.P.A**, subject to tax and other statutory deductions
- Business Travel allowance and reimbursements as per company policy.

This offer letter is valid till **18/02/2022**. Please send a signed copy of this letter indicating your acceptance to join and resignation acceptance letter from your current employer to our HR.

Your Appointment Letter will be issued on the date of joining. The joining formalities and induction will be carried out in our **VSR office in Madurai**.

Sincerely,

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

V.S.R. PRIVATE LIMITED
P.K.M Rajangam
MADURAI-7

21-22

JBM Group

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We welcome you to the JBM family and wish you all the very best.

Thanking you,
For JBM Auto Limited, Chennai.

P.Purushothaman
Sr.Executive - SDC

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

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Thanking you,
For JBM Auto Limited, Chennai.

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Congratulations!

1 message

Gurusamy Sankar <gurusamy.sankar@kumaran.com> Sun, Sep 19, 2021 at 11:25 AM
To: aathinarayananthangaraj2001@gmail.com <aathinarayananthangaraj2001@gmail.com>
Cc: Nirmal Suganandan <nirmal.suganandan@kumaran.com>

Dear AATHINARAYANAN T,

Congratulations. We (@ Kumaran Systems) is glad to onboard you as an internship cum full time offer for the position of Trainee Programmer . we found you the most suitable person for the job role after interviewing all the candidates. We believe that your addition to the team will add great value to the company.

I have enclosed an Service agreement copy to go through and acknowledge the same by reverting to this email. We will be inviting to our Chennai office for signing the hard copy of agreement by 2nd week of November 2021.

With regards to Damage Clause (2 Lakhs), you must submit the Cheque leaf to the company within two weeks of time from your DOJ . Your date of joining would be Monday, 20/09/2021. As we explained during the pre-placement talk, collecting the Cheque leaf is not to withdrawn a money from the bank, it is just for companies record to hold a candidate till he/she completes the bond period.

Note: Cheque leaf & agreement paper will be return back to you once the bond period gets completed

Salary details ::

CTC Range: 3.5 LPA-4.5 LPA(CTC will be decide based on the performance during the internship)

Stipend: 10K(During the internship)

Hope we are clear with our employment terms for accepting the offer. If so, Please send back with an acknowledgement email on or before (20/09/2021). So that we will share the internship letter by mentioned all the terms listed above in the document and send it for your future record.

The other steps for onboarding procedure will be communicated by email once we get the confirmation from your end. .

Please feel free to reach out to me in case you have any other doubts. We look forward to you joining us and making us bigger and better than ever.

Regards,
Gurusamy S
Executive - Human Resource
Kumaran Systems | www.kumaran.com
Mobile: 8940287806
Email: gurusamy.sankar@kumaran.com
An ISO 27001:2013 - ISMS Certified Organization (IS 584836)

DISCLAIMER

This email and any files transmitted with it are confidential and solely for the use of the individual or entity to whom it is addressed. Any use, distribution, copying or disclosure by any other person is strictly prohibited. If you receive this transmission by mistake, please notify the sender by reply email and destroy both the message and your reply. Opinions, conclusions and other information in this message that do not relate to the company's official business shall be understood to be neither given nor endorsed by Kumaran Systems. Any information contained in this email, when addressed to clients, is subject to terms and conditions governing the contract.

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Pulloor, Kariapatti - 626 115
Virudhunagar District

SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

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TechGenzi

Date: 28-April-2022

Dear ABDUL KATHER IBRAHIM 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:

a) You are expected to comply strictly with company policies and principles.

b) 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

c) 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

d) 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

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
Virudhunagar District

TechGenzi

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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:

SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

WiseTechSource

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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 the training and internship period

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

WiseTechSource

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- 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 K. Abi

Date of Signing: 30.03.2022

SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

Atos

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Date:23/05/2022

Intent to Offer

Dear Ajithkumar S,

Syntellect ID: ASB22276946

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (GCM 1)** with Syntel Private Limited ("Company").

Upon your acceptance of this Intent to offer and subject to you meeting all the applicable requirements under this Intent to offer, we will share a definitive offer letter, which will outline the specific employment terms and conditions. Please note that, unless you receive a offer letter this Intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with company nor it will be a legally binding offer/contract of employment.

The contents of this Intent to Offer are strictly confidential between you and the Company. Please treat this Intent to Offer and the contents hereof as personal and confidential.

This Offer of Intent is valid subject to:

a) Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%** and no standing backlogs
b) You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit
c) You producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company

The Company shall conduct a background verification of all records/ references provided by you. Your employment with the Company will be subject to your background check records being clear, satisfactory, and free from ambiguity and in accordance with the policies of the Company prevalent from time to time. The Company reserves the right to ask you to furnish additional documentation or supporting information in this regard, as and when considered necessary. In case your background verification process is not completed within the company specified timeline, intimated to you via email, your selection would be deemed to be canceled.

This Offer of Intent is also contingent upon us working to determine an appropriate start date for your employment. The training is for a period of one (1) year, or any other period as the Company deems necessary, from the date of commencement of your service and you will be required to sign a separate agreement, by way of which you agree to remain in the employment of the Company during such period of training, and for a period of one year thereafter (hereinafter referred to as "the period"). Such agreement will also form part of your employment terms with the Company.

You will be continuously assessed during your training. If you do not complete the class room/on job training to our satisfaction, your appointment stands cancelled. That the intent of on-boarding will automatically expire if the candidate fails to respond to this Letter of Intent in writing/e-mail on or before the end of **5 days** from date of its issuance.

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

Cognizant

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10-Apr-2022

Dear Akash Kumar,
B.E., Computer Science & Engineering
Sethu Institute of Technology, Kariapatti

Candidate ID – 19370942

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 15 days 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) as detailed below:

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

SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
Virudhunagar District

Cognizant

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Compensation and Benefits

Name: Akash Kumar **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

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
Virudhunagar District

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February 16, 2022
Ms. Anusha Lakshmanan
Chennai

Internship Letter

We congratulate you for going through multiple assements 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 Tehnical 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 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 Annul 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

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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

DocuSigned by:
Vijay Krishnan
9BE5C6496194488...
Vijay Krishnan
Senior Vice Presiden – Global Shared Services

DocuSigned by:
Anusha Lakshmanan
A2A706CCE55A4FB...
Anusha Lakshmanan

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CRYSTAL DELTA

Chennai
13-10-2021

Dear Arun Prasad Selvaraj,

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 | 4:32 PM IST

DocuSigned by:
Arun Prasad
276E2015751C47E...
Arun Prasad
13/10/2021 | 3:44 PM IST

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Virudhunagar District

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CRYSTALDELTA.COM
+91 44 42022659

Crystal Delta Solutions Private Limited
No 5,1st Floor 54th Street, Ashok Nagar, Chennai – 600 083,Tamil Nadu, India

Cognizant

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10-Apr-2022

Dear Ashok Kumar S,
B.E., Computer Science
Sethu Institute of Technology, Kariapatti

Candidate ID – 16760288

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 15 days 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) as detailed below:

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

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Compensation and Benefits

Name: Ashok Kumar 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

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Offer Letter

Further to your application and interview with Revature, we are pleased to offer you a position of Software Engineer Trainee in our organization.

This **Offer Letter** (the or this "Agreement") is entered into by and between Aswin Amarnath ("Software Engineer Trainee" or "Trainee"), aged 21 years, S/O or D/O BOOMIRAJ M residing at 2/16,East Street,Kalloorani,Virudhunagar Dist,626105,Ph:7550352216. , and **Revature Consultancy Services Private Ltd**, ("Company"), a company having its registered office at 12th Floor, New No.431, Anna Salai, Teynampet, Chennai - 600 018. Trainee and Company may each be individually referred to hereinafter as a "Party" or collectively as the "Parties."

Company provides full-time training for real-world tech careers at the world's top companies. Revature software engineers have industry-recognized certifications that are hard to achieve. During Revature' s training program, software engineers are taught skills and competence to hit the ground running. After they successfully complete the training, Revature works with the individual to get them hired directly with Revature' s clients. The total training to hire process typically takes about four months.

NOW THEREFORE, in consideration of the mutual promises contained herein and for other good and valuable consideration the receipt and sufficiency of which the Parties acknowledge, the Parties hereby agree as follows:

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1. **Internship/Revature Readiness Program (RRP):**

   a. Trainee Internship/RRP is for a minimum period of three (3) months. During this period, Trainee will receive a stipend of Rs.5,000/- (Rupees Five Thousand Only) per month. He/ She will be provided with a mentor during the Internship/RRP period

   b. This Program is a 12-week instructor-led training program designed to provide Trainees with skills and knowledge that can be built upon advance and acquire the skills of a software developer. The training program is a residential program, provided at no cost to eligible Trainees accepted into the training program.

   c. During the term, Trainee undertake to devote best efforts, knowledge and skill and devote substantially all their working time (at least 40 hours a week) and attention to the performance of duties.

   d. During Training, trainees will learn the skills that will set them on the career path, working on the most highly sought-after technologies in the tech industry.

30 Dec 2021

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e. As part of our ongoing commitment to continued learning and development, Company has designed this Internship/RRP to be a mentor-led training program that enables trainees to get introduced to various emerging technologies. As they are entering the IT Industry, it is important to have a strong foundation in Programming languages, Databases and Operating Systems and Behavioral skills.

f. Trainee performance will be tracked periodically and provide feedback when necessary. Upon successful completion of 12-week Internship/Revature Readiness Program, trainees will be required to clear the final review with Revature' s Client(s) that includes an assessment and one to one interaction.

g. Detailed description of training details is given in the Training Agreement.

h. All Trainees will be required to agree to, abide by and adhere to the rules of use and policies in (or referenced in) Training Agreement.

i. Attendance: Trainers will accurately report trainees training hours and Company will not encourage, require, or permit trainees to skip trainings or absence from trainings or falsify training hours.

j. Accommodation: In COE – Centre of Excellence, Company will provide free or no cost hostel accommodation for trainees based on company's discretion. Separate hostel facilities will be provided for men and women trainees. Safety of every trainee is of utmost importance to Company. Residential Trainees are directed to follow hostel rules & regulations strictly and any deviation will be dealt strictly. Detailed description of Hostel rules & regulations are given in the Hostel Agreement. This clause is applicable only for Residential Trainees.

k. Program Disclaimers
Revature reserves the right to remove Trainees from the program for any reason during the course of the program including, but not limited to, attendance, performance, or conduct, or to discontinue the program at any time without notice on an as-needed basis.

2. **Appointment after Internship/RRP:**

a. After clearing the final review with the client(s) that includes an assessment and one to one interaction, at the sole discretion of client and Revature and in accordance with the terms in Training Agreement, trainee may be offered an employment as "**Software Engineer**" by the Client.

b. By accepting this offer Trainee acknowledges and assures that he/she will continue to remain in the employment of the Company's Client for a minimum period of eighteen months (18) ("hereinafter called minimum

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period/mandatory period) from the date of appointment with the Client. He /She further agrees and acknowledges that, in the event Trainee voluntarily resign and/or are terminated from the services of client, for any lawful reasons whatsoever, client shall incur substantial loss, including, but not limited to, finding a suitable replacement, training, project continuity, etc.

c. Company will have made commitments to its Clients, it is imperative that Trainee, once appointed to a Client, remains employed there for the mandatory period.

3. **Compensation:**

a. Trainee will receive a stipend of Rs.5,000/- (Rupees Five Thousand Only) per month during the Internship/Revature Readiness Program.

b. Upon successful completion of 3 months of Internship/Revature Readiness Program, trainees will be offered the position of "Software Engineer" and the salary will be Rs.4,00,000/- annually with other benefits as detailed in their Employment Agreement with the Client.

c. Trainees performance during the Internship/Revature Readiness Program will be monitored periodically. Depending upon their performance during Internship/RRP and based on the client requirements, at the sole discretion of Revature, Trainees may also be proposed for hire or project work at a Company client that offers up to Rs. 6,00,000/- annually.

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4. **Relocation:** Trainees agree to relocate based on Clients or Revature needs, irrespective of the Location.

5. **Restrictive Covenants:** Trainee agrees to complete the Internship/Revature Readiness Program and continue to remain in the employment of the Client Organization for a minimum period of 18 months (hereinafter called "minimum period" or "mandatory period") from the date of appointment with such Client.

6. **Liquidated Damages**:

a. For the purpose of providing training and placing trainee, the Company is incurring training expenses of approximately Rs.1,00,000/- (Rupees One Lakh Only).

b. In the event of termination of employment by either party within the minimum period/mandatory period. In addition to any other remedy available to Company at law or in equity, including but not limited to remedies in the Related Agreements (as defined below) or other agreements the Trainee and Company may be parties to and injunctive relief, if a court of competent jurisdiction finds that Trainee has breached this section (5) of the Agreement, Trainee agrees that, to the maximum extent permitted by law, Trainee will pay the Company as

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liquidated damages, repay the entire amount as given in Sec 6 (a) incurred by Revature with interest @14% p.a during the Mandate Period (the "LD Amount"). The parties acknowledge and agree that the LD Amount is not a penalty and is a reasonable approximation of the actual damages sustained by Company under the circumstances given Company's valuable investment in Trainee.

c. Trainee further agrees that, at any time during the Mandate Period, Trainee will, upon request of the Company, confirm in writing Trainee's compliance with this Agreement. Trainee also agrees to waive, as valid consideration for their employment with Client, their right to challenge the validity of this Liquidated Damages provision.

7. **Confidentiality:** Trainee acknowledges and agrees that the terms and conditions of this Agreement and the Related Agreements are confidential in nature. Trainee shall not directly or indirectly divulge, communicate, display, publish, or reveal the terms of this Agreement or related Agreement to any third party. Notwithstanding the foregoing, Trainee may disclose the terms and conditions of this Agreement and the Related Agreements to the Trainee's lawyer, financial advisor, immediate family members, or pursuant to any court order, or as necessary to enforce this Agreement. Trainee's confidentiality obligations set forth herein shall survive the termination or expiration of this Agreement.

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8. **Personal Information:** Company states that personal information of trainees will be maintained confidentially and only used for the required purpose. Also, such information will be designated as confidential or proprietary nature.

9. **Intellectual Property**: No trademark, patent, copyright, trade secret or other intellectual property or proprietary right is licensed, granted or otherwise conveyed, either expressly or by implication, by the disclosure of Confidential Information hereunder

10. **Non-Waiver**: No delay, waiver, omission or forbearance on Company's part to exercise any right, option, duty or power arising out of any breach or default by Trainee under this Agreement shall constitute a waiver by Company to enforce any such right, option, duty or power against Trainee, or as to any subsequent breach or default by Trainee.

11. **Severability**: If any provision of this Agreement is held to be invalid or unenforceable by any arbitrator or court of competent jurisdiction, such provision shall be amended to avoid such invalidity or unenforceability and to preserve as closely as possible the intent of the Parties. If such cannot be amended, then the invalid or unenforceable provision shall be deemed separable from the remaining provisions of this Agreement and shall not affect or impair the validity or enforceability of such.

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12. **Indemnity:** Trainee shall indemnify and hold harmless Revature and its officers, directors, employees and agents from and against any claim, liability, loss, cost, damage or expense including, but not limited to, reasonable attorney's fees and expenses, relating to or arising out of any claim by any third party based on (a) Trainee's performance hereunder, (b) any breach of this Agreement by Trainee, (c) any negligence fraud, or misconduct by Trainee, and (d) any non-competition agreement, invention or secrecy agreement between Trainee and a third party which was in existence as of the date of this Agreement.

13. **Legal Review**: The Parties acknowledge and agree that this Agreement will have important legal consequences and imposes significant requirements on each Party. The Parties further acknowledge and agree that they have been advised and have had the opportunity to obtain independent legal counsel to review this Agreement, and this Agreement is the product of arm's length negotiations among the Parties and shall not be construed against any Party due to authorship. The Parties further acknowledge and agree that they understand all the terms and conditions contained herein.

14. **Governing Law and Disputes**:- Legal Remedy

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a. Any dispute and/or differences whatsoever arising between the parties out of or relating to the construction, meaning, scope, operation or effect of this contract or the validity or the breach thereof shall be settled by compulsory arbitration in accordance with The Arbitration and Conciliation Act, 1996 (including amendments, if any) and the award made in pursuance thereof shall be binding on the parties.

b. The Company shall nominate the sole arbitrator. The venue of the arbitration proceedings shall be in Chennai and the arbitration proceedings shall be in English.

c. In respect of all matters/disputes arising out of, in connection with or in relation to this, only the civil courts at Chennai shall have jurisdiction, to the exclusion of all other courts, subject to the arbitration clause.

15. **Entirety; Construction; Amendment:** This Agreement, along with NDA, Training Agreement and other signed agreements contains the entire understanding between the Parties and supersedes any prior or contemporaneous written or oral agreements between them respecting the subject matter hereof. The language in this Agreement shall be construed according to its fair meaning and not strictly for or against either Party; headings are for convenience only, not for interpretation. This Agreement may only be modified or supplemented by mutual written agreement. **No modification, alteration or amendment of this Agreement shall be binding unless it is in writing, signed by the Parties.**

16. **Assignment:** This Agreement is personal in nature and not assignable or transferable by trainee.

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17. **Authorization; Counterparts**: Each person executing this Agreement represents and warrants that such is duly and validly authorized to do so on behalf of such Party, with full right and authority to execute this Agreement and to bind such Party with respect to all its obligations hereunder. This Agreement may be executed in counterparts, each of which shall be deemed an original, but all of which taken together shall constitute one and the same instrument.

18. **Subject Headings/Captions**: The subject headings/captions used in this Agreement are inserted only for purpose of reference. Such subject headings/captions shall not be deemed to govern, limit, modify or in any other manner affect the scope, meaning or intent of the provisions of this Agreement, or any part thereof, nor shall such subject headings/captions otherwise be given any legal effect.

Except as expressly set forth herein, all terms and conditions of the Agreement remain in full force and effect.

IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the date of the first signed below.

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REVATURE:

Signature: DocuSigned by: Anuradha 0564C53F6D6B4C9...

Print Name: Anuradha

Title: Recruiter

Date: January 19, 2022 | 12:30 AM EST

TRAINEE:

Signature: DocuSigned by: [redacted] F3401A882E944D7...

Print Name: Aswin Amarnath

Date: January 18, 2022 | 10:48 PM EST

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KUMARAN SYSTEMS
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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

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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

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WiseTechSource

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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,
Madhurai - 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 training/internship or taking a break during the training and internship period.

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Virudhunagar District

PULLOOR KARIAPATTI 626 115

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WiseTechSource

- 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

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Virudhunagar District

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Offer: Computer Consultancy
Ref: TCSL/CT20213739230/Chennai
Date: 04/11/2021

Mr. Branesh N
3/94Middle Street,
Vannivelampatti(P.O),Peraiyur(T.K),Madurai(D.T),
Madurai-625702,
Tamil Nadu.
Tel# 91-9894698625

Dear Branesh N,

Sub: Letter of Offer

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

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

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

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

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu, India
Tel: 91 44 6616 2555 Fax: 91 44 6616 2555 Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Service: 1800 209 3111 Email: careers@tcs.com

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TATA

GROSS SALARY SHEET

Annexure 1

Name	Branesh N
Designation	Assistant System Engineer-Trainee
Institute Name	Sethu Institute Of Technology, Kariapatti

Table 1: Compensation Details (All Components in INR)

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

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

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

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

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

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

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
415/21, 24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India
Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com
Registered Office Nirmal Bhavan, 3rd Floor, Nariman Point, Mumbai 400 021
TCS Careers Service: 1800 209 3111 Email: careers@tcs.com

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PULLOOR, KARIAPATTI
625 115

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wipro

APPOINTMENT LETTER

January 20, 2022

Dear CHINNA YUVARAJA R,

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:

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

a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;

b. processing my job application including background verification checks;

c. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE III

SALARY OFFER SHEET

Name: CHINNA YUVARAJA R

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.

a. Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
b. Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
c. Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
d. Medical Insurance Coverage up to Rs 2lac per annum.

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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:

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KUMARAN SYSTEMS
ENGAGE | EMERGE | EXCEL

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

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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

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Virudhunagar District

Cognizant

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11-Apr-2022

Dear Dharshan B,
B.E., Computer Science & Engineering
Sethu Institute of Technology, Kariapatti

Candidate ID – 19733310

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 15 days 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) as detailed below:

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

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Compensation and Benefits

Name: Dharshan B **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

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Virudhunagar District

Zoho Technologies Private Limited
Registered Office: Flat No: 2, 361, Avvai Shanmugam Salai,
Lloyds Road, Gopalapuram, Chennai, Tamilnadu, 600 086.
Ph: +91-44-6744 7070
www.zohocorp.com

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Date: 24-Dec-2021

To

Mr.DINESH KANNA G R,
PLOT NO.9, REVATHI HOUSES 2ND,
VIVEKANANDA STREET, VILLAPURAM,
MADURAI-625012, TAMIL NADU.

Dear **Mr.DINESH KANNA G R,**

OFFER OF EMPLOYMENT

We are pleased to offer you employment for the position **MEMBER TECHNICAL STAFF** with **ZOHO TECHNOLOGIES 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.480000/- (RUPEES FOUR LAKH EIGHTY THOUSAND 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.

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PRINCIPAL
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Pulloor, Kariapatti - 626 115
Virudhunagar District

Branch Office:
2/278, Ambai Road, Silaraipuravu Village, Mathalamparai,
Tenkasi, Tamilnadu, 627 814. Ph: +91- 4633 307070

Corporate Identification No: U52100TN2011PTC080778
e-mail ID: hr-team@zohocorp.com

ZOHO

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ANNEXURE A

NAME : DINESH KANNA G R
DESIGNATION : MEMBER TECHNICAL STAFF

Details	Monthly	Annual
Basic	16000	192000
HRA	8000	96000
Other Allowance & Flexible component	14080	168960
Gross Salary	**38080**	**456960**
Employer Provident Fund (12% of Basic+TA)*	1920	23040
Cost To Company (CTC)	**40000**	**480000**
Prosperity Sharing Plan		80000
Compensation for the first year		**560000**

* 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.

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KANINI

Excellence Redefined

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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

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PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

274, 249, 110, 129, 169, 171

Great Innovus

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,

HR Manager

Kishorekumar V
HR Manager

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

SETHU INSTITUTE OF TECHNOLOGY ★ PULLOOR KARIAPATTI 626 115

intellect®
Design for Digital

Ref No: CORP/CHP/0232

Date: 11-Jan-22

Gokul Prasath
18/470, Kamarajar 2Nd Street, Bb Kulam, Madurai 2.

Sub: Your Offer of Employment in Intellect

Dear **Gokul Prasath,**

Thank you for the time you invested in exploring career opportunity with Intellect. Through the campus hiring process we have determined that your capabilities are aligned to the organization requirement and have hence chosen to invite you to be part of the Intellect family! Congratulations!!!

We believe that the prosperity of an organization is defined by the power of thought, of both individuals and teams and therein we put 'Design Thinking' at the core of everything we do. This maximizes our chances of getting to a state of mind that is 'Fulfillment'; as we create opportunities for ourselves to contribute to our fullest capacity with the freedom to think and act differently. This, in turn is possible with us having the feeling of belongingness. Hence, for us, all employees are associates and you are set to become one of our fellow associates.

This invitation to you is to join us as **Associate Consultant in Grade T120.** Your base location shall be **Chennai.** We are looking forward to welcoming you on your date of joining. We would communicate your date of joining in due course of time to your E-mail address on file with us. Your joining date will be after completion of your final semester exams. Please note that this offer shall stand to be void if you do not meet the qualifying criteria for award of the degree by the University.

Your gross compensation shall be **INR 500,000/- (Rupees Five Lakhs) per annum**. The details of the same are as in Annexure-A of this Offer of Employment. The organization is confident of its ability in hiring some of the best talent in the industry and you are one such talent. Backed by this confidence the organization is happy to assure you **100% of your variable pay component for the first two years** of employment with us. However, we would like to see you earning up to the maximum of **130%** of your variable pay component. The same shall be determined through the robust Performance Development Dialogue process that measures contribution during every year and sets you up for success in the next year.

When all of us come together as associates of this organization placing the interests of us humans above everything else, it is important that we have the ecosystem of policies and practices that enable us to exercise our rights freely. This is possible with everyone in the organization respecting each other as individuals, playing their part in protecting and nourishing the collective work culture. Towards this, we have set some boundaries / norms / rules for ourselves as associates of the organization and shall abide by the same in all circumstances. As we evolve, we do make changes to the rules governing ourselves to be aligned to the demands of the environment and associate needs. We will continue to abide by the changes as and when they are made. Given below are a brief on some of the key terms that govern us when we are in employment with the organization.

Dr. A. Senthil Kumar
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SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

(Signature of Associate)

1. **Employment Terms:**

A. Service Rules: Your services in Intellect will be governed by the service rules and regulations, which are in force or which would be brought into force from time to time, as applicable to all Associates of the Company. Some of the service rules are enumerated below in this document. In addition to these, all Company policies and Associate related guidelines are made available on the intranet of the Company. Changes/amendments to these policies and guidelines are made taking into consideration Company's and associates' best interests from time to time. You are advised to go through these policies and adhere to them during your employment with the Company.

B. Full Time Work: Your position is a full time employment and you shall devote yourself exclusively to the business of the Company. You will not take up any other work – part time or otherwise – or work in advisory capacity or be interested directly or indirectly in any other trade or business without the prior written consent from the Company during your tenure of association with the company. The Company reserves the right to alter or allocate different responsibility to you from time to time depending on the business needs of the Company.

C. Code of Conduct: You are expected to operate with the highest degree of initiative, economy, efficiency and responsibility. You will at all times act bearing in mind the best interest of the Company and will at no time do or say anything which compromises the Company's goal or reputation. If there is any breach of the same, or the terms and conditions laid down in code of conduct, your service could be terminated without any notice notwithstanding any other terms and conditions stipulated herein.

D. Past Record: If any declaration given or information furnished by you to the Company proves to be false/forged or if you are found to have willfully suppressed any material information, you will be liable to be removed from services without any notice or compensation whatsoever.

E. Responsibilities: You are expected to perform effectively to ensure achievement of required results and you will be required to work under the supervision of such officers as directed by the Company from time to time. Your performance in the assigned role will be periodically reviewed and the feedback will be shared with you. In the event of your performance not measuring up to the expectations of your supervisor, the Company reserves the right to take suitable recourse up to and including termination of your services.

F. Confidentiality: You are expected to maintain utmost secrecy in regard to affairs of Intellect and shall keep any information of Intellect, whether written or oral, confidential. Please note that the terms and conditions of your services with Intellect shall be treated as strictly confidential and you are expected not to divulge its contents to any associate of the Company or any person connected with the Company. With respect to the confidentiality obligations undertaken, you shall sign a Non-Disclosure Agreement on joining of Intellect. If required by Intellect or its Clients, you will sign further confidentiality agreements or the like to further protect the interest of Intellect and/or its Clients. The confidentiality obligation will be perpetual in nature. Your service shall be terminated with immediate effect without any prior notice in the event of breach of confidentiality provision.

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2. **Leave Eligibility**

You are entitled to Leave benefits during your employment with the Company. Annual eligibility of Earned leave will depend on the length of service of the Associate. For the first three years, the eligibility is 15 days of earned leave and 6 days of sick leave. Detailed terms and conditions relating to leave eligibility are provided under leave policy on the intranet and any changes made in the same shall be binding.

3. **Working Hours**

Intellect observes a 5-day work week with Saturdays and Sundays as weekly holidays. The office hours are from 08:30 am to 05:30 pm, with staggered lunch break of 30 minutes between 12:00 PM and 02:30 PM. Associates are expected to follow the client's working hours and holidays while on deputation to client's site in India/other countries. In the event an Associate fails to register attendance consecutively for 3 working days, without any prior notice to their immediate manager or concerned HR partner, the organization shall initiate appropriate disciplinary action against the Associate as per policy.

4. **Transfer**

Please note that Intellect has the right to transfer you to other locations of Intellect or to transfer you to work for its Group companies or for its Clients, at their respective locations, whether in India or abroad as per the business requirements.

5. **Medical Fitness**

You are required to continuously maintain yourself in a state of good medical fitness, both physical and mental so as to perform well and to discharge your assigned responsibilities adequately while in employment. If at any point in time, during your employment with the Company, you are found to be medically unfit for the job or the role assigned to you, then your services can be terminated as per the Company rules notwithstanding anything mentioned in this document or otherwise. You agree to submit yourself for any medical check-up at any time if called upon by Intellect or its clients when assigned to work at their premises.

6. **Associate Representation**

a) Your continued employment with the Company is solely based upon the representations and information furnished by you to the Company, including (but not limited to) your educational and professional qualifications, being true and accurate at all times.

b) You shall submit any documents requested by the Company but pending your submission [on the day/within seven days] of joining. You further acknowledge and represent that the submitted documents shall be consistent with the information provided to the Company during the release of this Offer Letter.

c) If, at any point in time, your representation regarding your qualifications and/or experience is found to be incorrect and/or false and/or fraudulent and/or forged, the Company shall, WITHOUT PREJUDICE TO ITS ANY OTHER RIGHTS terminate your Services with immediate effect and without notice; without incurring any liability whatsoever thereof for the Company. Notwithstanding anything contained herein, you shall indemnify and hold the Company harmless from all cost, losses, damages and liabilities that may have been caused to the Company due to such incorrect and/or false and/or fraudulent and/or forged representation and the company shall be entitled to seek

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specific performance or other injunctive or equitable relief as a remedy apart from claiming indemnity from you, without limitation. Company shall also claim liquidated damages amounting to Rs.500,000/- (Rupees Five Lakhs only).

d) A negative outcome of any candidate reference and background verification undertaken by the Company may result in the termination of your employment with the Company. In such a case, you will not be entitled to the period of notice, or pay in lieu of notice, set forth in Section [•] of this Offer Letter.

7. Notice Period & Termination

a) Your employment may be terminated by either party upon giving 90 day's notice or 90 days salary in lieu of notice period (Whereas salary in lieu of notice period as an option can be exercised by the employee only upon approval from the Management). "Salary" for the purpose of notice period will mean "Annualised Monthly Components" as given in the compensation break up sheet in this 'offer of employment' or subsequent revision letters. Notwithstanding anything contained herein, the Company shall have the right of immediate termination of your services without giving you 90 days notice period or 90 days salary in lieu of notice period, if it is found, at any time, that you have been, or are convicted by a Court of Law or penal proceedings are initiated or pending against you before any Court of Law i) for offence(s) involving moral turpitude and/or ii) offence(s) of non-cognizable nature and/or iii) for an offence(s) which the Company considers that the same may be prejudicial to the interests of it and its reputation thereof and iv) any proven misconduct.

b) You are required to sign a training agreement with the Company to remain employed with the Company for a minimum period of two (2) years from the date of joining, which agreement will include you paying a sum of Rs. 1.5 lakh in lieu of any breach of obligations set forth therein.

8. Intellectual Property Rights

You acknowledge and represent that the Intellectual Property Rights (IPR) in all the work(s) done by you during the time of your employment or contract or assignment in any manner with Intellect or its Clients will be deemed as work done for hire and it belongs to Intellect perpetually and without any claim from you. IPR would mean rights in software, systems, documentations, designs, tools, inventions, patents, utility models, trademarks, knowhow, designs, drawings, specifications, reports, copyrights, source code, flowcharts, algorithms, moral rights, database rights, semiconductor topography rights, etc. (whether or not, in each case, the right is registered and including applications for, and any right to apply for, such registrations) and all rights or forms of protection of a similar nature or having similar or equivalent effect to any of these which may subsist anywhere in the world, together with all renewals and extensions to such rights. As and when requested by Intellect, you shall sign all such documents and instruments including any actions that is required to effect the purpose of assignment of IPR to Intellect during your tenure with Intellect or otherwise.

9. Non-solicitation of Customer(s)

You shall not during the term of your employment with the Company and a period of 1 year thereafter, without the Company's express written consent, either on your behalf or on behalf of another, directly or indirectly:

i. Assist, aid, induce, facilitate or cause any customer or client of the Company who is an existing client or customer of the Company or who had been a customer or client or who

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becomes customer or client of the Company during your term of employment with the Company, to cease, terminate, discontinue either any part or whole of its business with the Company;

ii. Solicit the business of any current or future client, customer or licensee of the Company either for yourself or for any other organization.

10. Restriction on Joining a Customer

You agree that for a period of one (1) year following the termination of your employment with Intellect for any reason, you will not: (a) accept any offer of employment from any customer of Intellect, where you had worked in a professional capacity with that customer in the one (1) year immediately preceding the termination of your employment with Intellect; (b) undertake a project or provide services to any such customer, either directly as an employee of the customer or as independent contractor or through any other company or agency, where you had worked in a professional capacity in the one (1) year immediately preceding the termination of your employment from Intellect. You further agree to undertake that you will disclose information on the existence of conditions mentioned in this clause to the company or agency where you would seek employment or get employed within the period of one (1) year following your termination of your employment with Intellect for any reason.

11. Non-Solicitation

You shall not during the term of your employment with the Company and any time thereafter, without the Company's express written consent, either on your behalf or on behalf of another, directly or indirectly abet, induce, facilitate, contact or deal with the employee(s) of the Company or its associated entities for the purpose of making such employee(s) leave the Company and/or hiring them either for yourself or for any other organization, entities, etc.

12. ISMS

You shall read and understand the information security training material(s) of Intellect and complete the ISMS Certification within one month of your joining Intellect, failing which appropriate disciplinary action as per Intellect policies may be initiated against you, including withholding of your salary till such period you complete the ISMS Certification.

13. Superannuation (Retirement)

You will retire in the normal course from the services of the company on attaining the age of superannuation, which would be the end of the month following your 60th birthday.

We wish you all the very best and look forward to a long and mutually beneficial association.

Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter.

Yours sincerely,
for **Intellect Design Arena Ltd.,**

PADMINI SHARATHKUMAR
CHIEF TALENT OFFICER

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Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
Virudhunagar District

I have carefully read and understood the above offer terms including the terms contained in Annexure A and agree that the provisions of this letter and the Annexure A are reasonable and necessary, and accept the same irrevocably and unconditionally. I agree to update myself of all company policies and associate related guidelines available on the Company intranet and adhere to them during my tenure of employment with the Company.

Signature :

Name :

Date :

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Annexure -A - Compensation Structure Break Up

Components	Per Annum Amount in INR
A. Annualised Monthly Components	
Basic	180,000/-
House Rent Allowance	90,000/-
Advance against Statutory Bonus	16,800/-
Special Allowance	142,942/-
Total (A)	**429,742/-**
B. Retiral Benefits	
Provident Fund	21,600/-
Gratuity	8,658/-
Superannuation	
Total(B)	**30,258/-**
Fixed Component (A+B)	**460,000/-**
C. Variable Pay	
Individual Performance Based Pay	27,600/-
Team & Orgn Performance Based Pay	6,900/-
Annual Performance Driven Pay (C)*	**34,500/-**
D. Other Benefits	
Medical & Accident Insurance	5,500/-
Benefits (D)	5,500/-
Total A + B + C + D	**500,000/-**

Provident Fund: Employer contribution as per provisions of the Provident Fund Act

Gratuity: The eligibility and payout shall be as per the Provisions of the Payment of Gratuity Act

Superannuation is an optional Retirement Benefit. Associate may choose to contribute 5% of Basic Salary. Please refer to Superannuation policy for more specific details in the associate induction handbook for more specific details.

Variable Pay / Annual Performance Driven Pay (APDP) are linked to performance against targets that are set and agreed with your supervisor. The payout amount is assured with 100% for the first year and the second year. The earning potential can extend up to 130% of the eligible amount. Associates on the rolls of the organization on the day of disbursement will be eligible for the same.

Medical Insurance Premium amount shown in the above table is nominal only. The organization is currently investing close to INR 10,000/- p.a for your medical insurance. The amount insured for you is INR 3 lakhs per annum.

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LIST OF DOCUMENTS TO BE SUBMITTED ON DATE OF JOINING

At the time of joining, you are requested to bring the below mentioned documents in **original,** with a copy of each.

1. **Three passport size photographs with red background**
2. **Copy of 12th Standard Mark sheet**
3. **Provisional certificate for Under Graduate Degree along with Semester wise Mark sheet**
4. **Copy of Aadhar Card**
5. **Pan Card number (if available)**
6. **Copy of Passport – first and last page (if Passport is available)**

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CRYSTAL DELTA

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:
Hari Haran
8451610507AF42D...
Hari Haran
13/10/2021 | 3:45 PM IST

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CRYSTALDELTA.COM
+91 44 42022659

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06 April 2022

Dear M Harishma devi,
2/38, East Street,
Melamadai,
Madurai – 625020,
Tamil Nadu.

Congratulations!!!

With reference to your application and subsequent interview with us. We are pleased to confirm your employment with Maticz Technologies Pvt Ltd and from the date of joining your employment is subject to the following terms and conditions:

Designation
Your appointment is confirmed as **Software Trainee**

Date of Origination
Your employment will be effective and look forward fruitful cooperation and success **on 6th April 2022**

Compensation

- You would be paid of **Rs. 8,000** as take-home salary per month till 3 months' Probation period.
- You would be paid of **INR 1,44,336** as a CTC / Annum.
- After successful completion of probation period, you will be paid a consolidated salary of **Rs.10,000** per month as take home inclusive of benefits and prerequisites to you, as an employee in the organization.

Work Timings
Your work timings are from 9.30AM to 7PM and you are expected to work not less than and if necessary, for additional hours depending on your responsibilities expecting flexibility in timing, we have **three months** probationary period, upon successfully completing the probation period, Employee will be in confirmation mode.

Place of Posting
Though you have been engaged for a specific position at Madurai, the Company reserves the right to transfer you to any other branch, location, department and establishment of the company or to its clients- either in India or abroad, based on your full compliance. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

SETHU INSTITUTE OF TECHNOLOGY * PULLOOR, KARIAPATTI 625 115

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Virudhunagar District

Notice Period

- You are expected to ensure your employment for a period of two year from the date of employment along with serving official notice period.
- If you wish to resign from the services of the company after completing the period of one year, strictly you should give two month's compulsory notice prior to relieve. Also, we have NO Buyout option while resigning from the company.

Appraisals and Promotions

- Appraisal and promotions will be done once in a year depending on overall individual performance in a company.

Leave/Holidays

- You are entitled for 12 days as Casual leave per year i.e., One casual leave per month.
- During probation period you are not eligible to take casual leave.
- Unused casual leaves are not carry forwarded but paid at the end of every financial year.

Applicability of Company Policy

The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies, etc., and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Agreement to that extent.

Other mutual Guarantee/ Commitment Terms

1. I agree and signing this with full of conscious.
2. Herewith I'm ready to provide the xerox copies of needed documents.

I M. Harishma Devi have read and understood the terms and conditions of employment enumerated herein and agree to abide by the same. I mutually agree and accept all terms and conditions with full conscious.

M. Harishma

Signature with Date

With Best Wishes

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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

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:

- 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
- 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:

- You will be under **probation for a period of 6 (Six) months** from the date of joining.
- 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.
- 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.
- 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.
- 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.
- You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.

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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

Tech Mahindra

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

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Virudhunagar District

Cognizant

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10-Apr-2022

Dear Hemalatha J,
B.E., Computer Science
Sethu Institute of Technology, Kariapatti

Candidate ID – 19733263

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 15 days 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) as detailed below:

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

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Virudhunagar District

Cognizant

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Compensation and Benefits

Name: Hemalatha J **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

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
Virudhunagar District

SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

Cognizant

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10-Apr-2022

Dear Jaline Grace Marcline,
B.E., Computer Science
Sethu Institute of Technology, Kariapatti

Candidate ID – 17827118

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 15 days 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) as detailed below:

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

Dr. A. Senthil Kumar
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Pulloor, Kariapatti - 626 115.
Virudhunagar District

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Cognizant

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Compensation and Benefits

Name: Jaline Grace Marcline **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
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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

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PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
Virudhunagar District

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Date: 23/12/2021

Intent to Offer

117

Dear **Jefrey G**,

Syntellect ID: ASBE20164555

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (GCM 1)** with Syntel Private Limited ("Company").

Upon your acceptance of this Intent to offer and subject to you meeting all the applicable requirements under this Intent to offer, we will share a definitive offer letter, which will outline the specific employment terms and conditions. Please note that, unless you receive a offer letter this Intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with company nor it will be a legally binding offer/contract of employment.

The contents of this Intent to Offer are strictly confidential between you and the Company. Please treat this Intent to Offer and the contents hereof as personal and confidential.

This Offer of Intent is valid subject to:

a) Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%** and no standing backlogs
b) You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit
c) You are producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company

The Company shall conduct a background verification of all records/ references provided by you. Your employment with the Company will be subject to your background check records being clear, satisfactory, and free from ambiguity and in accordance with the policies of the Company prevalent from time to time. The Company reserves the right to ask you to furnish additional documentation or supporting information in this regard, as and when considered necessary. In case your background verification process is not completed within the company specified timeline, intimated to you via email, your selection would be deemed to be canceled.

This Offer of Intent is also contingent upon us working to determine an appropriate start date for your employment. The training is for a period of one (1) year, or any other period as the Company deems necessary, from the date of commencement of your service and you will be required to sign a separate agreement, by way of which you agree to remain in the employment of the Company during such period of training, and for a period of one year thereafter (hereinafter referred to as "the period"). Such agreement will also form part of your employment terms with the Company.

You will be continuously assessed during your training. If you do not complete the class room/on job training to our satisfaction, your appointment stands cancelled. That the intent of on-boarding will automatically expire if the candidate fails to respond to this Letter of Intent in writing/e-mail on or before the end of **5 days** from date of its issuance.

If the above stated terms are acceptable to you, kindly sign and return the acceptance copy (attached) after affixing your full signature in token of your formal acceptance of the terms and conditions herein.

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

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For the sake of information, an indicative break up of salary and the designation that will apply in case an offer is made to you is attached herewith as Annexure A. Some of the foundation skills on which you need to brush up your concept are attached here as part of Annexure B. We take this opportunity to welcome you into Company family and look forward to a very fruitful association with you.

Yours Sincerely,

For Syntel Pvt. Ltd,

Adarsh Krishna

Deputy General Manager – Human Resource

I have read this Offer of Intent and accept the stipulated terms and conditions

Signature

SETHU INSTITUTE OF TECHNOLOGY ★ PULLOOR KARIAPATTI 626 115

Dr. A. Senthil Kumar

PRINCIPAL

SETHU INSTITUTE OF TECHNOLOGY

Pulloor, Kariapatti - 626 115

Virudhunagar District

Encl: Annexure

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ANNEXURE A

SALARY DISTRIBUTION

Name:	**Jefrey G**	
Designation:	**Associate Consultant**	
Band & Grade:	**GCM 1**	
Pay and Allowance	**Monthly**	**Yearly**
Basic Pay	9,625	115,500
HRA	4,813	57,750
Basket of Allowances (BOA)	9,229	110,750
Statutory Bonus	2,033	24,400
Gross Salary	**25,700**	**308,400**
Provident Fund (PF)	1,800	21,600
Retirals	**1,800**	**21,600**
Cost to Company (OTE)	**27,500**	**330,000**

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Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
Virudhunagar District

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Offer: Computer Consultancy
Ref: TCSL/CT20203320215/Chennai
Date: 04/11/2021

Ms. Jency Jerline Sandra Joel
5-12/72Valluvar Colony,
Vivekananda,
Madurai-625017,
Tamilnadu.
Tel# 91-9486258271

Dear Jency Jerline Sandra Joel,

Sub: Letter of Offer

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

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

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

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

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119, Tamil Nadu, India
Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Service: 1800 209 3111 Email: careers@tcs.com

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
Virudhunagar District

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TATA

GROSS SALARY SHEET **Annexure 1**

Name	**Jency Jerline Sandra Joel**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Sethu Institute Of Technology, Kariapatti**

Table 1: Compensation Details (All Components in INR)

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

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

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

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

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

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

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
415/21-24, Kumaran Nagar, Sholinganallur, Mahabalipuram, Chennai 600 119 Tamil Nadu India
Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Service Line: 1800 209 3111 Email: careers@tcs.com

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Kariapatti - 626 115.
Virudhunagar District

Cognizant

119

11-Apr-2022

Dear Johi Sriram G,
B.E., Computer Science & Engineering
Sethu Institute of Technology, Kariapatti

Candidate ID – 19733307

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 15 days 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) as detailed below:

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

Dr. A. G. [illegible] Kumar
PRINCIPAL
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Pulloor, Kariapatti - 626 115.
Virudhunagar District

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Compensation and Benefits

Name: Johi Sriram G **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

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Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
Virudhunagar District

Cognizant

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10-Apr-2022

Dear Kannan C,
B.E., Computer Science & Engineering
Sethu Institute of Technology, Kariapatti

Candidate ID – 19733264

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 15 days 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

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3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

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Pulloor, Kariapatti - 626 115.
Virudhunagar District

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Cognizant

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Compensation and Benefits

Name: Kannan C **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
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	Annual Total Remuneration		**401,988**

As an associate you are also entitled to the following additional benefits:

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- 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

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Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
Virudhunagar District

Cognizant

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10-Apr-2022

Dear Karthik Raj R,
B.E., Computer Science & Engineering
Sethu Institute of Technology, Kariapatti

Candidate ID – 19733343

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.

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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 15 days 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

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3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program (if offered to you) as detailed below:

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

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
Virudhunagar District

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Cognizant

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Compensation and Benefits

Name: Karthik Raj R **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
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	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

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Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
Virudhunagar District

WiseTechSource

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Conditional Offer Letter

WTS/2022/03/0533

Date: 30-Mar-22

To,
Ms. Kaviya C,
Training ID - WTS/INT/2022/C3/0382
No.11 - 19/33, Bharathipuram,
8th Street, S Alangulam,
Madhurai - 625017

Dear Kaviya C,

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.

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WiseTechSource

- 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: C. Kaviya

Candidate Signature C. Kavi.

Date of Signing: 30.3.22.

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Atos | Syntel

Date: 23/12/2021

Intent to Offer

123

Dear KAWIN M

Syntellect ID: ASBE20160986

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (GCM 1)** with Syntel Private Limited ("Company").

Upon your acceptance of this Intent to offer and subject to you meeting all the applicable requirements under this Intent to offer, we will share a definitive offer letter, which will outline the specific employment terms and conditions. Please note that, unless you receive a offer letter this Intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with company nor it will be a legally binding offer/contract of employment.

The contents of this Intent to Offer are strictly confidential between you and the Company. Please treat this Intent to Offer and the contents hereof as personal and confidential.

This Offer of Intent is valid subject to:

a) Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%** and no standing backlogs
b) You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit
c) You are producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company

The Company shall conduct a background verification of all records/ references provided by you. Your employment with the Company will be subject to your background check records being clear, satisfactory, and free from ambiguity and in accordance with the policies of the Company prevalent from time to time. The Company reserves the right to ask you to furnish additional documentation or supporting information in this regard, as and when considered necessary. In case your background verification process is not completed within the company specified timeline, intimated to you via email, your selection would be deemed to be canceled.

This Offer of Intent is also contingent upon us working to determine an appropriate start date for your employment. The training is for a period of one (1) year, or any other period as the Company deems necessary, from the date of commencement of your service and you will be required to sign a separate agreement, by way of which you agree to remain in the employment of the Company during such period of training, and for a period of one year thereafter (hereinafter referred to as "the period"). Such agreement will also form part of your employment terms with the Company.

You will be continuously assessed during your training. If you do not complete the class room/on job training to our satisfaction, your appointment stands cancelled. That the intent of on-boarding will automatically expire if the candidate fails to respond to this Letter of Intent in writing/e-mail on or before the end of **5 days** from date of its issuance.

If the above stated terms are acceptable to you, kindly sign and return the acceptance copy (attached) after affixing your full signature in token of your formal acceptance of the terms and conditions herein.

Dr. A. Senthil Kumar
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Virudhunagar District

Encl: Annexure

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ANNEXURE A

SALARY DISTRIBUTION

Name:	**KAWIN M**	
Designation:	**Associate Consultant**	
Band & Grade:	**GCM 1**	
Pay and Allowance	**Monthly**	**Yearly**
Basic Pay	9,625	115,500
HRA	4,813	57,750
Basket of Allowances (BOA)	9,229	110,750
Statutory Bonus	2,033	24,400
Gross Salary	**25,700**	**308,400**
Provident Fund (PF)	1,800	21,600
Retirals	**1,800**	**21,600**
Cost to Company (OTE)	**27,500**	**330,000**

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Virudhunagar District

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

Excelacom Technologies Private Ltd

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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.

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Pulloor, Kariapatti - 626 115.
Virudhunagar District

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

Excelacom Technologies Private Ltd

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

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Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

Cognizant

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11-Apr-2022

Dear Keerthana G,
B.E., Computer Science
Sethu Institute of Technology, Kariapatti

Candidate ID – 19733325

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 15 days 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) as detailed below:

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

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Compensation and Benefits

Name: Keerthana G **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

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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

2053517 / ELTP-CAMPUS / 2022 **08-Apr-2022**

Subject: Letter of Intent

Dear Keshava Priya,

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:

- 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
- 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:

- You will be under **probation for a period of 6 (Six) months** from the date of joining.
- 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.
- 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.
- 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.
- 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.
- You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.

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Virudhunagar District

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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.

R. Keshava Raja.

Yours sincerely,
For Tech Mahindra Limited,

Krishna Ramaswamy

Head - Resource Management Group

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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

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Virudhunagar District

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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

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SETHU INSTITUTE OF TECHNOLOGY
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Virudhunagar District

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9/19/2021

Mr. Kumaran L.S
Arapalayam Cross Road, 10-A,
Ponnnagaram Broad Way
Arappalaiyam, Arasaradi,
Madurai Tamil Nadu-625016.

Dear Kumaran L.S,

We would like to congratulate you on being selected for the internship with our organization. Your internship will commence from **9/20/2021** till **8/26/2022.**

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

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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: Kumaran L.S
Date: 9/20/2021

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Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

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

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DTA UNIT

Date: 04-May-2022

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.720000/- (RUPEES SEVEN LAKH TWENTY THOUSAND 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.

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SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
Virudhunagar District

SETHU INSTITUTE OF TECHNOLOGY ★ PULLOOR KARIAPATTI 626 115

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**

ANNEXURE A

NAME : LAVANYA C
DESIGNATION : MEMBER TECHNICAL STAFF

Details	Monthly	Annual
Basic	24000	288000
HRA	12000	144000
Other Allowance & Flexible component	21120	253440
Gross Salary	**57120**	**685440**
Employer Provident Fund (12% of Basic+TA)*	2880	34560
Cost To Company (CTC)	**60000**	**720000**
Prosperity Sharing Plan		120000
Compensation for the first year		**840000**

* 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.

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
Virudhunagar District

SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

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

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DTA UNIT

Date: 04-May-2022

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.720000/- (RUPEES SEVEN LAKH TWENTY THOUSAND 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.

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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**

ANNEXURE A

NAME : MANAV CHOUHAN H
DESIGNATION : MEMBER TECHNICAL STAFF

Details	Monthly	Annual
Basic	24000	288000
HRA	12000	144000
Other Allowance & Flexible component	21120	253440
Gross Salary	**57120**	**685440**
Employer Provident Fund (12% of Basic+TA)*	2880	34560
Cost To Company (CTC)	**60000**	**720000**
Prosperity Sharing Plan		120000
Compensation for the first year		**840000**

* 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.

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Pulloor, Kariapatti - 626 115.
Virudhunagar District

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intellect®
Design for Digital

Ref No: CORP/CHP/0231

Date: 11-Jan-22

Manoj A
2/1B-9, Aayarur Street, Sasi Nagar,Madurai -625017.

Sub: Your Offer of Employment in Intellect

Dear **ManojA,**

Thank you for the time you invested in exploring career opportunity with Intellect. Through the campus hiring process we have determined that your capabilities are aligned to the organization requirement and have hence chosen to invite you to be part of the Intellect family! Congratulations!!!

We believe that the prosperity of an organization is defined by the power of thought, of both individuals and teams and therein we put 'Design Thinking' at the core of everything we do. This maximizes our chances of getting to a state of mind that is 'Fulfillment'; as we create opportunities for ourselves to contribute to our fullest capacity with the freedom to think and act differently. This, in turn is possible with us having the feeling of belongingness. Hence, for us, all employees are associates and you are set to become one of our fellow associates.

This invitation to you is to join us as **Associate Consultant in Grade T120.** Your base location shall be **Chennai.** We are looking forward to welcoming you on your date of joining. We would communicate your date of joining in due course of time to your E-mail address on file with us. Your joining date will be after completion of your final semester exams. Please note that this offer shall stand to be void if you do not meet the qualifying criteria for award of the degree by the University.

Your gross compensation shall be **INR 500,000/- (Rupees Five Lakhs) per annum**. The details of the same are as in Annexure-A of this Offer of Employment. The organization is confident of its ability in hiring some of the best talent in the industry and you are one such talent. Backed by this confidence the organization is happy to assure you **100% of your variable pay component for the first two years** of employment with us. However, we would like to see you earning up to the maximum of **130%** of your variable pay component. The same shall be determined through the robust Performance Development Dialogue process that measures contribution during every year and sets you up for success in the next year.

When all of us come together as associates of this organization placing the interests of us humans above everything else, it is important that we have the ecosystem of policies and practices that enable us to exercise our rights freely. This is possible with everyone in the organization respecting each other as individuals, playing their part in protecting and nourishing the collective work culture. Towards this, we have set some boundaries / norms / rules for ourselves as associates of the organization and shall abide by the same in all circumstances. As we evolve, we do make changes to the rules governing ourselves to be aligned to the demands of the environment and associate needs. We will continue to abide by the changes as and when they are made. Given below are a brief on some of the key terms that govern us when we are in employment with the organization.

13.01.2022

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

(Signature of Associate)

1. **Employment Terms:**

A. Service Rules: Your services in Intellect will be governed by the service rules and regulations, which are in force or which would be brought into force from time to time, as applicable to all Associates of the Company. Some of the service rules are enumerated below in this document. In addition to these, all Company policies and Associate related guidelines are made available on the intranet of the Company. Changes/amendments to these policies and guidelines are made taking into consideration Company's and associates' best interests from time to time. You are advised to go through these policies and adhere to them during your employment with the Company.

B. Full Time Work: Your position is a full time employment and you shall devote yourself exclusively to the business of the Company. You will not take up any other work – part time or otherwise – or work in advisory capacity or be interested directly or indirectly in any other trade or business without the prior written consent from the Company during your tenure of association with the company. The Company reserves the right to alter or allocate different responsibility to you from time to time depending on the business needs of the Company.

C. Code of Conduct: You are expected to operate with the highest degree of initiative, economy, efficiency and responsibility. You will at all times act bearing in mind the best interest of the Company and will at no time do or say anything which compromises the Company's goal or reputation. If there is any breach of the same, or the terms and conditions laid down in code of conduct, your service could be terminated without any notice notwithstanding any other terms and conditions stipulated herein.

D. Past Record: If any declaration given or information furnished by you to the Company proves to be false/forged or if you are found to have willfully suppressed any material information, you will be liable to be removed from services without any notice or compensation whatsoever.

E. Responsibilities: You are expected to perform effectively to ensure achievement of required results and you will be required to work under the supervision of such officers as directed by the Company from time to time. Your performance in the assigned role will be periodically reviewed and the feedback will be shared with you. In the event of your performance not measuring up to the expectations of your supervisor, the Company reserves the right to take suitable recourse up to and including termination of your services.

F. Confidentiality: You are expected to maintain utmost secrecy in regard to affairs of Intellect and shall keep any information of Intellect, whether written or oral, confidential. Please note that the terms and conditions of your services with Intellect shall be treated as strictly confidential and you are expected not to divulge its contents to any associate of the Company or any person connected with the Company. With respect to the confidentiality obligations undertaken, you shall sign a Non-Disclosure Agreement on joining of Intellect. If required by Intellect or its Clients, you will sign further confidentiality agreements or the like to further protect the interest of Intellect and/or its Clients. The confidentiality obligation will be perpetual in nature. Your service shall be terminated with immediate effect without any prior notice in the event of breach of confidentiality provision.

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2. **Leave Eligibility**

You are entitled to Leave benefits during your employment with the Company. Annual eligibility of Earned leave will depend on the length of service of the Associate. For the first three years, the eligibility is 15 days of earned leave and 6 days of sick leave. Detailed terms and conditions relating to leave eligibility are provided under leave policy on the intranet and any changes made in the same shall be binding.

3. **Working Hours**

Intellect observes a 5-day work week with Saturdays and Sundays as weekly holidays. The office hours are from 08:30 am to 05:30 pm, with staggered lunch break of 30 minutes between 12:00 PM and 02:30 PM. Associates are expected to follow the client's working hours and holidays while on deputation to client's site in India/other countries. In the event an Associate fails to register attendance consecutively for 3 working days, without any prior notice to their immediate manager or concerned HR partner, the organization shall initiate appropriate disciplinary action against the Associate as per policy.

4. **Transfer**

Please note that Intellect has the right to transfer you to other locations of Intellect or to transfer you to work for its Group companies or for its Clients, at their respective locations, whether in India or abroad as per the business requirements.

5. **Medical Fitness**

You are required to continuously maintain yourself in a state of good medical fitness, both physical and mental so as to perform well and to discharge your assigned responsibilities adequately while in employment. If at any point in time, during your employment with the Company, you are found to be medically unfit for the job or the role assigned to you, then your services can be terminated as per the Company rules notwithstanding anything mentioned in this document or otherwise. You agree to submit yourself for any medical check-up at any time if called upon by Intellect or its clients when assigned to work at their premises.

6. **Associate Representation**

a) Your continued employment with the Company is solely based upon the representations and information furnished by you to the Company, including (but not limited to) your educational and professional qualifications being true and accurate at all times.

b) You shall submit any documents requested by the Company but pending your submission [on the day/within seven days] of joining. You further acknowledge and represent that the submitted documents shall be consistent with the information provided to the Company during the release of this Offer Letter.

c) If, at any point in time, your representation regarding your qualifications and/or experience is found to be incorrect and/or false and/or fraudulent and/or forged, the Company shall, WITHOUT PREJUDICE TO ITS ANY OTHER RIGHTS terminate your Services with immediate effect and without notice; without incurring any liability whatsoever thereof for the Company. Notwithstanding anything contained herein, you shall indemnify and hold the Company harmless from all cost, losses, damages and liabilities that may have been caused to the Company due to such incorrect and/or false and/or fraudulent and/or forged representation and the company shall be entitled to seek

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specific performance or other injunctive or equitable relief as a remedy apart from claiming indemnity from you, without limitation. Company shall also claim liquidated damages amounting to Rs.500,000/- (Rupees Five Lakhs only).

d) A negative outcome of any candidate reference and background verification undertaken by the Company may result in the termination of your employment with the Company. In such a case, you will not be entitled to the period of notice, or pay in lieu of notice, set forth in Section [•] of this Offer Letter.

7. Notice Period & Termination

a) Your employment may be terminated by either party upon giving 90 day's notice or 90 days salary in lieu of notice period (Whereas salary in lieu of notice period as an option can be exercised by the employee only upon approval from the Management). "Salary" for the purpose of notice period will mean "Annualised Monthly Components" as given in the compensation break up sheet in this 'offer of employment' or subsequent revision letters. Notwithstanding anything contained herein, the Company shall have the right of immediate termination of your services without giving you 90 days notice period or 90 days salary in lieu of notice period, if it is found, at any time, that you have been, or are convicted by a Court of Law or penal proceedings are initiated or pending against you before any Court of Law i) for offence(s) involving moral turpitude and/or ii) offence(s) of non-cognizable nature and/or iii) for an offence(s) which the Company considers that the same may be prejudicial to the interests of it and its reputation thereof and iv) any proven misconduct.

b) You are required to sign a training agreement with the Company to remain employed with the Company for a minimum period of two (2) years from the date of joining, which agreement will include you paying a sum of Rs. 1.5 lakh in lieu of any breach of obligations set forth therein.

8. Intellectual Property Rights

You acknowledge and represent that the Intellectual Property Rights (IPR) in all the work(s) done by you during the time of your employment or contract or assignment in any manner with Intellect or its Clients will be deemed as work done for hire and it belongs to Intellect perpetually and without any claim from you. IPR would mean rights in software, systems, documentations, designs, tools, inventions, patents, utility models, trademarks, knowhow, designs, drawings, specifications, reports, copyrights, source code, flowcharts, algorithms, moral rights, database rights, semiconductor topography rights, etc. (whether or not, in each case, the right is registered and including applications for, and any right to apply for, such registrations) and all rights or forms of protection of a similar nature or having similar or equivalent effect to any of these which may subsist anywhere in the world, together with all renewals and extensions to such rights. As and when requested by Intellect, you shall sign all such documents and instruments including any actions that is required to effect the purpose of assignment of IPR to Intellect during your tenure with Intellect or otherwise.

9. Non-solicitation of Customer(s)

You shall not during the term of your employment with the Company and a period of 1 year thereafter, without the Company's express written consent, either on your behalf or on behalf of another, directly or indirectly:

i. Assist, aid, induce, facilitate or cause any customer or client of the Company who is an existing client or customer of the Company or who had been a customer or client or who

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becomes customer or client of the Company during your term of employment with the Company, to cease, terminate, discontinue either any part or whole of its business with the Company;

ii. Solicit the business of any current or future client, customer or licensee of the Company either for yourself or for any other organization.

10. Restriction on Joining a Customer

You agree that for a period of one (1) year following the termination of your employment with Intellect for any reason, you will not: (a) accept any offer of employment from any customer of Intellect, where you had worked in a professional capacity with that customer in the one (1) year immediately preceding the termination of your employment with Intellect; (b) undertake a project or provide services to any such customer, either directly as an employee of the customer or as independent contractor or through any other company or agency, where you had worked in a professional capacity in the one (1) year immediately preceding the termination of your employment from Intellect. You further agree to undertake that you will disclose information on the existence of conditions mentioned in this clause to the company or agency where you would seek employment or get employed within the period of one (1) year following your termination of your employment with Intellect for any reason.

11. Non-Solicitation

You shall not during the term of your employment with the Company and any time thereafter, without the Company's express written consent, either on your behalf or on behalf of another, directly or indirectly abet, induce, facilitate, contact or deal with the employee(s) of the Company or its associated entities for the purpose of making such employee(s) leave the Company and/or hiring them either for yourself or for any other organization, entities, etc.

12. ISMS

You shall read and understand the information security training material(s) of Intellect and complete the ISMS Certification within one month of your joining Intellect, failing which appropriate disciplinary action as per Intellect policies may be initiated against you, including withholding of your salary till such period you complete the ISMS Certification.

13. Superannuation (Retirement)

You will retire in the normal course from the services of the company on attaining the age of superannuation, which would be the end of the month following your 60th birthday.

We wish you all the very best and look forward to a long and mutually beneficial association.

Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter.

Yours sincerely,
for **Intellect Design Arena Ltd.,**

PADMINI SHARATHKUMAR
CHIEF TALENT OFFICER

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Dr. A. Senthil Kumar
PRINCIPAL
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Pulloor, Kariapatti - 626 115.
Virudhunagar District

I have carefully read and understood the above offer terms including the terms contained in Annexure A and agree that the provisions of this letter and the Annexure A are reasonable and necessary, and accept the same irrevocably and unconditionally. I agree to update myself of all company policies and associate related guidelines available on the Company intranet and adhere to them during my tenure of employment with the Company.

Signature : 13.01.2022

Name : MANOJ . A

Date 01/13/2022

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Annexure -A - Compen ation Structure Break Up	
Components	**Per Annum Amount in INR**
A. Annualised Monthly Con ponents	
Basic	180,000/-
House Rent Allowance	90,000/-
Advance against Statutory Bon s	16,800/-
Special Allowance	142,942/-
Total (A)	**429,742/-**
B. Retiral Benefits	
Provident Fund	21,600/-
Gratuity	8,658/-
Superannuation	
Total(B)	**30,258/-**
Fixed Component (A+B)	**460,000/-**
C. Variable Pay	
Individual Performance Based ay	27,600/-
Team & Orgn Performance Ba d Pay	6,900/-
Annual Performance Driven P y (C)*	**34,500/-**
D. Other Benefits	
Medical & Accident Insurance	5,500/-
Benefits (D)	5,500/-
Total A + B + C + D	**500,000/-**

Provident Fund: Employer con ibutio n as per provisions of the Provident Fund Act

Gratuity: The eligibility and po out sh ll be as per the Provisions of the Payment of Gratuity Act

Superannuation is an optiona Retiren ent Benefit. Associate may choose to contribute 5% of B sic Salary. Please refer to Supera nuatio n policy for more specific details in the associate induct on handbook for more specific det ils.

Variable Pay / Annual Perfor ance Driven Pay (APDP) are linked to performance against targ ts that are set and agreed with y ur supervisor. The payout amount is assured with 100% for the f rst year and the second year. Th earnin g potential can extend up to 130% of the eligible amo nt. Associates on the rolls of the o anizat ion on the day of disbursement will be eligible for the sam .

Medical Insurance Premium a ount shown in the above table is nominal only. The organizatio is currently investing close to INR 0,000/- p.a for your medical insurance. The amount insured for ou is INR 3 lakhs per annum.

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LIST OF DOCUMENTS TO BE SUBMITTED ON DATE OF JOINING

At the time of joining, you are requested to bring the below mentioned documents in **original,** with a copy of each.

1. **Three passport size photographs with red background**
2. **Copy of 12th Standard Mark sheet**
3. **Provisional certificate for Under Graduate Degree along with Semester wise Mark sheet**
4. **Copy of Aadhar Card**
5. **Pan Card number (if available)**
6. **Copy of Passport – first and last page (if Passport is available)**

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Date: 23/12/2021

Intent to Offer

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Dear K R Manoj Kumar

Syntellect ID: ASBE20170699

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (GCM 1)** with Syntel Private Limited ("Company").

Upon your acceptance of this Intent to offer and subject to you meeting all the applicable requirements under this Intent to offer, we will share a definitive offer letter, which will outline the specific employment terms and conditions. Please note that, unless you receive a offer letter this Intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with company nor it will be a legally binding offer/contract of employment.

The contents of this Intent to Offer are strictly confidential between you and the Company. Please treat this Intent to Offer and the contents hereof as personal and confidential.

This Offer of Intent is valid subject to:

a) Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%** and no standing backlogs
b) You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit
c) You are producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company

The Company shall conduct a background verification of all records/ references provided by you. Your employment with the Company will be subject to your background check records being clear, satisfactory, and free from ambiguity and in accordance with the policies of the Company prevalent from time to time. The Company reserves the right to ask you to furnish additional documentation or supporting information in this regard, as and when considered necessary. In case your background verification process is not completed within the company specified timeline, intimated to you via email, your selection would be deemed to be canceled.

This Offer of Intent is also contingent upon us working to determine an appropriate start date for your employment. The training is for a period of one (1) year, or any other period as the Company deems necessary, from the date of commencement of your service and you will be required to sign a separate agreement, by way of which you agree to remain in the employment of the Company during such period of training, and for a period of one year thereafter (hereinafter referred to as "the period"). Such agreement will also form part of your employment terms with the Company.

You will be continuously assessed during your training. If you do not complete the class room/on job training to our satisfaction, your appointment stands cancelled. That the intent of on-boarding will automatically expire if the candidate fails to respond to this Letter of Intent in writing/e-mail on or before the end of **5 days** from date of its issuance.

If the above stated terms are acceptable to you, kindly sign and return the acceptance copy (attached) after affixing your full signature in token of your formal acceptance of the terms and conditions herein.

Dr. A. Senthil Kumar
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SETHU INSTITUTE OF TECHNOLOGY
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Virudhunagar District

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For the sake of information, an indicative break up of salary and the designation that will apply in case an offer is made to you is attached herewith as Annexure A. Some of the foundation skills on which you need to brush up your concept are attached here as part of Annexure B. We take this opportunity to welcome you into Company family and look forward to a very fruitful association with you.

Yours Sincerely,

For Syntel Pvt. Ltd,

Adarsh Krishna

Deputy General Manager – Human Resource

I have read this Offer of Intent and accept the stipulated terms and conditions

K. R. Manoj Kr.

Signature

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Dr. A. Senthil Kumar
PRINCIPAL
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Pulloor, Kariapatti - 626 115.
Virudhunagar District

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Encl: Annexure

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ANNEXURE A

SALARY DISTRIBUTION

Name:	**K R Manoj Kumar**	
Designation:	**Associate Consultant**	
Band & Grade:	**GCM 1**	
Pay and Allowance	**Monthly**	**Yearly**
Basic Pay	9,625	115,500
HRA	4,813	57,750
Basket of Allowances (BOA)	9,229	110,750
Statutory Bonus	2,033	24,400
Gross Salary	**25,700**	**308,400**
Provident Fund (PF)	1,800	21,600
Retirals	**1,800**	**21,600**
Cost to Company (OTE)	**27,500**	**330,000**

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SETHU INSTITUTE OF TECHNOLOGY
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Virudhunagar District

SASKEN

Warm Welcome

133 11/01/2022

Mr Mervin Sujay A
Applicant ID : 287391
275 Gandhipuram 3rd Street K. Pudur Madurai - 625007

Sub: Letter of Appointment

Dear **Mr Mervin Sujay A**

We are pleased to make an offer of employment on behalf of Sasken Technologies Limited (formerly known as Sasken Communication Technologies Ltd) (hereinafter referred to as **'Sasken'** or the **'Company'** as the context may require), on the following terms and conditions:

Designation: ASSOCIATE SOFTWARE ENGINEER

Band: Graduate Trainee

Date of Joining :01 Aug 2022

Location: Chennai

You will be reporting to **Mr V Madhusudana D Rao , Program Manager**

Total Compensation: Your Total Compensation will be **Rs. 509893.00** per annum. The salary structure is described in the Salary Stack Up Sheet **(Annexure-1)**.For the relocation benefits you are entitled to refer Annexure-2.

Your individual remuneration is a confidential matter purely between yourself and the company and has been arrived at based on the role/job, skill specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time as personal and confidential.

Other Benefits: You will be eligible for the following:

1. Leave, holidays and working hours as applicable to your category of employees and location of posting.
2. Perquisites, if any, as applicable to your category of employees and/ or based on functional requirements as determined by the company
3. Group Medical Insurance coverage, Group Personal Accident and Life Insurance coverage. Sasken encourages all employees to opt for Sasken Mediclaim Policy mandatorily. We also encourage employees to ensure that they have their immediate family covered under the policy. Employees may be allowed to opt out of the insurance cover for themselves, if they provide proof of their coverage

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

SASKEN

Compensation Structure (Take home)

Mr Mervin Sujay A

Components of Salary	Value in INR	
	Earnings	
	Monthly	Annum
BAND		Graduate Trainee
VPP %		10
Gross	37500.00	450000.00
I. EARNINGS		
A. Basic	17147	205764
B. Flexible Benefit Pay i. House Rent Allowance ii. Conveyance Allowance iii. Medical Expenses Reimbursement iv. Leave Travel Allowance v. Children Education Allowance vi. Children Hostel Allowance vii. Refreshment Allowance viii. Hospitalization Reimbursement ix. Other Allowance x. Superannuation employer (Max 15% of monthly gross)	18295.00	219544.00
C. Statutory Bonus	0.00	0.00
D. Company Contribution of PF	2058.00	24692.00
F. Fixed pay (A+B+C+D)	37500.00	450000.00
G. Variable pay	4167.00	50000.00
H. Total Salary (F+G)	41667.00	500000.00
I. Gratuity	824.00	9893.00
K. CTC (H+I)	**42491.00**	**509893.00**
II. STANDARD DEDUCTION		
L. Employee contribution of PF	2058.00	24692.00
M. Professional Tax	200.00	2400.00
N.Total deduction (L+M)	2258.00	27092.00
O. Net Pay before Tax((A+B+C) - N))	33185.00	398217.00

Note:
Net pay before tax mentioned subject to:
1. Income Tax deduction.
2. Professional tax varies from State to State
3. Any other statutory deduction which is not mentioned above

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Pulloor, Kariapatti - 626 115
Virudhunagar District

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Cognizant

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11-Apr-2022

Dear Mohamed Abu Backer,
B.E., Computer Science
Sethu Institute of Technology, Kariapatti

Candidate ID – 19733322

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 15 days 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) as detailed below:

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

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NU Technology

Private and Confidential

Offer Letter

NUIT-125/2022
25-Nov-2021

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

Dear A.Mohammed Asraf Ali,

It gives us immense pleasure in inviting you to join **NU Information Technologies Pvt Ltd.** as one of its valuable member. We believe that corporates grow and flourish fuelled by the enthusiasm and energy of the people who are willing to invest into its future. We therefore believe that all our employees are truly our ASSOCIATES in our road to the future. We are happy that you are one such associate joining us in our efforts to create a truly global organization.

We are pleased to inform you that you have been offered an employment in **NU Information Technologies Pvt Ltd.** as **Software Engineer - Trainee** and you would report on your joining to **Krishnamoorthi.K.S Director - India Operations** and operate out of our office at **Chennai.**

Your position would carry a CTC compensation value of **Rs 3,50,000 /-Per Annum**, inclusive of TDS and government taxes if applicable.

Work location: Remote/ Ticel Bio Park Limit, Phase-II, Module-903, CSIR Road Taramani, and Chennai-600103.

Your formal appointment letter would be given to you on the date of your joining which would provide you details on your compensation, benefits, etc. and the general terms and conditions.

You will be on probation for a period of three months and would be confirmed upon successful completion of your probation based on your performance.

Your association and employment will be governed by the various Associate related policies and guidelines of the organization.

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NU Technology

We would have the offer open till 1st December 2021 and prefer you to join on or before 2nd December 2021.

This Offer letter is valid, subject to background check as applicable/reference check/pre-Employment checkup.

Please return the signed duplicate copy of this letter as an acknowledgement.

Your association with **NU Information Technologies Pvt Ltd**. will be governed by the terms of the offer, it will be also guided by the core values and beliefs of our organization. While welcoming you to **NU Information Technologies Pvt Ltd.** We are confident that you will contribute to the organization and pursue its values.

Sincerely,

For **NU Information Technologies Pvt Ltd.**

DocuSigned by:
Krishnamoothi .K.S 11/25/2021
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Krishnamoothi.K.S

Director –India Operations

I accept the above offer and would be joining on

DocuSigned by:
Mohammed Asraf Ali 11/25/2021
2613E15984F747F...

A.Mohammed Asraf Ali

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NU Technology

Salary Break Up

DETAILS	MONTHLY	ANNUALLY	TAX	Additional Info
Basic	19,019	2,28,220		
HRA	6,340	76,080		
PF	3,600	43,200		
Professional Tax	208	2,500		
TOTAL CTC	**29,167**	**3,50,000**		

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intellect®
Design for Digital

Ref No: CORP/CHP/0230

Date: 11-Jan-22

Mohammed Ibrahim Sharif
10 A. Vishalabagam , 1St Street Subramaniyapuram, Madurai-11.

Sub: Your Offer of Employment in Intellect

Dear **Mohammed Ibrahim Sharif,**

Thank you for the time you invested in exploring career opportunity with Intellect. Through the campus hiring process we have determined that your capabilities are aligned to the organization requirement and have hence chosen to invite you to be part of the Intellect family! Congratulations!!!

We believe that the prosperity of an organization is defined by the power of thought, of both individuals and teams and therein we put 'Design Thinking' at the core of everything we do. This maximizes our chances of getting to a state of mind that is 'Fulfillment'; as we create opportunities for ourselves to contribute to our fullest capacity with the freedom to think and act differently. This, in turn is possible with us having the feeling of belongingness. Hence, for us, all employees are associates and you are set to become one of our fellow associates.

This invitation to you is to join us as **Associate Consultant in Grade T120.** Your base location shall be **Chennai.** We are looking forward to welcoming you on your date of joining. We would communicate your date of joining in due course of time to your E-mail address on file with us. Your joining date will be after completion of your final semester exams. Please note that this offer shall stand to be void if you do not meet the qualifying criteria for award of the degree by the University.

Your gross compensation shall be **INR 500,000/- (Rupees Five Lakhs) per annum**. The details of the same are as in Annexure-A of this Offer of Employment. The organization is confident of its ability in hiring some of the best talent in the industry and you are one such talent. Backed by this confidence the organization is happy to assure you **100% of your variable pay component for the first two years** of employment with us. However, we would like to see you earning up to the maximum of **130%** of your variable pay component. The same shall be determined through the robust Performance Development Dialogue process that measures contribution during every year and sets you up for success in the next year.

When all of us come together as associates of this organization placing the interests of us humans above everything else, it is important that we have the ecosystem of policies and practices that enable us to exercise our rights freely. This is possible with everyone in the organization respecting each other as individuals, playing their part in protecting and nourishing the collective work culture. Towards this, we have set some boundaries / norms / rules for ourselves as associates of the organization and shall abide by the same in all circumstances. As we evolve, we do make changes to the rules governing ourselves to be aligned to the demands of the environment and associate needs. We will continue to abide by the changes as and when they are made. Given below are a brief on some of the key terms that govern us when we are in employment with the organization.

M. Mohamed Sharif

(Signature of Associate)

Dr. A. Senthil Kumar
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1. **Employment Terms:**

A. Service Rules: Your services in Intellect will be governed by the service rules and regulations, which are in force or which would be brought into force from time to time, as applicable to all Associates of the Company. Some of the service rules are enumerated below in this document. In addition to these, all Company policies and Associate related guidelines are made available on the intranet of the Company. Changes/amendments to these policies and guidelines are made taking into consideration Company's and associates' best interests from time to time. You are advised to go through these policies and adhere to them during your employment with the Company.

B. Full Time Work: Your position is a full time employment and you shall devote yourself exclusively to the business of the Company. You will not take up any other work – part time or otherwise – or work in advisory capacity or be interested directly or indirectly in any other trade or business without the prior written consent from the Company during your tenure of association with the company. The Company reserves the right to alter or allocate different responsibility to you from time to time depending on the business needs of the Company.

C. Code of Conduct: You are expected to operate with the highest degree of initiative, economy, efficiency and responsibility. You will at all times act bearing in mind the best interest of the Company and will at no time do or say anything which compromises the Company's goal or reputation. If there is any breach of the same, or the terms and conditions laid down in code of conduct, your service could be terminated without any notice notwithstanding any other terms and conditions stipulated herein.

D. Past Record: If any declaration given or information furnished by you to the Company proves to be false/forged or if you are found to have willfully suppressed any material information, you will be liable to be removed from services without any notice or compensation whatsoever.

E. Responsibilities: You are expected to perform effectively to ensure achievement of required results and you will be required to work under the supervision of such officers as directed by the Company from time to time. Your performance in the assigned role will be periodically reviewed and the feedback will be shared with you. In the event of your performance not measuring up to the expectations of your supervisor, the Company reserves the right to take suitable recourse up to and including termination of your services.

F. Confidentiality: You are expected to maintain utmost secrecy in regard to affairs of Intellect and shall keep any information of Intellect, whether written or oral, confidential. Please note that the terms and conditions of your services with Intellect shall be treated as strictly confidential and you are expected not to divulge its contents to any associate of the Company or any person connected with the Company. With respect to the confidentiality obligations undertaken, you shall sign a Non-Disclosure Agreement on joining of Intellect. If required by Intellect or its Clients, you will sign further confidentiality agreements or the like to further protect the interest of Intellect and/or its Clients. The confidentiality obligation will be perpetual in nature. Your service shall be terminated with immediate effect without any prior notice in the event of breach of confidentiality provision.

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2. **Leave Eligibility**

You are entitled to Leave benefits during your employment with the Company. Annual eligibility of Earned leave will depend on the length of service of the Associate. For the first three years, the eligibility is 15 days of earned leave and 6 days of sick leave. Detailed terms and conditions relating to leave eligibility are provided under leave policy on the intranet and any changes made in the same shall be binding.

3. **Working Hours**

Intellect observes a 5-day work week with Saturdays and Sundays as weekly holidays. The office hours are from 08:30 am to 05:30 pm, with staggered lunch break of 30 minutes between 12:00 PM and 02:30 PM. Associates are expected to follow the client's working hours and holidays while on deputation to client's site in India/other countries. In the event an Associate fails to register attendance consecutively for 3 working days, without any prior notice to their immediate manager or concerned HR partner, the organization shall initiate appropriate disciplinary action against the Associate as per policy.

4. **Transfer**

Please note that Intellect has the right to transfer you to other locations of Intellect or to transfer you to work for its Group companies or for its Clients, at their respective locations, whether in India or abroad as per the business requirements.

5. **Medical Fitness**

You are required to continuously maintain yourself in a state of good medical fitness, both physical and mental so as to perform well and to discharge your assigned responsibilities adequately while in employment. If at any point in time, during your employment with the Company, you are found to be medically unfit for the job or the role assigned to you, then your services can be terminated as per the Company rules notwithstanding anything mentioned in this document or otherwise. You agree to submit yourself for any medical check-up at any time if called upon by Intellect or its clients when assigned to work at their premises.

6. **Associate Representation**

a) Your continued employment with the Company is solely based upon the representations and information furnished by you to the Company, including (but not limited to) your educational and professional qualifications, being true and accurate at all times.

b) You shall submit any documents requested by the Company but pending your submission [on the day/within seven days] of joining. You further acknowledge and represent that the submitted documents shall be consistent with the information provided to the Company during the release of this Offer Letter.

c) If, at any point in time, your representation regarding your qualifications and/or experience is found to be incorrect and/or false and/or fraudulent and/or forged, the Company shall, WITHOUT PREJUDICE TO ITS ANY OTHER RIGHTS terminate your Services with immediate effect and without notice; without incurring any liability whatsoever thereof for the Company. Notwithstanding anything contained herein, you shall indemnify and hold the Company harmless from all cost, losses, damages and liabilities that may have been caused to the Company due to such incorrect and/or false and/or fraudulent and/or forged representation and the company shall be entitled to seek

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specific performance or other injunctive or equitable relief as a remedy apart from claiming indemnity from you, without limitation. Company shall also claim liquidated damages amounting to Rs.500,000/- (Rupees Five Lakhs only).

d) A negative outcome of any candidate reference and background verification undertaken by the Company may result in the termination of your employment with the Company. In such a case, you will not be entitled to the period of notice, or pay in lieu of notice, set forth in Section [•] of this Offer Letter.

7. Notice Period & Termination

a) Your employment may be terminated by either party upon giving 90 day's notice or 90 days salary in lieu of notice period (Whereas salary in lieu of notice period as an option can be exercised by the employee only upon approval from the Management). "Salary" for the purpose of notice period will mean "Annualised Monthly Components" as given in the compensation break up sheet in this 'offer of employment' or subsequent revision letters. Notwithstanding anything contained herein, the Company shall have the right of immediate termination of your services without giving you 90 days notice period or 90 days salary in lieu of notice period, if it is found, at any time, that you have been, or are convicted by a Court of Law or penal proceedings are initiated or pending against you before any Court of Law i) for offence(s) involving moral turpitude and/or ii) offence(s) of non-cognizable nature and/or iii) for an offence(s) which the Company considers that the same may be prejudicial to the interests of it and its reputation thereof and iv) any proven misconduct.

b) You are required to sign a training agreement with the Company to remain employed with the Company for a minimum period of two (2) years from the date of joining, which agreement will include you paying a sum of Rs. 1.5 lakh in lieu of any breach of obligations set forth therein.

8. Intellectual Property Rights

You acknowledge and represent that the Intellectual Property Rights (IPR) in all the work(s) done by you during the time of your employment or contract or assignment in any manner with Intellect or its Clients will be deemed as work done for hire and it belongs to Intellect perpetually and without any claim from you. IPR would mean rights in software, systems, documentations, designs, tools, inventions, patents, utility models, trademarks, knowhow, designs, drawings, specifications, reports, copyrights, source code, flowcharts, algorithms, moral rights, database rights, semiconductor topography rights, etc. (whether or not, in each case, the right is registered and including applications for, and any right to apply for, such registrations) and all rights or forms of protection of a similar nature or having similar or equivalent effect to any of these which may subsist anywhere in the world, together with all renewals and extensions to such rights. As and when requested by Intellect, you shall sign all such documents and instruments including any actions that is required to effect the purpose of assignment of IPR to Intellect during your tenure with Intellect or otherwise.

9. Non-solicitation of Customer(s)

You shall not during the term of your employment with the Company and a period of 1 year thereafter, without the Company's express written consent, either on your behalf or on behalf of another, directly or indirectly:

i. Assist, aid, induce, facilitate or cause any customer or client of the Company who is an existing client or customer of the Company or who had been a customer or client or who

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becomes customer or client of the Company during your term of employment with the Company, to cease, terminate, discontinue either any part or whole of its business with the Company;

ii. Solicit the business of any current or future client, customer or licensee of the Company either for yourself or for any other organization.

10. **Restriction on Joining a Customer**

You agree that for a period of one (1) year following the termination of your employment with Intellect for any reason, you will not: (a) accept any offer of employment from any customer of Intellect, where you had worked in a professional capacity with that customer in the one (1) year immediately preceding the termination of your employment with Intellect; (b) undertake a project or provide services to any such customer, either directly as an employee of the customer or as independent contractor or through any other company or agency, where you had worked in a professional capacity in the one (1) year immediately preceding the termination of your employment from Intellect. You further agree to undertake that you will disclose information on the existence of conditions mentioned in this clause to the company or agency where you would seek employment or get employed within the period of one (1) year following your termination of your employment with Intellect for any reason.

11. **Non-Solicitation**

You shall not during the term of your employment with the Company and any time thereafter, without the Company's express written consent, either on your behalf or on behalf of another, directly or indirectly abet, induce, facilitate, contact or deal with the employee(s) of the Company or its associated entities for the purpose of making such employee(s) leave the Company and/or hiring them either for yourself or for any other organization, entities, etc.

12. **ISMS**

You shall read and understand the information security training material(s) of Intellect and complete the ISMS Certification within one month of your joining Intellect, failing which appropriate disciplinary action as per Intellect policies may be initiated against you, including withholding of your salary till such period you complete the ISMS Certification.

13. **Superannuation (Retirement)**

You will retire in the normal course from the services of the company on attaining the age of superannuation, which would be the end of the month following your 60th birthday.

We wish you all the very best and look forward to a long and mutually beneficial association.

Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter.

Yours sincerely,
for **Intellect Design Arena Ltd.,**

PADMINI SHARATHKUMAR
CHIEF TALENT OFFICER

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I have carefully read and understood the above offer terms including the terms contained in Annexure A and agree that the provisions of this letter and the Annexure A are reasonable and necessary, and accept the same irrevocably and unconditionally. I agree to update myself of all company policies and associate related guidelines available on the Company intranet and adhere to them during my tenure of employment with the Company.

Signature : N. Mohammed Ibrahim Sharif

Name : N.Mohammed Ibrahim Sharif

Date : 12/01/2022

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Annexure -A - Compensation Structure Break Up	

Components	Per Annum Amount in INR
A. Annualised Monthly Components	
Basic	180,000/-
House Rent Allowance	90,000/-
Advance against Statutory Bonus	16,800/-
Special Allowance	142,942/-
Total (A)	**429,742/-**
B. Retiral Benefits	
Provident Fund	21,600/-
Gratuity	8,658/-
Superannuation	
Total(B)	**30,258/-**
Fixed Component (A+B)	**460,000/-**
C. Variable Pay	
Individual Performance Based Pay	27,600/-
Team & Orgn Performance Based Pay	6,900/-
Annual Performance Driven Pay (C)*	**34,500/-**
D. Other Benefits	
Medical & Accident Insurance	5,500/-
Benefits (D)	5,500/-
Total A + B + C + D	**500,000/-**

Provident Fund: Employer contribution as per provisions of the Provident Fund Act

Gratuity: The eligibility and payout shall be as per the Provisions of the Payment of Gratuity Act

Superannuation is an optional Retirement Benefit. Associate may choose to contribute 5% of Basic Salary. Please refer to Superannuation policy for more specific details in the associate induction handbook for more specific details.

Variable Pay / Annual Performance Driven Pay (APDP) are linked to performance against targets that are set and agreed with your supervisor. The payout amount is assured with 100% for the first year and the second year. The earning potential can extend up to 130% of the eligible amount. Associates on the rolls of the organization on the day of disbursement will be eligible for the same.

Medical Insurance Premium amount shown in the above table is nominal only. The organization is currently investing close to INR 10,000/- p.a for your medical insurance. The amount insured for you is INR 3 lakhs per annum.

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LIST OF DOCUMENTS TO BE SUBMITTED ON DATE OF JOINING

At the time of joining, you are requested to bring the below mentioned documents in **original,** with a copy of each.

1. **Three passport size photographs with red background**
2. **Copy of 12th Standard Mark sheet**
3. **Provisional certificate for Under Graduate Degree along with Semester wise Mark sheet**
4. **Copy of Aadhar Card**
5. **Pan Card number (if available)**
6. **Copy of Passport – first and last page (if Passport is available)**

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10-Apr-2022

Dear Mohammed Thoufiq,
B.E., Computer Science & Engineering
Sethu Institute of Technology, Kariapatti

Candidate ID – 19733305

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 15 days 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) as detailed below:

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

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Compensation and Benefits

Name: Mohammed Thoufiq **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

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2021 - 2022

Offer: Computer Consultancy
Ref: TCSL/CT20213682118/Chennai
Date: 04/11/2021

Ms. Monika Kannan
13Veeralakshmi Puram,
Near Canara Bank,
Thiruppuvanam-630611,
Tamil Nadu.
Tel# 91-6381546676

Dear Monika Kannan,

Sub: Letter of Offer

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

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

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

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

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

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PRINCIPAL
SENTHIL INSTITUTE OF TECHNOLOGY
Pullalacheruvu, Karlapatti - 626 115
Virudhunagar District

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

COMPENSATION AND BENEFITS

BASIC SALARY

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

BOUQUET OF BENEFITS (BoB)

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

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

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

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

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

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PERFORMANCE PAY

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

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

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

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

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

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

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

OTHER BENEFITS

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

HIS offers the following benefits:

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TCS Confidential
TCSL/CT20213682118

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1. **Basic Cover**

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. **Higher Hospitalisation**

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

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

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

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

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

Loans

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

Professional Memberships

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

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RETIRALS

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

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

TERMS AND CONDITIONS

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

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

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

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

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

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

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

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

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

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

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

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

8. **Alternative Occupation / Employment**
Either during the period of your traineeship or during the period of your employmen as a

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

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

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

11. **Work in SBWS mode**
TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. **Overseas International Assignment Agreement**
If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related

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documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

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

13. Terms and Conditions

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

14. TATA Code of Conduct

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

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCS.

16. Retirement

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

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by

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TCSL) which needs to be verified by a registered medical practitioner having a min mum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

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

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

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

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

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)

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- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
*There is no criminal offence registered/pending against you
*There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

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

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

21. TCS Xperience Program

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

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

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

22. Letter of Appointment

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

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from

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time to time.The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

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

25. Data Privacy Clause:

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

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

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

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

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

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

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Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP

Click here or use a QR code scanner from your mobile to validate the offer letter

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

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GROSS SALARY SHEET Annexure 1

Name	Monika Kannan
Designation	Assistant System Engineer-Trainee
Institute Name	Sethu Institute Of Technology, Kariapatti

Table 1: Compensation Details (All Components in INR)

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

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

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

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

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

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

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India
Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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Virudhunagar District

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TATA

Annexure 2

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

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TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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06 April 2022

Dear Murugavelraj S,
29- A Seashathiri Street,
Ganapathy Nagar,
Villapuram,
Madurai – 625012,
Tamil Nadu.

Congratulations!!!

With reference to your application and subsequent interview with us. We are pleased to confirm your employment with Maticz Technologies Pvt Ltd and from the date of joining your employment is subject to the following terms and conditions:

Designation
Your appointment is confirmed as **Software Trainee**

Date of Origination
Your employment will be effective and look forward fruitful cooperation and success **on 6th April 2022**

Compensation

- You would be paid of **Rs. 8,000** as take-home salary per month till 3 months' Probation period.
- You would be paid of **INR 1,44,336** as a CTC / Annum.
- After successful completion of probation period, you will be paid a consolidated salary of **Rs.10,000** per month as take home inclusive of benefits and prerequisites to you, as an employee in the organization.

Work Timings
Your work timings are from 9.30AM to 7PM and you are expected to work not less than and if necessary, for additional hours depending on your responsibilities expecting flexibility in timing, we have **three months** probationary period, upon successfully completing the probation period, Employee will be in confirmation mode.

Place of Posting
Though you have been engaged for a specific position at Madurai, the Company reserves the right to transfer you to any other branch, location, department and establishment of the company or to its clients- either in India or abroad, based on your full compliance. You will be governed automatically by the rules and regulations and terms and conditions applicable to the new assignment.

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Notice Period

- You are expected to ensure your employment for a period of two year from the date of employment along with serving official notice period.
- If you wish to resign from the services of the company after completing the period of one year, strictly you should give two month's compulsory notice prior to relieve. Also, we have NO Buyout option while resigning from the company.

Appraisals and Promotions

- Appraisal and promotions will be done once in a year depending on overall individual performance in a company.

Leave/Holidays

- You are entitled for 12 days as Casual leave per year i.e., One casual leave per month.
- During probation period you are not eligible to take casual leave.
- Unused casual leaves are not carry forwarded but paid at the end of every financial year.

Applicability of Company Policy

The Company shall be entitled to make policy declarations from time to time pertaining to matters like leave entitlement, maternity leave, employees' benefits, working hours, transfer policies, etc., and may alter the same from time to time at its sole discretion. All such policy decisions of the Company shall be binding on you and shall override this Agreement to that extent.

Other mutual Guarantee/ Commitment Terms

1. I agree and signing this with full of conscious.
2. Herewith I'm ready to provide the xerox copies of needed documents.

I ..... have read and understood the terms and conditions of employment enumerated herein and agree to abide by the same. I mutually agree and accept all terms and conditions with full conscious.

Signature with Date

With Best Wishes

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TechGenzi

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Date: 28-April-2022

Dear NANDHINI DEVI R

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:

a) You are expected to comply strictly with company policies and principles.

b) 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

c) 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

d) 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

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Regd. XSC Techsol Pvt Ltd
Prince Info Park. Bldg B. 5th Floor
81B. 2nd Main Road
Ambattur Industrial Estate
Chennai - 600058 TN (India)
www.xcelcorp.com
hrindia@xcelcorp.com

XCEL Corp(I) Pvt Ltd

GRADUATE TRAINEE OFFER

Date:06-04-2022
Ref :GRADUATE ENGINEERING TRAINEE

Mr. Pradeep M,
157 D, Alagar Kovil Road, Nagai Kadai Bazar,
Melur, Madurai – 625106.
9385886395/ pradeephari1104@gmail.com

Dear Mr. Pradeep M,

We are pleased to offer you the position of GRADUATE ENGINEERING TRAINEE in the grade A1-L1 with effect from 06-04-2022 up on successful completion of the training. A revised employment offer will be issued to you on the date of conversion from the status of trainee to employee of XCEL Corp India and you will be eligible for full time salary and other benefits as outlined in the employment offer letter.

During this training period, you will be provided extensive training on live project for deeper learning. All other terms and conditions in the "Employment Agreement Contract with twenty four months service up on completion of the training program" will be enforced from the date of execution of this offer letter.

Yours Sincerely

For XCELCorp (I) Pvt. Ltd.
(XSC Techsol Pvt Ltd)

XSC Techsol Pvt Ltd
Authorized Signatory
06-04-2022

Accepted and Agreed

Mr. Pradeep M
06-04-2022

Dr. A. Seathii Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

SETHU INSTITUTE OF TECHNOLOGY
PULLOOR
KARIAPATTI
626 115

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XCEL India
(Regd: XSC Techsol Pvt Ltd)

Compensation Details

Name Of The Employee/GT	Mr. Pradeep M
Designation	Graduate Engineering Trainee
Manager Name	TBD
Effective From	06-Apr-22
Grade	A1-L1

PERIOD	COMPENSATION/SALARY (per month)	ADDITIONAL INFO
1-3 Months (OTJ)	No Stipend	Based on the performance
4-6 Months (OTJ)	10,000.00 - 15,000.00	
1-12 Months (Employment)	3.0 Lakhs - 4.2 Lakhs	Based on OTJ performance
13-24 Months (Employment)	30%-50% increment in salary	Based on performance review
		Applicable Tax will be deducted as per the Govt. regulations.

TAX Calculation

1. Tax will be applied (TDS) as per the Indian Tax Regulation. Net Take Home Pay will vary after the tax is applied.
2. Salary will be directly deposited into employee's bank account by 10th of each month and detailed payslip will be provided to the employee by the HR / Finance team
3. Employee is required to submit the investment declaration at the beginning of the financial year for tax benefits

Performance Target

As per the company policy/guidelines.

Annual Bonus

A. Annual salary review and bonus will be based on individual and company performance and target achieved.

Performance Review

1. Performance will be measured based on monthly/quarterly review.

Additional Info

1. Working Hours (Mon-Sat): 9:30 PM IST - 7:00 PM IST. May be required to work on differnt time shift to support overseas clients.
2. Lunch/Dinner break: 45 mins, Coffee break (twice): each 15 mins
3. Employee may be required to work additional hours including weekends and holidays to deliver the assigned targets.

For XCEL Solutions (I) Pvt Ltd	Employee Name: PRADEEP.M
Signature	Signature
Designation	Designation
Date 06/04/2022	Date 06/04/2022

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06.04.2022

Regd: XSC Techsol Pvt Ltd
Prince Info Park, Bldg B, 5th Floor
81B 2nd Main Road
Ambattur Industrial Estate
Chennai TN600058 (India)
www.xcelcorp.com / HRIndia@xcelcorp.com

XCEL Corp(I) Pvt Ltd

DOJ: 06.04.2022

EMPLOYEE DOCUMENT CHECKLIST

Employee Name Mr. Pradeep M				
Document Description	Mandatory	Hard Copy	Soft Copy	Signature/Verified
PAN Card (Self Attested Softcopy)	Y			
Aadhar Card (Self Attested Softcopy)	Y			
Bank Account Details & Copy of cancelled check/bank passbook (self attested). HDFC Account Only	Y			
Proof of Permanent Address (Voter ID Card , Driving License ,Utility bill, etc.)	Y			
Proof of Current Address (Utility bill etc.)	Y			
Previous Employment – Offer Letters (soft copy)	Y			
Previous Employment – Pay slips (soft copy)	Y			
Previous Employment – Relieve Letters (soft copy)	Y			
Copy of Degree Certificate	Y			
Copy of High School Certificate (softcopy)	Y			
Copy of Senior Secondary Certificate (photocopy/Softcopy)	Y			
PF Account Statement (account proof)	Y			
ESI Account Statement (account proof)	Y			
Passport Copy	N			
Any professional Certification	N			
Additional Documents for Fresher/Trainee/Experienced				
High School Certificate (Original)	Y	Y		
Senior Secondary Certificate (Original)	Y	Y		
Undergraduate/Master/PhD Degree (Original)	Y			
Undergraduate/Master/PhD Provisional (Original)				
Undergraduate/Master/PhD Mark sheets (Original) 6sem	marksheet 5		(1, 2, 3, 5, 6)	
Acknowledgment for List of Documents Submitted	Y			N - not given as of Y - Resume yet Not out

2 docs. 8 - on going!

INSTRUCTION:

1. All the document marked as Mandatory "Y" – document must be collected from the employees
2. After original document submission, for returning the original certificates before the joining (for the selected candidates) Rs. 10,000/- penalty will be applicable.

3. This is purely my decision and will not involve anyone (Parents / friends / relatives / Police) if I don't want to join

4 the number of days I take leave during "on the Job Training" for Examination and viva purpose will be [illegible] post completion of 3 months

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06.04.2022

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wipro

APPOINTMENT LETTER

January 26, 2022

Dear Prasanna R,

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

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the employee will not be borne by the Company and the employee individually is responsible.

4. Disclosure requirements: Every employee of the Company and their Immediate Relatives shall disclose to the Company the number of securities acquired or disposed of within two trading days of the transaction if the value of the securities traded, whether in one transaction or a series of transactions over any calendar quarter, aggregates to a traded value in excess of ten lakh rupees. For more details on procedures and guidelines, employees are requested to refer the Company's Code of Conduct to Regulate, Monitor and Report Trading by Insiders. Or write to policyclearinghouse@wipro.com.

ANNEXURE II

PERSONAL INFORMATION AS REQUIRED UNDER INFORMATION TECHNOLOGY ACT, 2000

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

a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;

b. processing my job application including background verification checks;

c. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE III

SALARY OFFER SHEET

Name: Prasanna R

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**

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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.

a. Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
b. Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
c. Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
d. Medical Insurance Coverage up to Rs 2lac per annum.

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

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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.

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Cognizant

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10-Apr-2022

Dear Priyadharshini K,
B.E., Computer Science & Engineering
Sethu Institute of Technology, Kariapatti

Candidate ID – 19733267

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 15 days 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) as detailed below:

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

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Cognizant

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Compensation and Benefits

Name: Priyadharshini K **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

SI 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

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Virudhunagar District

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Conditional Offer Letter

WTS/2022/03/0534

Date: 30-Mar-22

To,
Mr. Ragul C,
Training ID - WTS/INT/2022/C3/0383
No.36, Sriram Nagar, Kovilpapakudi Road,
Dinamani Nagar Extn,
Madhurai - 625018.

Dear Ragul C,

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.

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- 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: C.RAGUL

Candidate Signature Cragul

Date of Signing: 30-03-2022

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Pulloor, Kariapatti - 626 115
Virudhunagar District

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11-Apr-2022

Dear Raja Gopika Sri M,
B.E., Computer Science & Engineering
Sethu Institute of Technology, Kariapatti

Candidate ID – 19733266

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 15 days 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) as detailed below:

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

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Compensation and Benefits

Name: Raja Gopika Sri M **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

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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@aspiresys.com

I hereby accept the offer.
Signature : R. Rajaguru
Name : Raja Guru R
Date : 28.12.2021

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Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
Virudhunagar District

Aspire Systems (India) Private Limited
1/D -1, SIPCOT IT PARK, Siruseri,
Chennai - 603103, Tamil Nadu, INDIA.
Tel: +91-44-67404000 Fax: +91-44-67404234
www.aspiresys.com

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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.

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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. Rajaguru
Name : Raja Guru R
Date : 28.12.2021

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Letter of Intent (LOI)

Superset ID: 1126039

November 10, 2021

Dear RAKESH P,

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

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KARIAPATTI
626 115

Dr. A. Senthil Kumar
PRINCIPAL
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Pulloor, Kariapatti - 626 115.
Virudhunagar District

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Gmail Ram Kumar <aramkumar.hari@gmail.com>

Data Patterns (India) Pvt. Ltd - Internship Joining Letter

Ram Kumar <aramkumar.hari@gmail.com> 20 May 2022 at 11:14
To: umeshr@sethu.ac.in, kalaiselvi@sethu.ac.in

Subject: Data Patterns (India) Pvt. Ltd - Internship Joining Letter

Dear Candidate,

Greetings from Data Patterns (India) Pvt Ltd !!!!!!!!!!!!!!!!

This is with reference to your application and the subsequent interview you had with us recently.

We are pleased to inform you that we are offering you the position of **Project Trainee** in our organization.

Your date of Joining will be 1st September 2021 (Wednesday) @ 9.00 am

You need to sign a **Service Agreement (46 months)** at the time of joining **1st September 2021 (Wednesday)**

(10 Months Project Trainee + 36 Months Regular Employment)

Attached is the list documents you have to bring on **1st September 2021 (Wednesday)**

Please confirm your acceptance through mail with the following content without changing the subject line:

Your Name :

Guarantor's Name :

Guarantor's Father's name :

Guarantor's permanent address :

You have to be in chennai on 31st Aug 2021 (morning) , you have to be in quarantine for one days.You need to bring your covid test report on 1st Sep 2021,kindly plan your travel accordingly

Please note that the guarantor has to be only your father/mother, if alive. Else, please contact us for other options.

Looking forward to hear from you

[Quoted text hidden]

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Dr. A. Senthil Kumar
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SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

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wipro

APPOINTMENT LETTER

January 22, 2022

Dear Ramkumar 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.

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3. Other Benefits:

You will also be eligible for:

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

a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;

b. processing my job application including background verification checks;

c. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE III

SALARY OFFER SHEET

Name: Ramkumar S

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.

a. Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
b. Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
c. Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
d. Medical Insurance Coverage up to Rs 2lac per annum.

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
Virudhunagar District

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.

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
Virudhunagar District

ANNEXURE – VI

Variable Pay - A BRIEF OVERVIEW

Variable Pay Policy Summary & Computation:

Cognizant

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Letter of Intent (LOI)

Superset ID: 1343506

November 10, 2021

Dear Roja S.V,

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

SETHU INSTITUTE OF TECHNOLOGY
PULLOOR
KARIAPATTI
625 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
Virudhunagar District

Centizen
www.centizen.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.

SETHU INSTITUTE OF TECHNOLOGY * PULLOOR, KARIAPATTI, 626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

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.

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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

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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**

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Virudhunagar District

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Codemire

support@codemire.com

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

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Virudhunagar District

TECHNOLOGY

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APPOINTMENT LETTER

REF No: JOFF220139

Date: 28 March 2022

To

Mr. SADIQ HUSSAIN T
h-195,
Ellis nagar,Madurai,
MADURAI,625016

Dear ***SADIQ HUSSAIN T*** ,

It is with great pleasure that we welcome you as a new employee to **MSC TECHNOLOGY (INDIA) PVT. LTD.**. We are very pleased that you have chosen to accept our offer of employment and know that this is the beginning of a mutually beneficial association.

We encourage our personnel to take advantage of the opportunity provided and scale new heights in their roles. We hope to see you emerge as one of the valuable and successful team players in our organization.

We are pleased to confirm you being employed by our organization in the capacity of **JUNIOR DEVELOPER - DOTNET** commencing with your start of employment from **28 Mar 2022**. Your base location will be **Chennai**.

WHEREAS the organization will provide highly "Specific Training" as per organization standards pertaining to usage of the product along with business process of the industries (Shipping/Travel/Logistics)

1. Probation & Termination of employment: You will be on probation for a period of six months. Based on your performance, your services will be confirmed in writing at the end of your probation period. The organization may extend the probation period at its sole discretion. The employee will be deemed to be on probation, till confirmation order issued. During the probation period the arrangement would be terminable by either side, by giving at 30 days' notice or by payment of salary in lieu of notice to the other side. The acceptance of notice pay is at the sole discretion of the Management.

   On confirmation, this arrangement is terminable by either side at 90 days' notice or by payment of salary in lieu of notice to the other side. The acceptance of salary in lieu of notice is at the sole discretion of the management.

   In Continuance with the above clause, no notice or resignation from the services of the Company will be effective if it is given during the period you are on leave and or on the fixed holidays. You will not be entitled to proceed on leave during the notice period. The Company may, however, at its sole discretion, allow you to proceed on leave during such notice period.

2. Working hours:

   MONDAY TO FRIDAY *: .. **09:30 HOURS TO 18:00 HOURS.**

   LUNCH BREAK: .. **13:00 HOURS TO 13:30 HOURS.**

   * Working hours are subject to change based on the discretion of the management

3. You will be eligible for annual increment on completion of at least one year of service with the company, as on the date of increment announcement ie., April 01st every year. The annual increment will be based on your as well as company's performance and will be disbursed at the sole discretion of the Management.

4. You will be entitled to Casual, Sick and Earned leaves & fixed holidays as are applicable under the Company's Leave Policy.
   On termination of services from either side, balance leaves will not be adjusted in lieu of notice period unless there are exceptional reasons. Adjustments for such exception will be at the sole discretion of Management.

5. You will be covered under the Company's Staff Provident Fund that may be in force and amended from time to time.

6. You will be eligible for the company sponsored and administered Employee Benefits Program comprising of pension plan or gratuity plan (as per the Gratuity Act), ESI.

Dr. A. Senthil Kumar
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Virudhunagar District

7 The normal age of retirement for the staff is 58 years.

8. You need to follow the company's dress code and standard code of conduct as applicable to you.

9. Standard language for communication will be English.

10. The company shall have a right to terminate you at any time whether during the probation period or thereafter, if your services are found unsatisfactory or at any time for cause. For purposes of this Appointment Agreement "cause" shall mean the following:

a) Violations of company or applicable regulatory body policies, rules or regulations
b) Insubordination,
c) Incompetence, unskillfulness
d) Dishonesty
e) Unlawful acts or any other misconduct or
f) Failure to qualify on the professional skill as informed to us or job-related certification reasonably required by the company.
g) Failure to provide Work Experience Certificate from previous Employer stating specifically designation, no. of years worked and your character based on experience.

11. In case of any damage caused to company assets by you, shall liable to make good the loss to the company. Also incase of not handing over the company assets back during exit as assigned to you at the time of joining, the company shall initiate appropriate legal action in order to recover such properties not handed over or to recover the compensation amount.

12. Loyalty: The Employee agrees to use all of his best efforts and diligence in the performance of his duties; he furthermore agrees to loyally promote the interests, and to devote all of his time and energy to the exclusive service of MSC Technology (India) Pvt Ltd.

If employee is found to be professionally engaged with any other organization while working for MSC Technology India, the management reserves the right to cancel his employment with immediate effect and recover the entire amount that has been paid as salary. Further, legal action will be initiated based on the severity of the issue.

13. Morality

a) The material violation of any of the terms and conditions of this agreement or any written agreements the executive may from time to time have with the company.
b) Inattention to or failure to perform employee's assigned duties and responsibilities competently for any reason other than due to disability.
c) Engaging in activities or conduct injurious to the reputation of the company or its affiliates including, without limitation, engaging in immoral acts which become public information or repeatedly conveying to one person, or conveying to an assembled public group, negative information concerning the company or its affiliates.
d) Commission of an act of dishonesty, including, but not limited to, misappropriation of funds or any property of the company; the executive commits an act of fraud, misappropriation, embezzlement or other similar act of dishonesty.
e) Commission by the Employee of an act which constitutes a misdemeanor (involving an act of moral turpitude) or Engaging in felonious act resulting in material harm to the financial condition or business reputation of the company or any of its affiliates.
f) The Employee engages in illegal conduct or gross misconduct which is materially and demonstrably injurious to the commercial interests of the company.

14 Emoluments

a) Kindly refer Enclosure I for emoluments
b) You shall deposit with us a copy of the mark-sheets and certificates of your final degree examination.
c) Without prejudice to other remedies available to the company, you shall be liable to pay to the company all the costs, charges and expenses incurred directly or indirectly by the company during the probation period and/or in connection therewith, in the event of breach of any of the conditions contained in this letter. A certificate stating all such costs, charges and expenses issued by any of the officers of the company shall be final and conclusive proof of payment thereof and shall be binding on you. You hereby agree that all such costs, charges and expenses incurred directly or indirectly by the company and certified by any of the officers of the company as aforesaid together with an amount equivalent to the sum paid to you as salary with all allowances, etc. during the period of training and the amount specified in Enclosure - I payable by you as liquidated damages shall constitute a debt owing to the company and shall be recoverable by the company from you immediately upon you committing a breach of any of the conditions contained in this Appointment Letter.

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

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Enclosure - I
(For Mr. SADIQ HUSSAIN T)

Description	Monthly CTC (Rs)	Annual CTC (Rs)
Basic	11,000.00	132,000.00
HRA	5,500.00	66,000.00
Project Allowance	5,700.00	68,400.00
Transport Allowance	3,000.00	36,000.00
TOTAL	**25,200.00**	**302,400.00**
Add: Provident Fund	1,800.00	21,600.00
Total CTC - PART (A)	**27,000.00**	**324,000.00**
EMPLOYEE BENEFIT		
Project Incentive (Annual bonus)		27,000.00
Medical Insurance		8,000.00
Gratuity		6,346.00
Earned Leaves		5,077.00
Food Allowance		26,400.00
Training & Development		16,000.00
Total Annual Benefit - PART (B)		**88,823.00**
TOTAL CTC - PART (A) + PART (B)		**412,823.00**
Annual CTC in words:	FOUR LAKHS TWELVE THOUSAND EIGHT HUNDRED TWENTY-THREE ONLY	

Yours faithfully
For **MSC TECHNOLOGY (INDIA) PVT. LTD.**

MSC TECHNOLOGY (INDIA) PVT. LTD. CHENNAI 600 058.

Verified by

T. VIJAI ARUN
CEO

P. Vijayakumar
Senior General Manager - Finance & Admin

I have read, understood and accepted the above salary structure.

Date:
Place:

(Signature of the candidate)

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Dr. A. Senthil Kumar
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TECHNOLOGY
THE TECHNOLOGY HUB

Internship Letter

NUIT/Chennai
25-Nov-2021

Sherin Shifaya S
1/202A, Ragiv Gandi Nagar,
Uthangudi,Madurai-625107

Dear Sherin Shifaya S,

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

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Pulloor, Kariapatti - 626 115
Virudhunagar District

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intellect®
Design for Digital

Ref No: CORP/CHP/0229

Date: 11-Jan-22

Shriramkrishna
2/258, Sakthi Nagar, 4Th Cross Street, Iyer Bungalow, Madurai-14.

Sub: Your Offer of Employment in Intellect

Dear **Shriramkrishna,**

Thank you for the time you invested in exploring career opportunity with Intellect. Through the campus hiring process we have determined that your capabilities are aligned to the organization requirement and have hence chosen to invite you to be part of the Intellect family! Congratulations!!!

We believe that the prosperity of an organization is defined by the power of thought, of both individuals and teams and therein we put 'Design Thinking' at the core of everything we do. This maximizes our chances of getting to a state of mind that is 'Fulfillment'; as we create opportunities for ourselves to contribute to our fullest capacity with the freedom to think and act differently. This, in turn is possible with us having the feeling of belongingness. Hence, for us, all employees are associates and you are set to become one of our fellow associates.

This invitation to you is to join us as **Associate Consultant in Grade T120.** Your base location shall be **Chennai.** We are looking forward to welcoming you on your date of joining. We would communicate your date of joining in due course of time to your E-mail address on file with us. Your joining date will be after completion of your final semester exams. Please note that this offer shall stand to be void if you do not meet the qualifying criteria for award of the degree by the University.

Your gross compensation shall be **INR 500,000/- (Rupees Five Lakhs) per annum**. The details of the same are as in Annexure-A of this Offer of Employment. The organization is confident of its ability in hiring some of the best talent in the industry and you are one such talent. Backed by this confidence the organization is happy to assure you **100% of your variable pay component for the first two years** of employment with us. However, we would like to see you earning up to the maximum of **130%** of your variable pay component. The same shall be determined through the robust Performance Development Dialogue process that measures contribution during every year and sets you up for success in the next year.

When all of us come together as associates of this organization placing the interests of us humans above everything else, it is important that we have the ecosystem of policies and practices that enable us to exercise our rights freely. This is possible with everyone in the organization respecting each other as individuals, playing their part in protecting and nourishing the collective work culture. Towards this, we have set some boundaries / norms / rules for ourselves as associates of the organization and shall abide by the same in all circumstances. As we evolve, we do make changes to the rules governing ourselves to be aligned to the demands of the environment and associate needs. We will continue to abide by the changes as and when they are made. Given below are a brief on some of the key terms that govern us when we are in employment with the organization.

P Shri Ramkrishna

(Signature of Associate)

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
Virudhunagar District

1. **Employment Terms:**

A. Service Rules: Your services in Intellect will be governed by the service rules and regulations, which are in force or which would be brought into force from time to time, as applicable to all Associates of the Company. Some of the service rules are enumerated below in this document. In addition to these, all Company policies and Associate related guidelines are made available on the intranet of the Company. Changes/amendments to these policies and guidelines are made taking into consideration Company's and associates' best interests from time to time. You are advised to go through these policies and adhere to them during your employment with the Company.

B. Full Time Work: Your position is a full time employment and you shall devote yourself exclusively to the business of the Company. You will not take up any other work – part time or otherwise – or work in advisory capacity or be interested directly or indirectly in any other trade or business without the prior written consent from the Company during your tenure of association with the company. The Company reserves the right to alter or allocate different responsibility to you from time to time depending on the business needs of the Company.

C. Code of Conduct: You are expected to operate with the highest degree of initiative, economy, efficiency and responsibility. You will at all times act bearing in mind the best interest of the Company and will at no time do or say anything which compromises the Company's goal or reputation. If there is any breach of the same, or the terms and conditions laid down in code of conduct, your service could be terminated without any notice notwithstanding any other terms and conditions stipulated herein.

D. Past Record: If any declaration given or information furnished by you to the Company proves to be false/forged or if you are found to have willfully suppressed any material information, you will be liable to be removed from services without any notice or compensation whatsoever.

E. Responsibilities: You are expected to perform effectively to ensure achievement of required results and you will be required to work under the supervision of such officers as directed by the Company from time to time. Your performance in the assigned role will be periodically reviewed and the feedback will be shared with you. In the event of your performance not measuring up to the expectations of your supervisor, the Company reserves the right to take suitable recourse up to and including termination of your services.

F. Confidentiality: You are expected to maintain utmost secrecy in regard to affairs of Intellect and shall keep any information of Intellect, whether written or oral, confidential. Please note that the terms and conditions of your services with Intellect shall be treated as strictly confidential and you are expected not to divulge its contents to any associate of the Company or any person connected with the Company. With respect to the confidentiality obligations undertaken, you shall sign a Non-Disclosure Agreement on joining of Intellect. If required by Intellect or its Clients, you will sign further confidentiality agreements or the like to further protect the interest of Intellect and/or its Clients. The confidentiality obligation will be perpetual in nature. Your service shall be terminated with immediate effect without any prior notice in the event of breach of confidentiality provision.

Dr. A. Senthil Kumar
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SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

2. **Leave Eligibility**

You are entitled to Leave benefits during your employment with the Company. Annual eligibility of Earned leave will depend on the length of service of the Associate. For the first three years, the eligibility is 15 days of earned leave and 6 days of sick leave. Detailed terms and conditions relating to leave eligibility are provided under leave policy on the intranet and any changes made in the same shall be binding.

3. **Working Hours**

Intellect observes a 5-day work week with Saturdays and Sundays as weekly holidays. The office hours are from 08:30 am to 05:30 pm, with staggered lunch break of 30 minutes between 12:00 PM and 02:30 PM. Associates are expected to follow the client's working hours and holidays while on deputation to client's site in India/other countries. In the event an Associate fails to register attendance consecutively for 3 working days, without any prior notice to their immediate manager or concerned HR partner, the organization shall initiate appropriate disciplinary action against the Associate as per policy.

4. **Transfer**

Please note that Intellect has the right to transfer you to other locations of Intellect or to transfer you to work for its Group companies or for its Clients, at their respective locations, whether in India or abroad as per the business requirements.

5. **Medical Fitness**

You are required to continuously maintain yourself in a state of good medical fitness, both physical and mental so as to perform well and to discharge your assigned responsibilities adequately while in employment. If at any point in time, during your employment with the Company, you are found to be medically unfit for the job or the role assigned to you, then your services can be terminated as per the Company rules notwithstanding anything mentioned in this document or otherwise. You agree to submit yourself for any medical check-up at any time if called upon by Intellect or its clients when assigned to work at their premises.

6. **Associate Representation**

a) Your continued employment with the Company is solely based upon the representations and information furnished by you to the Company, including (but not limited to) your educational and professional qualifications, being true and accurate at all times.

b) You shall submit any documents requested by the Company but pending your submission [on the day/within seven days] of joining. You further acknowledge and represent that the submitted documents shall be consistent with the information provided to the Company during the release of this Offer Letter.

c) If, at any point in time, your representation regarding your qualifications and/or experience is found to be incorrect and/or false and/or fraudulent and/or forged, the Company shall, WITHOUT PREJUDICE TO ITS ANY OTHER RIGHTS terminate your Services with immediate effect and without notice; without incurring any liability whatsoever thereof for the Company. Notwithstanding anything contained herein, you shall indemnify and hold the Company harmless from all cost, losses, damages and liabilities that may have been caused to the Company due to such incorrect and/or false and/or fraudulent and/or forged representation and the company shall be entitled to seek

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Dr. A. Senthil Kumar
Principal
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
Virudhunagar District

specific performance or other injunctive or equitable relief as a remedy apart from claiming indemnity from you, without limitation. Company shall also claim liquidated damages amounting to Rs.500,000/- (Rupees Five Lakhs only).

d) A negative outcome of any candidate reference and background verification undertaken by the Company may result in the termination of your employment with the Company. In such a case, you will not be entitled to the period of notice, or pay in lieu of notice, set forth in Section [•] of this Offer Letter.

7. Notice Period & Termination

a) Your employment may be terminated by either party upon giving 90 day's notice or 90 days salary in lieu of notice period (Whereas salary in lieu of notice period as an option can be exercised by the employee only upon approval from the Management). "Salary" for the purpose of notice period will mean "Annualised Monthly Components" as given in the compensation break up sheet in this 'offer of employment' or subsequent revision letters. Notwithstanding anything contained herein, the Company shall have the right of immediate termination of your services without giving you 90 days notice period or 90 days salary in lieu of notice period, if it is found, at any time, that you have been, or are convicted by a Court of Law or penal proceedings are initiated or pending against you before any Court of Law i) for offence(s) involving moral turpitude and/or ii) offence(s) of non-cognizable nature and/or iii) for an offence(s) which the Company considers that the same may be prejudicial to the interests of it and its reputation thereof and iv) any proven misconduct.

b) You are required to sign a training agreement with the Company to remain employed with the Company for a minimum period of two (2) years from the date of joining, which agreement will include you paying a sum of Rs. 1.5 lakh in lieu of any breach of obligations set forth therein.

8. Intellectual Property Rights

You acknowledge and represent that the Intellectual Property Rights (IPR) in all the work(s) done by you during the time of your employment or contract or assignment in any manner with Intellect or its Clients will be deemed as work done for hire and it belongs to Intellect perpetually and without any claim from you. IPR would mean rights in software, systems, documentations, designs, tools, inventions, patents, utility models, trademarks, knowhow, designs, drawings, specifications, reports, copyrights, source code, flowcharts, algorithms, moral rights, database rights, semiconductor topography rights, etc. (whether or not, in each case, the right is registered and including applications for, and any right to apply for, such registrations) and all rights or forms of protection of a similar nature or having similar or equivalent effect to any of these which may subsist anywhere in the world, together with all renewals and extensions to such rights. As and when requested by Intellect, you shall sign all such documents and instruments including any actions that is required to effect the purpose of assignment of IPR to Intellect during your tenure with Intellect or otherwise.

9. Non-solicitation of Customer(s)

You shall not during the term of your employment with the Company and a period of 1 year thereafter, without the Company's express written consent, either on your behalf or on behalf of another, directly or indirectly:

i. Assist, aid, induce, facilitate or cause any customer or client of the Company who is an existing client or customer of the Company or who had been a customer or client or who

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becomes customer or client of the Company during your term of employment with the Company, to cease, terminate, discontinue either any part or whole of its business with the Company;

ii. Solicit the business of any current or future client, customer or licensee of the Company either for yourself or for any other organization.

10. **Restriction on Joining a Customer**

You agree that for a period of one (1) year following the termination of your employment with Intellect for any reason, you will not: (a) accept any offer of employment from any customer of Intellect, where you had worked in a professional capacity with that customer in the one (1) year immediately preceding the termination of your employment with Intellect; (b) undertake a project or provide services to any such customer, either directly as an employee of the customer or as independent contractor or through any other company or agency, where you had worked in a professional capacity in the one (1) year immediately preceding the termination of your employment from Intellect. You further agree to undertake that you will disclose information on the existence of conditions mentioned in this clause to the company or agency where you would seek employment or get employed within the period of one (1) year following your termination of your employment with Intellect for any reason.

11. **Non-Solicitation**

You shall not during the term of your employment with the Company and any time thereafter, without the Company's express written consent, either on your behalf or on behalf of another, directly or indirectly abet, induce, facilitate, contact or deal with the employee(s) of the Company or its associated entities for the purpose of making such employee(s) leave the Company and/or hiring them either for yourself or for any other organization, entities, etc.

12. **ISMS**

You shall read and understand the information security training material(s) of Intellect and complete the ISMS Certification within one month of your joining Intellect, failing which appropriate disciplinary action as per Intellect policies may be initiated against you, including withholding of your salary till such period you complete the ISMS Certification.

13. **Superannuation (Retirement)**

You will retire in the normal course from the services of the company on attaining the age of superannuation, which would be the end of the month following your 60th birthday.

We wish you all the very best and look forward to a long and mutually beneficial association.

Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter.

Yours sincerely,
for **Intellect Design Arena Ltd.,**

PADMINI SHARATHKUMAR
CHIEF TALENT OFFICER

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I have carefully read and understood the above offer terms including the terms contained in Annexure A and agree that the provisions of this letter and the Annexure A are reasonable and necessary, and accept the same irrevocably and unconditionally. I agree to update myself of all company policies and associate related guidelines available on the Company intranet and adhere to them during my tenure of employment with the Company.

Signature : R Shri Ramkrishna

Name : R. ShriRamkrishna

Date : 13-01-2022

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Annexure -A - Compensation Structure Break Up

Components	Per Annum Amount in INR
A. Annualised Monthly Components	
Basic	180,000/-
House Rent Allowance	90,000/-
Advance against Statutory Bonus	16,800/-
Special Allowance	142,942/-
Total (A)	**429,742/-**
B. Retiral Benefits	
Provident Fund	21,600/-
Gratuity	8,658/-
Superannuation	
Total(B)	**30,258/-**
Fixed Component (A+B)	**460,000/-**
C. Variable Pay	
Individual Performance Based Pay	27,600/-
Team & Orgn Performance Based Pay	6,900/-
Annual Performance Driven Pay (C)*	**34,500/-**
D. Other Benefits	
Medical & Accident Insurance	5,500/-
Benefits (D)	5,500/-
Total A + B + C + D	**500,000/-**

Provident Fund: Employer contribution as per provisions of the Provident Fund Act

Gratuity: The eligibility and payout shall be as per the Provisions of the Payment of Gratuity Act

Superannuation is an optional Retirement Benefit. Associate may choose to contribute 5% of Basic Salary. Please refer to Superannuation policy for more specific details in the associate induction handbook for more specific details.

Variable Pay / Annual Performance Driven Pay (APDP) are linked to performance against targets that are set and agreed with your supervisor. The payout amount is assured with 100% for the first year and the second year. The earning potential can extend up to 130% of the eligible amount. Associates on the rolls of the organization on the day of disbursement will be eligible for the same.

Medical Insurance Premium amount shown in the above table is nominal only. The organization is currently investing close to INR 10,000/- p.a for your medical insurance. The amount insured for you is INR 3 lakhs per annum.

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LIST OF DOCUMENTS TO BE SUBMITTED ON DATE OF JOINING

At the time of joining, you are requested to bring the below mentioned documents in **original,** with a copy of each.

1. **Three passport size photographs with red background**
2. **Copy of 12th Standard Mark sheet**
3. **Provisional certificate for Under Graduate Degree along with Semester wise Mark sheet**
4. **Copy of Aadhar Card**
5. **Pan Card number (if available)**
6. **Copy of Passport – first and last page (if Passport is available)**

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wipro

Amendment to Appointment Letter

WELCOME TO WIPRO

April 29, 2022

Dear Sivasubramaniyan P,

This Amendment is pursuant to your Appointment Letter from Wipro Limited ("Wipro"). The purpose of this letter is to amend two sections ("Appointment Details") and ("Notice Period & Termination") of your current Appointment Letter by removing the probation period.

"Appointment Details" will be replaced with the following:

"Appointment Details:

a. *The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the Company.*

b. *The retirement age is 58 years.*

c. *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.*

d. *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.*

e. *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.*

f. *The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining."*

"Notice Period & Termination" will be replaced with the following:

"Notice Period & Termination:

Your employment with the Company shall be terminable, without reasons, by either party giving three months' notice. 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."

1. **No Further Modification.** Except as expressly modified herein, all other terms and conditions of the Appointment Letter shall remain in full force and effect. This Amendment is fully integrated into the Appointment Letter.

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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

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Soft Square

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email : info@softsquare.biz

26/10/2021

Sneka B.

CSE

Sethu Institute of Technology

Pulloor, Kariapatti TK Sneka B.

Virudhunagar,

Tamil Nadu 62611

OFFER LETTER

Dear **Sneka,**

Greetings from Softsquare!

We are pleased to offer you a full-time position with our company as **Software Engineer**.

Your annual compensation would be INR. 300,000/- (Three Lakh only). A detailed break up of this amount will be handed over to you on the date of joining.

Sincerely

SOFTSQUARE SOLUTIONS PRIVATE LIMITED CHENNAI

M. Vetrivendhan
Vice President

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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.

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12-Apr-2022

Dear Subhashini K M,
B.E., Computer Science & Engineering
Sethu Institute of Technology, Kariapatti

Candidate ID – 19733299

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 15 days 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) as detailed below:

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

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Compensation and Benefits

Name: Subhashini K M **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

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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 :
Name : Tamilarasi R
Date :

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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.

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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 :
Name : Tamilarasi R
Date :

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Virudhunagar District

SETHU INSTITUTE OF TECHNOLOGY ★ PULLOOR KARIAPATTI 626 115

Aspire Systems (India) Private Limited
1/D -1, SIPCOT IT PARK, Siruseri,
Chennai - 603103, Tamil Nadu, INDIA.
Tel: +91-44-67404000 Fax: +91-44-67404234
www.aspiresys.com

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aspire SYSTEMS
attention. always.

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@aspiresys.com

I hereby accept the offer.
Signature : F. Thahir Hussain
Name : Thahir Hussain F
Date : 28/12/2021

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KARIAPATTI
626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
Virudhunagar District

Aspire Systems (India) Private Limited
1/D -1, SIPCOT IT PARK, Siruseri,
Chennai - 603103, Tamil Nadu, INDIA.
Tel: +91-44-67404000 Fax: +91-44-67404234
www.aspiresys.com

Aspire Systems (India) Private Limited		
Annexure: Compensation and Benefits Plan (Interim)		
Description	**Monthly**	**Annualised**
Salary Components (A)		
Basic	10,500	126,000
House Rental Allowance	5,250	63,000
Bonus	1,400	16,800
Special Allowance	10,003	120,040
Retirals (B)		
Aspire Contribution to PF *	1,800	21,600
Gratuity	505	6,060
Gross Income (A+B)	**29,458**	**353,500**
Group Medical Insurance Premium**		6,500
CPVP Annual ***		0
Annual CTC		**360,004**

You may chose the final CTC and IT structure with Flexi benefits in the Payroll system

* Equivalent amount will be deducted as part of employee contribution towards PF

** Aspire Mediclaim policy is intended to provide group cover for you and your dependents (Spouse and 2 kids). The sum insured is INR 3,00,000/- as a family floater. Policy covers pre-existing diseases without any waiting period for all hospitalization expenses from day one of your joining. The complete details of Mediclaim policy will be shared on the date of joining.

FLEXI-BENEFIT PLAN - Component Covered
• LTA
• Food Coupons
• Telephone Reimbursement
• Car Lease
• Fuel
• Maintenance
• Driver

The components mentioned under Flexi Benefit Plan will be part of the CTC. The monthly limits will vary based on annual ctc. The employees can choose the components suited to their needs.

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Qspiders CampusConnect

A Unit of Test Yantra Software Solutions India Pvt Ltd

Qspiders Campus

OFFER LETTER

Dated: 01-03-2022

Dear, B. Thamotharan

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

Training in our incubation centre starts on .....

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 2018102162

Dr. A. Senthil Kumar
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Pulloor, Kariapatti - 626 115
Virudhunagar District

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PULLOOR
KARIAPATTI
626 115

9513684738/7619163087

info@campus.qspiders.com

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

Cognizant

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10-Apr-2022

Dear Twinkle J,
B.E., Computer Science & Engineering
Sethu Institute of Technology, Kariapatti

Candidate ID – 19733306

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 15 days 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) as detailed below:

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

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Compensation and Benefits

Name: Twinkle J **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

Dr. A. Senthil Kumar
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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

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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.

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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.

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Virudhunagar District

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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 Venkatesh Thiruppathi,

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

SETHU INSTITUTE OF TECHNOLOGY ★ PULLOOR KARIAPATTI 626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

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

Excelacom Technologies Private Ltd

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

T. Venkatesh

Student Signature

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

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Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

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APPOINTMENT LETTER

January 20, 2022

Dear VIGNESH R,

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:

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

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

a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;

b. processing my job application including background verification checks;

c. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE III

SALARY OFFER SHEET

Name: VIGNESH R

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.

a. Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
b. Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
c. Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
d. Medical Insurance Coverage up to Rs 2lac per annum.

Dr. A. Senthil Kumar
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Virudhunagar District

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.

Dr. A. Senthil Kumar
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Virudhunagar District

ANNEXURE – VI

Variable Pay - A BRIEF OVERVIEW

Variable Pay Policy Summary & Computation:

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TATA

Offer: Computer Consultancy
Ref: TCSL/CT20192859990/Chennai
Date: 03/11/2021

Ms. Vishnu Vardhini S
18,Muruga BhavanamLourdhu Nagar East Main Road,
K.Pudur,
Madurai-625007,
Tamilnadu.
Tel# 91-8754627656

Dear Vishnu Vardhini S,

Sub: Letter of Offer

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

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

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

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

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai-600 119 Tamil Nadu India
Tel: 91 44 6616 2222 Fax: 91 44 6616 [illegible] Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai-400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
Virudhunagar District

TATA

GROSS SALARY SHEET **Annexure 1**

Name	**Vishnu Vardhini S**
Designation	**Assistant System Engineer-Trainee**
Institute Name	**Sethu Institute Of Technology, Kariapatti**

Table 1: Compensation Details (All Components in INR)

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

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

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

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

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

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

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram Road, Chennai 600 119 Tamil Nadu India
Tel: 91 44 6616 2222 Fax: 91 44 6616 [illegible] Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 [illegible] Email: careers@tcs.com

SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115,
Virudhunagar District

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OLI/2022/1747

21-Mar-2022
B.Pandiyan
BE CSE
Sethu Institute of Technology - Virudhunagar

Dear B.Pandiyan

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.

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Dr. A. Senthil Kumar
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SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
Virudhunagar District

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- ✓ 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

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Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
Virudhunagar District

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Thirdware

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February 16, 2022
Mr. Abdur Rahman S
Chennai

Internship Letter

We congratulate you for going through multiple assements 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 Tehnical 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 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 Annul 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

SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
Virudhunagar District

TechGenzi

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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:

a) You are expected to comply strictly with company policies and principles.

b) 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

c) 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

d) 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

SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

Dr. A. Senthil Kumar
PRINCIPAL
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Pulloor, Kariapatti - 626 115.
Virudhunagar District

Cognizant

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10-Apr-2022

Dear Anish Sulthana T,
B.E., Electronics & Communication Engineering
Sethu Institute of Technology, Kariapatti

Candidate ID – 19733295

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 15 days 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) as detailed below:

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

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
Virudhunagar District

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Cognizant

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Compensation and Benefits

Name: Anish Sulthana T **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

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Virudhunagar District

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February 18, 2022
Ms Atchaya B
Chennai

Internship Letter

We congratulate you for going through multiple assements 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 Tehnical 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.

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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
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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 Annul 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.

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CIN: U72900MH1995PLC089765

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Pulloor, Kariapatti - 626 115,
Virudhunagar District

SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

Capgemini

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Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airol 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.

SETHU INSTITUTE OF TECHNOLOGY ★ PULLOOR KARIAPATTI 626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

amphisoft

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

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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)

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

SETHU INSTITUTE OF TECHNOLOGY * PULLOOR KARIAPATTI 626 115

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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

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

TechGenzi

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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:

a) You are expected to comply strictly with company policies and principles.

b) 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

c) 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

d) 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

SETHU INSTITUTE OF TECHNOLOGY Pulloor, KARIAPATTI 626 115

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Pulloor, Kariapatti - 626 115.
Virudhunagar District

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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

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:

- ð 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
- ð 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:

- ð You will be under **probation for a period of 6 (Six) months** from the date of joining.
- ð 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.
- ð 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.
- ð 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.
- ð 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.
- ð You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.

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Virudhunagar District

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PULLOOR, KARIAPATTI
626 115

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DISYS India

March 15, 2022

Offer / Appointment letter

Dear Dinesh Kumar SM,

We are pleased to extend an offer of employment in **DISYS India Pvt Ltd, as Trainee (G0)** at our **Chennai** office on **15th Mar 2022** Kindly refer "Annexure 1" for your compensation structure.

As part of the company policy, procedures, and guidelines you are required to abide by its prevailing code of conduct, related to your personal and professional conduct that are communicated to you from time to time. This offer confirmation is subject to DISYS receiving feedback clearance on your reference check. An overview of current policies is indicated in Annexure- 2 for your reference.

Kindly refer to Annexure 3 for a list of documents to be submitted along with your acceptance of the offer.

DISYS reserves the right to withdraw this offer at its sole discretion if any information supplied by you is found to be inaccurate or misleading.

The information pertaining to compensation and benefits is personal and confidential in nature you should maintain confidentiality of your compensation details and any increment

We wish you a rewarding career at DISYS and look forward to having you as part of our DISYS family.

Thanking you,

Sincerely,

For DISYS India Pvt. Ltd.

Vice President & Country head – India Operations

Human Resources

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ANNEXURE-1

COMPENSATION STRUCTURE

Name: Dinesh Kumar SM	
Designation: Trainee	Grade: G0
Fixed Components	Compensation (in INR)
Basic Pay	15,625
House Rent Allowance	7,813
Special Allowance	5,937
Monthly Fixed Gross	29,375
Annual Fixed Gross (A)	**352,500**
Retiral Benefits	
Employer Contribution – PF	22,500
Total benefits (B)	22,500
Annual Gross Compensation (A+B)	**375,000**
Insurance Benefits	
Medical Insurance (Non-Payable)	21,000
Accidental Insurance (Non-Payable)	1,000
Total Additional Benefits (C)	**22,000**
Annual Cost to Company (A+B+C)	**397,000**
Additional Cost to Company	
Shift Allowance (Annual)	66,000
Cab Ex gratia (Annual)	52,800

Employment Agreement: This employment offer is subjective to completion of your degree without any arrears on your first attempt (2022). In case of any deviation on your course completion, the offer will be considered void with immediate relieving.

Shift allowance: Indicated as maximum allowance limit based on the number of days worked and the nature of shifts as per the company's compensation policy. The existing shift allowances:

Shift	Timings (IST)	Allowance per day in INR
APAC	6.00 hours and onwards	150/-
Mid-Morning	11.00 hours and onwards	125/-
UK Shift	14.00 hours and onwards	250/-
US Shift	17.30 hours and beyond	500/-

Cab Ex gratia: Indicated as the maximum limit of cab ex gratia payable provided that you are eligible for company cab facility and have commuted to office on own arrangement without availing company cab facility. Not exceeding a maximum of Rs. 200/- per day. This will be paid only for the actual number of days that you have physically come to office without availing the cab facility.

DISYS India Private Limited

Regd. Office : Ground Floor, Nortle Towers, Modules 3&5, Ramanujan IT City, Rajiv Gandhi Salai (OMR), Taramani, Chennai - 600113, India
Tel: +91 44 6673 9000 | Fax: +91 44 6673 9099 | www.disys.com

CIN : U72900TN2011FTC134401

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Virudhunagar District

TechGenzi

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Date: 28-April-2022

Dear ESWARI.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:

a) You are expected to comply strictly with company policies and principles.

b) 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

c) 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

d) 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

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Virudhunagar District

amphisoft

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

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Date : November 25, 2021

Letter of Internship

Dear Ms. Hema S,

We are pleased to offer you an Internship Opportunity with Amphisoft Technologies, in our **Coimbatore** office for a period of 06 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 06 months from November 29, 2021 to May 02, 2022
- You will not be paid any stipend during your internship peorid
- You will be provided with a Internship Completion Certificate on completion of your internship training at Amphisoft Technologies
- 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

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Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

(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

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

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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 :

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Virudhunagar District

Cognizant

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20-Apr-2022

Dear Jancy Angel M,
B.E., Electronics & Communication Engineering
Sethu Institute of Technology, Kariapatti

Candidate ID – 19776488

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 only **15 days** 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) as detailed below:

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

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Virudhunagar District

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Compensation and Benefits

Name: Jancy Angel M **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**

Note: The Insurance amount may vary subject to market conditions from time to time.

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

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08-Mar-2022

Dear Keerthana V,
B.E., Electronics & Communication Engineering
Sethu Institute of Technology, Kariapatti

Candidate ID – 19607366

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

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Compensation and Benefits

Name: Keerthana V **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

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Virudhunagar District

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wipro

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:

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PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
Virudhunagar District

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

a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;

b. processing my job application including background verification checks;

c. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

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.

a. Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
b. Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
c. Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
d. Medical Insurance Coverage up to Rs 2lac per annum.

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Virudhunagar District

ANNEXURE – IV

KANINI

Excellence Redefined

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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

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PULLOOR KARIAPATTI 626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

SITMail

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Sit Placement <placement@sethu.ac.in>

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

2 messages

Admin(SSOFTS) <admin@ssofts.com> Tue, Mar 1, 2022 at 4:34 PM
To: gopalms2001@gmail.com
Cc: "placement@sethu.ac.in" <placement@sethu.ac.in>

Dear Mr. Madhanagopal S,

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.

Wishing you a continuous success...!

Thanks & Best Regards,
Ragu Raman K,
Sr. Officer - HR & Admin,
SureSoft Systems Pvt Ltd,
Pondicherry - 607402,
01Mar22

SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

Sit Placement <placement@sethu.ac.in> Tue, Mar 15, 2022 at 2:12 PM
To: balakrishnan GE <balakhn.maths@sethu.ac.in>

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

Excelacom Technologies Private Ltd

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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.

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

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Virudhunagar District

QURATIVITY
MEDIA

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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

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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

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Cognizant

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11-Apr-2022

Dear Mohamed Hazzali M,
B.E., Electronics & Communication Engineering
Sethu Institute of Technology, Kariapatti

Candidate ID – 19733265

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 15 days 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) as detailed below:

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

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Cognizant

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Compensation and Benefits

Name: Mohamed Hazzali M **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

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wipro

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:

Dr. A. Senthil Kumar
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Pulloor, Kariapatti - 626 115
Virudhunagar District

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

a. validating my Curriculum Vitae and retaining records on the same for any future reference/verification;

b. processing my job application including background verification checks;

c. employment-related actions including record keeping, processing compensation and benefits and any action required in the context of my employment with Wipro.

In this context, I also agree to the retention of such Personal Information including documents by Wipro for any future reference/verification and authorize Wipro to transfer the same to a third party.

I understand that 'Personal Information' means any information including documents, relating to me that is available with Wipro and is capable of identifying me."

ANNEXURE III

SALARY OFFER SHEET

Name: Nandha Vignesh S

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.

a. Onetime Interest free loan of Rs. 20,000/- towards housing deposits or towards purchase of a two wheeler
b. Onetime Interest free contingency loan of lesser of Rs. 50,000/- and 2 months gross towards housing deposits or illness, death in immediate family or self-marriage
c. Medical assistance of Rs.15,000 per annum for employees who are not covered under the ESI scheme.
d. Medical Insurance Coverage up to Rs 2lac per annum.

ANNEXURE – IV

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
Virudhunagar District

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NU Technology

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Private and Confidential

Offer Letter

NUIT-120/2022
25-Nov-2021

S.Nandhineeswari
5a, Subburayar Vathiyar Street,
South Gate, Madurai-625001

Dear S.Nandhineeshwari,

It gives us immense pleasure in inviting you to join **NU Information Technologies Pvt Ltd.** as one of its valuable member. We believe that corporates grow and flourish fuelled by the enthusiasm and energy of the people who are willing to invest into its future. We therefore believe that all our employees are truly our ASSOCIATES in our road to the future. We are happy that you are one such associate joining us in our efforts to create a truly global organization.

We are pleased to inform you that you have been offered an employment in **NU Information Technologies Pvt Ltd.** as **Software Engineer - Trainee** and you would report on your joining to **Krishnamoorthi.K.S Director - India Operations** and operate out of our office at **Chennai.**

Your position would carry a CTC compensation value of **Rs 3,50,000 /-Per Annum**, inclusive of TDS and government taxes if applicable.

Work location: Remote/ Ticel Bio Park Limit, Phase-II, Module-903, CSIR Road Taramani, and Chennai-600103.

Your formal appointment letter would be given to you on the date of your joining which would provide you details on your compensation, benefits, etc. and the general terms and conditions.

You will be on probation for a period of three months and would be confirmed upon successful completion of your probation based on your performance.

Your association and employment will be governed by the various Associate related policies and guidelines of the organization.

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INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

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NU Technology

We would have the offer open till 1st December 2021 and prefer you to join on or before 2nd December 2021.

This Offer letter is valid, subject to background check as applicable/reference check/pre-Employment checkup.

Please return the signed duplicate copy of this letter as an acknowledgement.

Your association with **NU Information Technologies Pvt Ltd**. will be governed by the terms of the offer, it will be also guided by the core values and beliefs of our organization. While welcoming you to **NU Information Technologies Pvt Ltd.** We are confident that you will contribute to the organization and pursue its values.

Sincerely,

For **NU Information Technologies Pvt Ltd.**

DocuSigned by:
Krishnamoorthi .K.S 11/28/2021
CC7F6CEC2C554F8...

Krishnamoothi.K.S

Director –India Operations

I accept the above offer and would be joining on

DocuSigned by:
S Nandhineeswari 11/26/2021
3356FF92851C4CD...

S. Nandhineeswari

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Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

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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

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:

- 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
- 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:

- You will be under **probation for a period of 6 (Six) months** from the date of joining.
- 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.
- 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.
- 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.
- 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.
- You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.

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SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

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Tech Mahindra Limited
Infocity, Hitech City Layout,
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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:

- 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
- 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:

- You will be under **probation for a period of 6 (Six) months** from the date of joining.
- 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.
- 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.
- 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.
- 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.
- You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.

Dr. A. Senthil Kumar
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SETHU INSTITUTE OF TECHNOLOGY * PULLOOR KARIAPATTI 626 115

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Tech Mahindra

Annexure B

Total Cost to Company (TCC) (Per Annum)	**260000**
Components of Total Cost to Company	**INR. (Per Annum)**
Basic (@40% of Total Fixed Pay)	89393
HRA (@70% of Basic Pay)	62575
Bonus/Statutory Bonus	48000
Employer's contribution to Provident Fund (@12% of Basic Pay)	10727
Flexible Components of TFP ^	12787
Total Fixed Pay (Per Annum)	**223482**
Total Variable Pay (TVP) (Per Annum) (*)	24831
Total....(A)	**248313**
Additional Benefits....(B)	**11687**
Gratuity	4300
Insurance Premiums (towards GTLI, GMIP and GPAI)	7387
Total Cost to Company (Per Annum) ------(A) + (B)	**260000**
^ Under the 'Flexible Benefits Plan', you are eligible to choose a combination of the Components as mentioned below, subject to the individual maximum limits as mentioned against each of them, balance if any shall be paid as taxable amount under Additional Personal Pay	
LTA	12,000
Meal Card (Max Rs. 2200 per month)	26,400
Bonus / Statutory Bonus, if applicable, shall be paid in 12 equal monthly installments in advance along with your regular salary.	
(*) Maximum amount based on 100% performance; TVP shall be payable as per Variable Pay Program applicable for the Financial Year	
Additional Benefits : In addition to the above, you will also be eligible for the below-mentioned benefits -	
i) Gratuity : As per Payment of Gratuity Act	
ii)Insurance **a) Group Term Life Insurance (GTLI) Coverage:** You would be eligible to be covered under the Group Term Life Insurance Cover, providing Life Insurance Coverage to the associates by paying a lump sum benefit of **Rs. 20 lakhs** to the beneficiary on the unfortunate death of the associate	
b) Group Medical Coverage Plan (GMIP): You would also be enrolled under the existing Medical Insurance scheme of the company with a cover of **Rs. 3 lakhs** (floating cover) applicable to Self , Spouse, 2 children & 2 parents. Cost of coverage of parents (if opted for) will be borne by you. If enrollment of parents is not opted for, the applicable cover (for self only OR self +spouse+up to 2 children) will be **Rs. 2 lakhs.**	
c) Group Personal Accident Insurance (GPAI) coverage: You would be enrolled under the Company's GPAI scheme with a cover of upto **Rs. 5 lakhs** payable in case of permanent disablement arising out of any unfortunate event of an accident.	

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Pulloor, Kariapatti - 626 115
Virudhunagar District

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KANINI

Excellence Redefined

Date: 10-Feb-2022

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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

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Dr. A. Senthil Kumar
PRINCIPAL
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Pulloor, Kariapatti - 626 115.
Virudhunagar District

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DISYS India

Innovative . Experienced . Global

April 01, 2022

Offer / Appointment letter

Dear Rajaprabhu,

We are pleased to extend an offer of employment in **DISYS India Pvt Ltd**, as **Trainee (G0)** at our **Chennai** office on **01-April-2022**. Kindly refer "Annexure 1" for your compensation structure.

As part of the company policy, procedures, and guidelines you are required to abide by its prevailing code of conduct, related to your personal and professional conduct that are communicated to you from time to time. This offer confirmation is subject to DISYS receiving feedback clearance on your reference check. An overview of current policies is indicated in Annexure- 2 for your reference.

Kindly refer to Annexure 3 for a list of documents to be submitted along with your acceptance of the offer.

DISYS reserves the right to withdraw this offer at its sole discretion if any information supplied by you is found to be inaccurate or misleading.

The information pertaining to compensation and benefits is personal and confidential in nature you should maintain confidentiality of your compensation details and any increment

We wish you a rewarding career at DISYS and look forward to having you as part of our DISYS family.

Thanking you,

Sincerely,

For DISYS India Pvt. Ltd.

Vice President & Country head – India Operations

Human Resources.

SETHU INSTITUTE OF TECHNOLOGY
PULLOOR KARIAPATTI 626 115

Dr. A. Senthil Kumar
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DISYS India

Innovative . Experienced . Global

ANNEXURE-1

COMPENSATION STRUCTURE

Name: Rajaprabhu	
Designation: Trainee	Grade: G0
Fixed Components	Compensation (in INR)
Basic Pay	14,585
House Rent Allowance	7,293
Special Allowance	5,492
Monthly Fixed Gross	27,370
Annual Fixed Gross (A)	**328,440**
Retiral Benefits	
Employer Contribution – PF	21,600
Total benefits (B)	21,600
Annual Gross Compensation (A+B)	**350,040**
Insurance Benefits	
Medical Insurance (Non-Payable)	21,000
Accidental Insurance (Non-Payable)	1,000
Total Additional Benefits (C)	**22,000**
Annual Cost to Company (A+B+C)	**372,040**
Additional Cost to Company	
Shift Allowance (Annual)	66,000
Cab Ex gratia (Annual)	52,800

Employment Agreement: This employment offer is subjective to completion of your degree without any backlog on your first attempt (2022). In case of any deviation on your course completion, the offer will be considered void with immediate relieving.

Shift allowance: Indicated as maximum allowance limit based on the number of days worked and the nature of shifts as per the company's compensation policy. The existing shift allowances:

Shift	Timings (IST)	Allowance per day in INR
APAC	6.00 hours and onwards	150/-
Mid-Morning	11.00 hours and onwards	125/-
UK Shift	14.00 hours and onwards	250/-
US Shift	17.30 hours and beyond	500/-

Cab Ex gratia: Indicated as the maximum limit of cab ex gratia payable in the event of not availing company cab facility. Not exceeding a maximum of Rs. 200/- per day. This will be paid only for the actual number of days that you have physically come to office without availing the cab facility.

DISYS India Private Limited

Regd. Office : Ground Floor, Neville Towers, Modules 3&5, Ramanujan IT City, Rajiv Gandhi Salai (OMR), Taramani, Chennai - 600113, India
Tel: +91 44 6673 9000 | Fax: +91 44 6673 9099 | www.disys.com
CIN : U72900TN2011FTC134401

SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
Virudhunagar District

Capgemini

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Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airol 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.

SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

Cognizant

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08-Mar-2022

Dear Ravin P,
B.E., Electronics & Communication Engineering
Sethu Institute of Technology, Kariapatti

Candidate ID – 19733311

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

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
Virudhunagar District

SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

Cognizant

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Compensation and Benefits

Name: Ravin P **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

SETHU INSTITUTE OF TECHNOLOGY * PULLOOR KARIAPATTI 626 115

Dr. Anil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
Virudhunagar District

206

Offer: Computer Consultancy
Ref: TCSL/CT20203337096/Chennai
Date: 04/11/2021

Mr. Riyash Ahamed
No:10,Ramavarma Nagar, 5th Street, K. Pudur, Madurai10,Ramavarma Nagar, Market,
K Pudur-625007,
Tamil Nadu.
Tel# -

Dear Riyash Ahamed,

Sub: Letter of Offer

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

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

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

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

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India
Tel: 91 44 6616 2222 Fax: 91 44 66[illegible] Website: www.tcs.com
Registered Office Nirmal Building, 9th [illegible], Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 180[illegible] Careers Programme

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
Virudhunagar District

SETHU INSTITUTE OF TECHNOLOGY ★ PULLOOR KARIAPATTI 626 115

Chella Software

Development Centre
Plot No.6, ELCOT SEZ,
Illandhaikulam,
Pandi Kovil Ring Road,
Madurai - 625 020.
Tel : +91 452 4262 000
Fax: +91 452 4262 100

Date: 05-01-2022

Mr. Ronald Reegan T
S/o Thesathipathy P
No.5/56, Middle Street,
Chithumoondradaippu - 626106

Dear Mr. Ronald Reegan T,

Sub: Letter of offer to join the Internship of Chella Software Private Limited

Chella Software is pleased to offer you an educational internship opportunity as Graduate Associate. You will report directly to Mr. Balamurugan H. You are requested to report for duty on 05-January-2022 at Madurai office. During this period will offer you a stipend of Rs. 8,000 per month. Apart from that, there are no other benefits as part of your internship program.

Your schedule will be approximately 5 Months and your assignment will conclude by mid of May 2022.

Congratulations and Welcome to the team.

Thanking You,

For Chella Software Pvt., Ltd.,

Authorized Signatory

CHELLA SOFTWARE PRIVATE LIMITED SEZ UNIT MADURAI

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
Virudhunagar District

SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

Chella Software

Development Centre
Plot No.6, ELCOT SEZ,
Illandhaikulam,
Pandi Kovil Ring Road,
Madurai - 625 020.
Tel : +91 452 4262 000
Fax: +91 452 4262 100

Date: 05-01-2022

Mr. Pranau Ramana Mani A.R
S/o Rajkumar K
No.6, Thirumalai Street, Ramaiya street last,
Jaihindpuram, Madurai – 625011.

Dear Mr. Pranau Ramana Mani,

Sub: Letter of offer to join the Internship of Chella Software Private Limited

Chella Software is pleased to offer you an educational internship opportunity as Graduate Associate. You will report directly to Mr. Balamurugan H. You are requested to report for duty on 05-January-2022 at Madurai office. During this period will offer you a stipend of Rs. 8,000 per month. Apart from that, there are no other benefits as part of your internship program.

Your schedule will be approximately 5 Months and your assignment will conclude by mid of May 2022.

Congratulations and Welcome to the team.

Thanking You,

For Chella Software Pvt., Ltd.,

Authorized Signatory

CHELLA SOFTWARE PRIVATE LIMITED SEZ UNIT MADURAI

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

Cognizant

208

10-Apr-2022

Dear Sakthi Kumar M,
B.E., Electronics & Communication Engineering
Sethu Institute of Technology, Kariapatti

Candidate ID – 19733312

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 15 days 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) as detailed below:

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

Dr. A. Senthil Kumar
PRINCIPAL
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Pulloor, Kariapatti - 626 115.
Virudhunagar District

SETHU INSTITUTE OF TECHNOLOGY ★ PULLOOR KARIAPATTI 626 115

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Compensation and Benefits

Name: Sakthi Kumar M **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

SI 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

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
Virudhunagar District

SETHU INSTITUTE OF TECHNOLOGY ★ PULLOOR KARIAPATTI 626 115

CLARITRICS INDIA PRIVATE LIMITED
No 46/50 Indira Nagar Main Road, Valasaravakkam,
Chennai 600087
Phone: +9144 2486 6726

BUDDI AI

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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, youwill 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 mutuallychallenging 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:

SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
Virudhunagar District

Cognizant

210

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

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Virudhunagar District

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Cognizant

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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**
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	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

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
Virudhunagar District

Cognizant

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08-Mar-2022

Dear Santhana Karthick G,
B.E., Electronics & Communication Engineering
Sethu Institute of Technology, Kariapatti

Candidate ID – 19733141

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

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3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program, if offered to you:

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Dr. A. Senthil Kumar
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Pulloor, Kariapatti - 626 115.
Virudhunagar District

SETHU INSTITUTE OF TECHNOLOGY ★ PULLOOR KARIAPATTI 626 115

Cognizant

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Compensation and Benefits

Name: Santhana Karthick G **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

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
Virudhunagar District

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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

212 DTA UNIT

Date: 04-May-2022

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.720000/- (RUPEES SEVEN LAKH TWENTY THOUSAND 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.

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Virudhunagar District

SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

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**

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ANNEXURE A

NAME : SANTHOSH M
DESIGNATION : MEMBER TECHNICAL STAFF

Details	Monthly	Annual
Basic	24000	288000
HRA	12000	144000
Other Allowance & Flexible component	21120	253440
Gross Salary	**57120**	**685440**
Employer Provident Fund (12% of Basic+TA)*	2880	34560
Cost To Company (CTC)	**60000**	**720000**
Prosperity Sharing Plan		120000
Compensation for the first year		**840000**

* 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.

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Virudhunagar District

SETHU INSTITUTE OF TECHNOLOGY
PULLOOR
KARIAPATTI
626 115

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

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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

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

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CIN - U72200KA2015FTC082597

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MEMORANDUM OF TERMS OF EMPLOYMENT

Name : **SATHISHKUMAR K**

Position : **Junior Technical Analyst**

Employment Type: **Full Time**

Start Date : **Tuesday, February 01, 2022**

REMUNERATION

Cost to the Company: Rs 3,00,000.00 (Three Lakh Only)

Components	Monthly	Annual
Basic Pay	9,100.00	1,09,200.00
House Rent Allowance	3,640.00	43,680.00
Standard Allowances	4,166.67	50,000.00
Allowances	4,751.33	57,016.00
PF Contribution Employer	1,092.00	13,104.00
Yearly Performance Bonus		17,000.00
Yearly Medical Insurance		10,000.00
Cost to Company (CTC)	22,750.00	3,00,000.00

ACCOMMODATION: N/A

WORKING HOURS

The normal working hours are from 9:00 a.m. to 6:00 p.m., Monday till Friday. This includes an hour lunch break between 12:30 p.m. to 1:30 p.m. or 1 p.m. to 2 p.m. However, as an employee you are required upon request, to attend to company matters at other times. Whilst on project you will follow the workdays observed on site by the clients based on the project requirements and deliverables.

Stoics IT Solutions & Services LTD
60 Perikleous Avenue, 2021 Strovolos, Nicosia, Cyprus
www.stoics-it.com
Cyprus | India | Bulgaria | Malta | UAE

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
Virudhunagar District

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CIN - U72200KA2015FTC082597

PERFORMANCE OF DUTIES

In performance of your duties, you will report directly to the designated business operations manager and any other representative as represented in the Organization Chart of the company from time to time.

BUSINESS CONDUCT

During your contract, your conduct should not discredit you or the Company. You will be expected to perform the duties assigned to you in a loyal, efficient, trustworthy and honest fashion.

You will at all times faithfully and diligently perform and observe such duties as may from time to time be assigned to you and devote the whole of your time and attention to the discharge of such duties.

You will not engage directly or indirectly in any other employment or business activities without the written consent of the Management. You shall not divulge any matters that may come into your knowledge relating to the affairs of the company or its personnel (except as may be necessary for the proper discharge of your duties). Any infraction of this regulation shall render your service to instant dismissal.

NON-DISCLOSURE OF INFORMATION

You are to ensure that all information relayed to you during your tenure in the Company which are trade secrets, intellectual properties and classified information, are not to be disclosed to any person or persons (except to those authorized by the Company to receive such information) and should be kept confidential at all times during your tenure and after you leave the company.

Any disclosure or breach of this confidentiality will entitle the Company to institute legal proceedings against you.

INTELLECTUAL PROPERTY

You agree that during your tenure with the company:

i. You will not file any application for; or
ii. In any way attempt to obtain ownership of any patent, trade name or mark. Which either:

a) Refers to; or
b) May be suggestive of, or

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CIN - U72200KA2015FTC082597

c) May be similar to, or
d) May be likely to dilute,

The intellectual property rights of the company.

Any copyright, discovery, invention, secret process, intellectual property or improvement in procedure made or discovered by you during your employment or contract with the company shall

(i) Immediately be disclosed to the Company; and
(ii) Belong to, and shall be the absolute property of the company.

NON-COMPETITION

For the protection of the company and its Business, you and any person connected with you shall not, whether personally or jointly with any other person, at any time during the term of your service with the company and for a period of 2 years thereafter, do or permit any matters as set below, whether directly or indirectly, without prior written consent of the company:

(i) Solicit or entice away our clients for whatever reason;
(ii) Enter into an employment or services with any of our clients, suppliers or Business Associates;

Any breach of this will entitle the company to institute legal proceedings against you.

SUPPLY OF INFORMATION

Your employment by this company will be conditional on the correctness of the information supplied to us in the course of your application.

Our Reference:

In instances of your dishonesty, insubordination, serious misconduct or breach of any of our rules or regulations or any terms herein, termination of employment will be immediate and without notice or payment.

GENERAL

SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

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CIN - U72200KA2015FTC082597

The details of this offer are confidential, and you will be subjected to disciplinary action if found to divulge such information to others.

OTHER TERMS, CONDITIONS AND BENEFITS

You will follow all terms and condition stipulated in the employee's manual.

This offer attracts 3 years contract, where employee can't resign for next 3 years from the date of joining.

Employees are not allowed to resign when he / she is on a project or at client site, whether India or Abroad. Resources who have taken Temenos certification will not be allowed to resign anytime for one year from completing of certification process above the contract period mentioned in the offer letter. If anyone need to resign, then he/she will pay the amount spend for certification from the company. The resignation letters are accepted, and the relieving process begins when the employee is not assigned to any project & if he is not in the contract period as mentioned in the Offer letter.

Employees/Trainees who resign (After Contract Period) are required to provide Stoics Software Development India Pvt Ltd, with at least Ninety days written notice prior to the final day of actual work or 90 days salary in lieu of notice. This salary in lieu of notices whenever it is invoked shall be deducted in the final settlement calculated proportionately to the number of days that were short in the notice period.

The company shall not be liable for any other claims other than the terms of payments stipulated above.

All the above terms and conditions of employment are subjected to changes without prior notice. Please indicate your acceptance of the above by signing below and returning the other copy signed by you

I, **SATHISHKUMAR K** accept your offer of employment on the above terms and conditions.

K. Sathishkumar.

Signature

18th January 2022

Date

SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
Virudhunagar District

KANINI

Excellence Redefined

Date: 10-Feb-2022

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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

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Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

Cognizant 216

Letter of Intent (LOI)

Superset ID: 1145651

November 10, 2021

Dear Sharmila 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

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
Virudhunagar District

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KARIAPATTI
626 115

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Innodha Tech.

Dear Mr. Siva,

We are pleased to appoint you in our organization as a ***Trainee Software Engineer*** . Please find the below given salary Break up.

Particulars	Monthly	Annual
Basic	5985	71820
H.R.A	2693	32320
Conveyance	1600	19200
Special Allowance	1109	13308
Gross Fix	**11387**	**136648**
Bonus	499	5983
PF	1043	12519
ESIC	371	4452
Monthly CTC	**13300**	**159602**

Please note that there will be further **deduction from Monthly CTC such as PF, ESI, Professional tax, Insurance.*

Kindly acknowledge and revert me back with your DOJ.

While you acknowledge this mail , Please provide us the below mentioned documents (Soft copies) in the *attachment or Drive link.*

- Educational Documents (10th, 12th, UG)

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

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Kindly acknowledge and revert me back with your DOJ.

While you acknowledge this mail , Please provide us the below mentioned documents (Soft copies) in the *attachment or Drive link.*

- Educational Documents (10th, Higher secondary, College Degree certificate)
- Aadhar Card and Pan Card (both front & back side)
- 1 Passport Size photograph.

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

Thank you!

--
M.Ramya
HR-Executive
Galaxy Weblinks Ltd
+91 9363426676
hr.ramya@galaxyweblinks.in

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

SETHU INSTITUTE OF TECHNOLOGY * PULLOOR KARIAPATTI 626 115

Siva C 12 May

Good Afternoon Mam, I am Siva C , I Accept the Offer Letter for Trainee

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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 Sivarishi Karthick 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.

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

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Pulloor, Kariapatti - 626 115
Virudhunagar District

SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

Σ19

SASKEN

Warm Welcome

10/01/2022

Mr Solaimani S
Applicant ID : 287394
3/264,South Street, Melakandamangalam, Aruppukottai (taluk), Virufhunagar(distct)-626129

Sub: Letter of Appointment

Dear **Mr Solaimani S**

We are pleased to make an offer of employment on behalf of Sasken Technologies Limited (formerly known as Sasken Communication Technologies Ltd) (hereinafter referred to as **'Sasken'** or the **'Company'** as the context may require), on the following terms and conditions:

Designation: ASSOCIATE SOFTWARE ENGINEER

Band: Graduate Trainee

Date of Joining :01 Aug 2022

Location: Chennai

You will be reporting to **Mr V Madhusudana D Rao , Program Manager**

Total Compensation: Your Total Compensation will be **Rs. 509893.00** per annum. The salary structure is described in the Salary Stack Up Sheet **(Annexure-1)**.For the relocation benefits you are entitled to refer Annexure-2.

Your individual remuneration is a confidential matter purely between yourself and the company and has been arrived at based on the role/job, skill specific background and professional merit. We expect you to maintain this information and any changes made therein from time to time as personal and confidential.

Other Benefits: You will be eligible for the following:

1. Leave, holidays and working hours as applicable to your category of employees and location of posting.
2. Perquisites, if any, as applicable to your category of employees and/ or based on functional requirements as determined by the company
3. Group Medical Insurance coverage, Group Personal Accident and Life Insurance coverage. Sasken encourages all employees to opt for Sasken Mediclaim Policy mandatorily. We also encourage employees to ensure that they have their immediate family covered under the policy. Employees may be allowed to opt out of the insurance cover for themselves, if they provide proof of their coverage

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Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

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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

RAFT INTERNATIONAL
Delivering Value Beyond Borders

Date: 18th March 2022

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

Sub: Employment Offer

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 Executive**. - 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% comission over each sale from customer leads generated by you.

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

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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

Reg No: 3092 AJMAN U.A.E. 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

SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

Cognizant

222

08-Mar-2022

Dear S Ulageshini,
B.E., Electronics & Communication Engineering
Sethu Institute of Technology, Kariapatti

Candidate ID – 19733323

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

Dr. A. Senthil Kumar
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Virudhunagar District

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Compensation and Benefits

Name: S Ulageshini **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

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Dhyan

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Offer Letter

Apr 13, 2022

Mr. Umapathi C,
1/40B, Kaveri Nagar 1st street,
Kaveri Nagar, Adiyanuthu,
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.

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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

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Pulloor, Kariapatti - 626 115
Virudhunagar District

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 _____

Address:

Signature and Date

Name:

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PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

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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.

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PRINCIPAL
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Pulloor, Kariapatti - 626 115
Virudhunagar District

Atos

Date: 10/05/2022

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Intent to Offer

Dear Vijayakrishnan Krishnan,

Syntellect ID: ASB22336010

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (GCM 1)** with Syntel Private Limited ("Company").

Upon your acceptance of this Intent to offer and subject to you meeting all the applicable requirements under this Intent to offer, we will share a definitive offer letter, which will outline the specific employment terms and conditions. Please note that, unless you receive a offer letter this Intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with company nor it will be a legally binding offer/contract of employment.

The contents of this Intent to Offer are strictly confidential between you and the Company. Please treat this Intent to Offer and the contents hereof as personal and confidential.

This Offer of Intent is valid subject to:

a) Your successful completion of the **Graduate/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%** and no standing backlogs
b) You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit
c) You producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company

The Company shall conduct a background verification of all records/ references provided by you. Your employment with the Company will be subject to your background check records being clear, satisfactory, and free from ambiguity and in accordance with the policies of the Company prevalent from time to time. The Company reserves the right to ask you to furnish additional documentation or supporting information in this regard, as and when considered necessary. In case your background verification process is not completed within the company specified timeline, intimated to you via email, your selection would be deemed to be canceled.

This Offer of Intent is also contingent upon us working to determine an appropriate start date for your employment. The training is for a period of one (1) year, or any other period as the Company deems necessary, from the date of commencement of your service and you will be required to sign a separate agreement, by way of which you agree to remain in the employment of the Company during such period of training, and for a period of one year thereafter (hereinafter referred to as "the period"). Such agreement will also form part of your employment terms with the Company.

You will be continuously assessed during your training. If you do not complete the class room/on job training to our satisfaction, your appointment stands cancelled. That the intent of on-boarding will automatically expire if the candidate fails to respond to this Letter of Intent in writing/e-mail on or before the end of **5 days** from date of its issuance.

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Pulloor, Kariapatti - 626 115.
Virudhunagar District

email : info@softsquare.biz

Soft Square

YOUR CLOUD OUR SOLUTION

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26/10/2021

Vishnu Vardhan B. J.

ECE

Sethu Institute of Technology

Pulloor, Kariapatti TK

Virudhunagar,

amil Nadu 62611

OFFER LETTER

Dear **Vishnu Vardhan,**

Greetings from Softsquare!

We are pleased to offer you a full-time position with our company as **Software Engineer.**

Your annual compensation would be INR. 360,000/- (Three Lakh Sixty Thousand only). A detailed break up of this amount will be handed over to you on the date of joining.

Sincerely

M. Vetrivendhan
Vice President

SOFT SQUARE SOLUTIONS PRIVATE LIMITED CHENNAI

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

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TechGenzi

226

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:

a) You are expected to comply strictly with company policies and principles.

b) 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

c) 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

d) 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

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Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
Virudhunagar District

TechGenzi

229

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
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	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			

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08-Mar-2022

Dear Elakkiya S,
B.E., Electrical & Electronics Engineering
Sethu Institute of Technology, Kariapatti

Candidate ID – 16686468

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

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Virudhunagar District

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Compensation and Benefits

Name: Elakkiya 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**
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	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

SI 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

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Virudhunagar District

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Pinnacle Infotech Solutions

IT-A-016-E, MAHINDRA SEZ, RAJASTHAN, JAIPUR - 302037
www.pinnaclecad.com | Global BIM Leader

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IMRAN ALI A

Date: -28/04/2022

Candidate ID:29932163

Subject: Offer for Apprenticeship

Dear **IMRAN ALI A**

Further to your application for Apprenticeship/ Training with us and the subsequent selection process, we are happy to induct you in our Company as Apprentice / Trainee.

Date of your joining would be 4th of July, 2022. You will be entitled for a monthly stipend of Rs. 18000/- (Eighteen Thousand only). Upon your joining, you are expected to enter into an agreement, which details the scope, terms and conditions of your Apprenticeship/Training, wherein the necessary training and the contractual obligation will be with Pinnacle Infotech Solutions. On successful completion of your Apprenticeship of One year with the company you will be absorbed as a permanent employee with Pinnacle Infotech Solutions subject to the terms and conditions as per Company policies.

Company solely reserves the right to make any further changes to the date of joining.

Your Apprenticeship with us will be governed by the rules, regulations and policies of the Company and as contemplated in the Apprenticeship Act 1961.

The terms of this offer letter shall remain confidential and are not to be disclosed to any third party.

We request you to please sign this letter as acceptance of the offer and mail the signed scanned copy to us within 15 days. Also, please carry a signed copy of the offer letter on the day of your joining as an authenticating identity document.

Welcome to Pinnacle Infotech Solutions.

Yours sincerely,

Neha

Neha Goel

AGM - Human Resources

Annexure to the offer (as applicable to you).

I have read, understood and agree to the terms and conditions as set forth in this offer letter and the annexure to the same.

Your name in capital letters Your Signature

Date:

SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Location: Pulloor, Kariapatti - 626 115
Virudhunagar District

Pinnacle Infotech Solutions
IT-A-016-E, MAHINDRA SEZ, RAJASTHAN, JAIPUR - 302037
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Annexure to your Offer of Apprenticeship as **Trainee**

Presented here are the details that refer to our offer of Apprenticeship to you as a Trainee

1. Apprenticeship Period:

   You will be on Apprenticeship for a period of one year from the date you are registered in http://www.mhrdnats.gov.in. Upon successful completion of your Apprenticeship of one year, and with proper maintenance of Company's Code of Conduct and Policies, Company may offer you employment in a suitable position.

   a. During your Apprenticeship, you are expected to give your full effort to complete your Training successfully. During the initial period of your Training, you will be undergoing Examinations, both Practical as well as Online, the cut-off marks of which is 60%. Upon failure to secure 60% in the first chance in any of the Exams, you will be given another opportunity, failing which, your Apprenticeship will be terminated by the Company.

   b. In case of violation of Code of Conduct or Policies of Company, Company may terminate your Apprenticeship with immediate effect.

2. **Surety Deposit:**

   On the day of your onboarding the Company for apprenticeship/training, you will be required to execute a retention undertaking for a period of **two years, and sign a bond agreement of INR 50,000/- (Rupees Fifty Thousand only)** as a surety amount **and it is to be paid to Pinnacle Infotech Solutions in the event if you voluntarily or involuntarily leave the organization within 2 years from the date of joining. It needs to be paid through Demand Draft payable to 'Pinnacle Infotech Solutions'. The said amount is required to meet your Training expenses and provide infrastructural facilities. The said agreement is invalid if you decide to leave within 15 days of your joining.**

   In case of Resignations, drop out after 15 days of joining and long absences, and Termination on grounds of non-performance and disciplinary issues, the said surety amount has to be paid as per agreement,

3. **Leave:**

   During your Apprenticeship, you will be undergoing Classroom Training for 3 months, followed by On-job Training for 9 months.

   a. During your Classroom Training of 3 months, you would be entitled for 2 Casual leaves only.

   b. During your On-job Training period for 9 months, you will be entitled for 0.5 Casual Leaves per month and 1.25 Privilege Leaves per month.

4. **Increments and Promotions:**

   There will be no Increment or Promotion during your Apprenticeship period of one year.

   You will be entitled for a monthly stipend of Rs 18000/-, You will not be entitled for any kind of statutory benefits for this period.

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Pulloor, Kariapatti - 626 115.
Virudhunagar District

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1. Notice Period:

During the Apprenticeship period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training / Apprenticeship can be terminated by the Company with one-day notice thereof. In the event of you having any incomplete assignment, the Company may decide to relieve you only at the end of the completion of the said assignment. Similarly, the Company can terminate your Apprenticeship with immediate effect giving stipend only up to the end of previous calendar month. The Company may terminate your services immediately on disciplinary grounds. No Stipend will be paid if you drop out or stop attending apprenticeship/training.

2. Employment Agreement:

After successful completion of your Apprenticeship, you will undertake an Agreement on the laid down terms and conditions for permanent employment with Pinnacle Infotech Solutions.

3. Transfer:

During your Training period, you can be transferred to any of our Units / Departments situated anywhere in India or abroad.

Background Checks:

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience, if any, and to conduct any criminal records checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in Annexure II. If the Company is not satisfied, in its sole discretion, with the outcome of the background checks, the Company reserves the right to withdraw this Offer without notice and Compensation or to take any appropriate action against you, including, but not limited to termination of your apprenticeship and subsequent employment.

4. Other Terms & Conditions:

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization or entity engaged in any form of business activity without the consent of Pinnacle Infotech Solutions. 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.

Yours sincerely,

Neha

Neha Goel

AGM - Human Resources

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PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

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Decemeber 27, 2021

Mr. Mathan Kumar T
Sethu Institute of Technology

Dear Mathan Kumar,

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 :
Name : Mathan Kumar T
Date :

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Aspire Systems (India) Private Limited
1/D -1, SIPCOT IT PARK, Siruseri,
Chennai - 603103, Tamil Nadu, INDIA.
Tel: +91-44-67404000 Fax: +91-44-67404234
www.aspiresys.com

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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.

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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 :
Name : Mathan Kumar T
Date :

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www.aspiresys.com

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SITmail

Kalai Selvi M. [Traning & Placement Cell] <kalaiselvi@sethu.ac.in>

Data patterns offer letter regards

1 message

Mohammed Asraf <shamilasraf2000@gmail.com> 30 May 2022 at 20:13
To: kalaiselvi@sethu.ac.in

Dear Candidate,

Greetings from Data Patterns (India) Pvt Ltd !!!!!!!!!!!!!!!!

This is with reference to your application and the subsequent interview you had with us recently.

We are pleased to inform you that we are offering you the position of Project Trainee in our organization.

Your date of Joining will be 1st September 2021 (Wednesday) @ 9.00 am

During the training you will be paid stipend of Rs. 12,000 /- per month

During project period transport will be charge Rs.250 (Below 25 Kms) & Rs.500 for (Above 25 Kms) and lunch will be charged @ Rs. 10 /- per day. If you don't want to use our lunch facility, you can bring lunch from your Hostel / PG / Home.

You need to sign a Service Agreement (46 months) at the time of joining 1st September 2021 (Wednesday)

(10 Months Project Trainee + 36 Months Regular Employment)

Attached is the list documents you have to bring on 1st September 2021 (Wednesday)

Please confirm your acceptance through mail with the following content without changing the subject line:

Your Name :

Guarantor's Name :

Guarantor's Father's name :

Guarantor's permanent address :

You have to be in chennai on 31st Aug 2021 (morning) , you have to be in quarantine for one days.You need to bring your covid test report on 1st Sep 2021,kindly plan your travel accordingly

Please note that the guarantor has to be only your father/mother, if alive. Else, please contact us for other options.

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Virudhunagar District

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A Unit of Jest Varsha Software Solutions Pvt. Ltd.

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OFFER LETTER

Dated: 01 - 03 - 2022

Dear, Mujammil Fathima 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 another date, free training will not be valid. You may have to pay the fees.

Thank & Regards
QSpiders Campus Connect Team.

USN NO 2018103046

9513684738/7619163087
info@campus.qspiders.com
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Virudhunagar District

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OFFER LETTER

Dated: 01-03-2022

Dear, Nandhni

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 2018103048

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Offer: Computer Consultancy
Ref: TCSL/CT20213716486/Chennai
Date: 03/11/2021

Ms. Ramya R
No : 9 , First Floor - Amirtham Illam7th Street - Lourthu Nagar 3rd Cross Street,
K . Pudur,
Madurai-625007,
Tamilnadu.
Tel# 91-8072251896

Dear Ramya R,

Sub: Letter of Offer

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

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

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

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

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

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram Road, Chennai 600 119 India
Tel: 91 44 6616 2222 Fax: 91 44 6616 2255 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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Virudhunagar District

TATA

GROSS SALARY SHEET

Annexure 1

Name	Ramya R
Designation	Assistant System Engineer-Trainee
Institute Name	Sethu Institute Of Technology, Kariapatti

Table 1: Compensation Details (All Components in INR)

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

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

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

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

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

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

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

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415/21-24, Kumaran Nagar, Sholinganallur, Mahabalipuram, Chennai 600 119 Tamil Nadu India
Tel: 91 44 6616 2222 Fax: 91 44 6616 2535 Website: www.tcs.com
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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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.

Thank & Regards

QSpiders Campus Connect Team.

USN NO 20181030TH

9513684738/7619163087

info@campus.qspiders.com

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

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OFFER LETTER

Dated: 01-03-2022

Dear, Vishnu 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 .....

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.

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OFFER LETTER

Dated: 01-03-2022

Dear, Annamalai

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

Training in our incubation centre starts on .....

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 2018103303

9513684738/7619163087

info@campus.qspiders.com

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ATHAVAN M

Date: -28/04/2022

Candidate ID:29933017

Subject: Offer for Apprenticeship

Dear **ATHAVAN M**

Further to your application for Apprenticeship/ Training with us and the subsequent selection process, we are happy to induct you in our Company as Apprentice / Trainee.

Date of your joining would be 4th of July, 2022. You will be entitled for a monthly stipend of Rs. 18000/- (Eighteen Thousand only). Upon your joining, you are expected to enter into an agreement, which details the scope, terms and conditions of your Apprenticeship/Training, wherein the necessary training and the contractual obligation will be with Pinnacle Infotech Solutions. On successful completion of your Apprenticeship of One year with the company you will be absorbed as a permanent employee with Pinnacle Infotech Solutions subject to the terms and conditions as per Company policies.

Company solely reserves the right to make any further changes to the date of joining.

Your Apprenticeship with us will be governed by the rules, regulations and policies of the Company and as contemplated in the Apprenticeship Act 1961.

The terms of this offer letter shall remain confidential and are not to be disclosed to any third party.

We request you to please sign this letter as acceptance of the offer and mail the signed scanned copy to us within 15 days. Also, please carry a signed copy of the offer letter on the day of your joining as an authenticating identity document.

Welcome to Pinnacle Infotech Solutions.

Yours sincerely,

Neha

Neha Goel

AGM - Human Resources

Annexure to the offer (as applicable to you).

I have read, understood and agree to the terms and conditions as set forth in this offer letter and the annexure to the same.

Your name in capital letters Your Signature

Date:

Location:

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Virudhunagar District

KANINI
Excellence Redefined

Date: 10-Feb-2022

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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

SETHU INSTITUTE OF TECHNOLOGY * PULLOOR KARIAPATTI 626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
Virudhunagar District

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Qspiders CampusConnect

A Unit of Test Yantra Software Solutions India Pvt Ltd

Qspiders Campus

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:

ollowing 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 2018103321

9513684738/7619163087
info@campus.qspiders.com
01, Basappa Layout, Gavipuram Extn, Gavipuram Extension,
Kempegowda Nagar, Bengaluru, Karnataka 560019

SETHU INSTITUTE OF TECHNOLOGY ★ PULLOOR KARIAPATTI 626 115

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Pulloor, Kariapatti - 626 115.
Virudhunagar District

J48

SITmail

Kalai Selvi M. [Traning & Placement Cell] <kalaiselvi@sethu.ac.in>

Fwd: Data Patterns (India) Pvt. Ltd - Internship Joining Letter

3 messages

Yathavakannan V <yathavkannan412@gmail.com>
To: kalaiselvi@sethu.ac.in 28 May 2022 at 15:15

-------- Forwarded message ---------
From: **udaya.kumar** <udaya.kumar@industeqsite.com>
Date: Mon, Aug 30, 2021, 2:07 PM
Subject: Data Patterns (India) Pvt. Ltd - Internship Joining Letter
To: <yathavkannan412@gmail.com>
Cc: DP Karthick HR <karthick@datapatterns.co.in>

Dear Yathavakannan,

Greetings from Data Patterns (India) Pvt Ltd !!!!!!!!!!!!!!!!

This is with reference to your application and the subsequent interview you had with us recently.

We are pleased to inform you that we are offering you the position of **Project Trainee** in our organization.

Your date of Joining will be 1st September 2021 (Wednesday) @ 9.00 am

During the training you will be paid stipend of Rs. 12,000 /- per month

During project period transport will be charge Rs.250 (Below 25 Kms) & Rs.500 for (Above 25 Kms) and lunch will be charged @ Rs. 10 /- per day. If you don't want to use our lunch facility, you can bring lunch from your Hostel / PG / Home.

You need to sign a **Service Agreement (46 months)** at the time of joining **1st September 2021 (Wednesday)**

(10 Months Project Trainee + 36 Months Regular Employment)

Attached is the list documents you have to bring on **1st September 2021 (Wednesday)**

Please confirm your acceptance through mail with the following content without changing the subject line:

Your Name :

Guarantor's Name :

Guarantor's Father's name :

Guarantor's permanent address :

You have to be in chennai on 31st Aug 2021 (morning) , you have to be in quarantine for one days.You need to bring your covid test report on 1st Sep 2021,kindly plan your travel accordingly

Please note that the guarantor has to be only your father/mother, if alive. Else, please contact us for other options.

Looking forward to hear from you

Regards
V.Udayakumar
Lead HR

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

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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.

SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
Virudhunagar District

250

- ✓ 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:	Date:

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

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ZUCI SYSTEMS

251

14th November 2021

Aruna R

Subject: Letter of Offer and Terms of Employment

Dear Aruna,

Welcome to Zuci Family!!

Congratulations! We are pleased to confirm our offer of employment to you with **"Zuci Systems (India) Private Limited (Company)"** as **Software Engineer.** This offer is conditional upon completion of satisfactory references, review of past employment and educational records.

The terms of your employment with the Company are listed below. These terms may be modified pursuant to changes in the Company policy updated from time to time.

Annual CTC: Your total Cost to Company (CTC) will be **INR 3,00,000 (Three Lakh Rupees Only)** per annum. The salary structure is described in the Salary stack-up sheet **(Annexure A).** Any other remuneration, prerequisites or benefits extended to you shall be at the Company's sole discretion. All remuneration payable to you may be subject to income tax deduction at source wherever applicable and to any statutory deductions that may be applicable.

Other Benefits: You will be eligible for:

a. Leave and holidays as applicable to your category and location of posting.
b. Group Mediclaim Policy covers an amount of INR 3,00,000.

The emphasis in our journey together will be aligned to our Core Values **"Enable, Empower and Exemplify"**, and in this journey we will establish benchmarks that others may follow. We remain dedicated to maintaining a workplace that respects and values people from diverse backgrounds and facilitates all employees to do their very best. Our inclusive work environment uniquely combines the talent, experience and perspectives of each employee that makes us successful. We are confident that Zuci and you will make a great team.

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
Virudhunagar District

SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

No.11, Rattha Tek Towers, Rajiv Gandhi Salai, OMR, Thoraipakkam, Chennai - 600097.
info@zucisystems.com
www.zucisystems.com
US: +1 (214) 238-9824
INDIA: +91 (44) 49525020

framed, amended, altered, or extended from time to time and they shall govern you in the same form as and when altered or amended. 251

I hereby acknowledge and agree that the Company shall invest substantially in the training and overall development of the Employee, and in consideration of the same, I hereby agree that my employment shall subsist, and I shall not terminate this Agreement for a period of 3 years from date of joining unless this Agreement is terminated in terms of this Agreement.

I acknowledge and agree that in the event I terminate this Agreement before expiry of the said period of 3 years from date of joining, I shall serve a notice of 3 months in advance with the Company and pay an amount of **INR 1,50,000 (One Lakh Fifty Thousand Rupees Only),** equivalent to 6 months gross salary.

Submitting true copies of all your scholastic/academic and extra-curricular attainments along with the documents as described in **Annexure B** will be communicated in due course during the time of joining.
Please return one copy of this appointment letter duly signed by you.

With Warm Regards,

For Zuci Systems (India) Private Limited

N. Punitha .

Punitha Nagarajan
Head – Talent Acquisition

I agree to the terms and conditions of the above mentioned Zuci's Employment Offer and shall report to work on _____.

Signature of the candidate

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
Virudhunagar District

SETHU INSTITUTE OF TECHNOLOGY * PULLOOR KARIAPATTI 626 115

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

ZUCI SYSTEMS

ANNEXURE A

251

Name	Aruna R
Designation	Software Engineer
Department	Digital Engineering
Date of Joining	01-Jun-2022, Wednesday

Cost To Company (CTC)	25000	300000

Components	Monthly Amount	Annual Amount
EARNINGS		
Basic Salary	12500	150000
HRA	6250	75000
Special Allowance	3849	46185
TOTAL FIXED EARNINGS	**22599**	**271185**
RETIREMENT BENEFITS		
Provident Fund Employer	1800	21600
Gratuity	601	7215
TOTAL	**2401**	**28815**

TOTAL CTC	**25000**	**300000**

BASKET OF ALLOWANCES	
Food Coupon	Rs.26,400 per annum
Car Fuel and Maintenance	Rs.1,800 per month
Telephone Reimbursement	Rs.36,000 per annum
Car Lease	Maximum of 2% (per month) of car market price.

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
Virudhunagar District

SETHU INSTITUTE OF TECHNOLOGY * PULLOOR KARIAPATTI 626 115

WORLDLINE

253

June 8, 2022

Dear **Balaji T R,**

Greetings from Worldline Global Services Pvt Ltd.

Further to our discussions, we are pleased to offer you the position **Trainee - Engineer** in our organization at **Chennai.**

Request your acceptance within **2 working days**, post which the offer will not be valid. Also mention your likely date of joining.

Apart from the monetary details, what you should also consider is the brand, career growth opportunities & the work culture at Worldline.

Kindly ensure a copy of duly accepted resignation letter is shared with us within 2 working days post acceptance of our offer. Your acceptance to the offer would also mean your consent to allowing Worldline Global Services Pvt. Ltd. to process and store your personal information as per applicable statutory and regulatory requirements and we may validate personal information as and when required.

This offer is valid subject to positive reference checks and other verifications carried out by the company.

Looking forward to having you on board with us soon, so that together we can deliver the best.

Please turnover for your salary annexure.

Regards,

For **Worldline Global Services Pvt. Ltd.**

Jose Raj

Senior Vice President and Head – HR

NB: Since this is electronically generated letter, this does not require any signature.

Worldline Global Services Pvt. Ltd.

Registered Office:
Raiaskaran Tech Park
Tower I, 2nd floor, Phase II,
Sakinaka, Andheri (East),
Mumbai - 400 072. India

T +91 (22) 719 80000
F +91 (22) 719 80111
in.worldline.com
CIN NO: U72900MH2020FTC338074

SETHU INSTITUTE OF TECHNOLOGY ★ PULLOOR KARIAPATTI 626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

vuram
Services, Redefined.

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

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February 22, 2022

Dear Balamurugan S,

Welcome to the Vuram family!

We have the pleasure of offering you a job at Vuram as a **"Associate Technical Consultant"**. We at Vuram are keen on providing an excellent environment for work, a great learning environment, a friendly workplace, an organization driven by its values and principles. We work together to deliver the highest quality service to our customers. We hope that you will have a rewarding, successful and enjoyable time working with us.

Please find enclosed your detailed appointment letter. A copy of the same is to be signed and submitted by you on your date of joining. This offer is subject to 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,

R Prabhavathi

Prabhavathi Macheri Shanker
Director, Vuram

SETHU INSTITUTE OF TECHNOLOGY ★ PULLOOR KARIAPATTI 626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

1

vuram
Services, Redefined.

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

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Offer Details

Appointment & Compensation

1. Your employment start date will be informed.
2. You will be on training and probation for the first six full calendar months of your employment.
3. During this period, you will earn a total of Rs. 21,900/month. This amount will be credited to your bank account on the last working day of the month.
4. Your salary breakdown during your probation period will be as follows:

Category	Monthly Pay(INR)
Basic	11,700.00
House Rent Allowance	5,850.00
Commutation Allowance	1,600.00
Medical Allowance	1,250.00
Internet Allowance	1,000.00
Fitness Allowance	500.00
Gross Salary #	***21,900.00***
Employer PF Contribution	1,800.00
Total	***23,700.00***

Employee PF of Rs. 1800 and Professional Tax (based on Government estimates) will be deducted from your salary. Employer PF or Rs.1800 will be credited to your PF and related accounts

5. Your compensation will be pro-rated for any partial months worked
6. During your probation period, you will be eligible for insurance and PF benefits as per company policy.
7. If you decide to leave Vuram during probation, you will have to serve a minimum notice period of 3 - months. Vuram retains the right to request work beyond the 3-month notice period as may be the case.
8. Your employment will be confirmed upon successfully completing your probation period. Vuram retains the right to void this employment offer in the event of unsatisfactory performance during the probation period without any notice.

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vuram
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Virugambakkam Chennai 600 092 TN India
+91 44 4910 2200
CIN U72900TN2010PTC077255

9. Upon confirmation, your salary will be as per the table below.

Category	Monthly (INR)	Annually (INR)
Basic	17,600.00	2,11,200.00
House Rent Allowance	8,800.00	1,05,600.00
Commutation Allowance	1,600.00	19,200.00
Medical Allowance	1,250.00	15,000.00
Internet Allowance	1,000.00	12,000.00
Fitness Allowance	500.00	6,000.00
Other Allowance	250.00	3,000.00
Gross Pay	**31,000.00**	**3,72,000.00**
Employer Provident Fund	1,800.00	21,600.00
Bonus Potential		37,200.00
Gratuity		10,154.00
Insurance Cover		9,930.00
Total		**4,50,884.00**

a. **Employer Provident Fund**
Employer PF contributions will be automatically credited to your PF and other related accounts, details of which will be shared with you within 2 months of your employment commencement.

b. **Bonus**
Bonus Potential will be paid in the month of December every year. Actual Bonus Potential payout will be determined based on Individual Performance and prorated to the number of full months worked in the current calendar year. Probation period will be excluded in computing number full months worked.
Bonus is paid based on your joining date.
You are eligible for a bonus during the current calendar year only if your joining date is on or before 21st October. If you join Vuram after this date, you will be eligible for a bonus starting from the subsequent year.

c. **Gratuity**
Gratuity will be credited to a company escrow account. Gratuity payments are realized only upon employment termination post serving a minimum term of 5 continuous years.

d. **Insurance**
Insurance is calculated as the premium for self and 2 dependents (parents, spouse, kids) for a cover of Rs. 2,00,000 per insured. The Insurance cover provided by Vuram can be used for up to 5 dependents. The amount quoted in the salary breakdown is an indicative premium Vuram pays for self and 2 dependents in the age group of 40-50. The actual premium paid by Vuram could vary based on additional parameters.

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Pulloor, Kariapatti - 626 115
Virudhunagar District

255

Qspiders CampusConnect

A Unit of Test Yantra Software Solutions India Pvt Ltd

Qspiders Campus

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 Extention, Kempegowda Nagar, Bengaluru, Karnataka 560019

SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

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SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

256

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: 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.

SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

256

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

SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

256

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

SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

Soft Square
YOUR CLOUD OUR SOLUTION
email : info@softsquare.biz

257

26/10/2021

Devaakash V. S.

B. Tech IT
Sethu Institute of Technology
Pulloor, Kariapatti TK
Virudhunagar,
Tamil Nadu 62611

OFFER LETTER

Dear **Devaakash,**

Greetings from Softsquare!

We are pleased to offer you a full-time position with our company as **Software Engineer**.

Your annual compensation would be INR. 360,000/- (Three Lakh Sixty Thousand only). A detailed break up of this amount will be handed over to you on the date of joining.

Sincerely

M. Vetrivendhan
Vice President

SOFTSQUARE SOLUTIONS PRIVATE LIMITED CHENNAI

SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

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intellect®
Design for Digital

Ref No: CORP/CHP/0228

Date: 11-Jan-22

Dharshini Paramasivam
B/4 Sivaraman Compound, Melur Main Road, Uthangudi-625107.

Sub: Your Offer of Employment in Intellect

Dear **DharshiniParamasivam,**

Thank you for the time you invested in exploring career opportunity with Intellect. Through the campus hiring process we have determined that your capabilities are aligned to the organization requirement and have hence chosen to invite you to be part of the Intellect family! Congratulations!!!

We believe that the prosperity of an organization is defined by the power of thought, of both individuals and teams and therein we put 'Design Thinking' at the core of everything we do. This maximizes our chances of getting to a state of mind that is 'Fulfillment': as we create opportunities for ourselves to contribute to our fullest capacity with the freedom to think and act differently. This, in turn is possible with us having the feeling of belongingness. Hence, for us, all employees are associates and you are set to become one of our fellow associates.

This invitation to you is to join us as **Associate Consultant in Grade T120.** Your base location shall be **Chennai.** We are looking forward to welcoming you on your date of joining. We would communicate your date of joining in due course of time to your E-mail address on file with us. Your joining date will be after completion of your final semester exams. Please note that this offer shall stand to be void if you do not meet the qualifying criteria for award of the degree by the University.

Your gross compensation shall be **INR 500,000/- (Rupees Five Lakhs) per annum**. The details of the same are as in Annexure-A of this Offer of Employment. The organization is confident of its ability in hiring some of the best talent in the industry and you are one such talent. Backed by this confidence the organization is happy to assure you **100% of your variable pay component for the first two years** of employment with us. However, we would like to see you earning up to the maximum of **130%** of your variable pay component. The same shall be determined through the robust Performance Development Dialogue process that measures contribution during every year and sets you up for success in the next year.

When all of us come together as associates of this organization placing the interests of us humans above everything else, it is important that we have the ecosystem of policies and practices that enable us to exercise our rights freely. This is possible with everyone in the organization respecting each other as individuals, playing their part in protecting and nourishing the collective work culture. Towards this, we have set some boundaries / norms / rules for ourselves as associates of the organization and shall abide by the same in all circumstances. As we evolve, we do make changes to the rules governing ourselves to be aligned to the demands of the environment and associate needs. We will continue to abide by the changes as and when they are made. Given below are a brief on some of the key terms that govern us when we are in employment with the organization.

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
Virudhunagar District

SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

P. Dharshini

(Signature of Associate)

Annexure -A - Compensation Structure Break Up

Components	Per Annum Amount in INR
A. Annualised Monthly Components	
Basic	180,000/-
House Rent Allowance	90,000/-
Advance against Statutory Bonus	16,800/-
Special Allowance	142,942/-
Total (A)	**429,742/-**
B. Retiral Benefits	
Provident Fund	21,600/-
Gratuity	8,658/-
Superannuation	
Total(B)	**30,258/-**
Fixed Component (A+B)	**460,000/-**
C. Variable Pay	
Individual Performance Based Pay	27,600/-
Team & Orgn Performance Based Pay	6,900/-
Annual Performance Driven Pay (C)*	**34,500/-**
D. Other Benefits	
Medical & Accident Insurance	5,500/-
Benefits (D)	5,500/-
Total A + B + C + D	**500,000/-**

Provident Fund: Employer contribution as per provisions of the Provident Fund Act

Gratuity: The eligibility and payout shall be as per the Provisions of the Payment of Gratuity Act

Superannuation is an optional Retirement Benefit. Associate may choose to contribute 5% of Basic Salary. Please refer to Superannuation policy for more specific details in the associate induction handbook for more specific details.

Variable Pay / Annual Performance Driven Pay (APDP) are linked to performance against targets that are set and agreed with your supervisor. The payout amount is assured with 100% for the first year and the second year. The earning potential can extend up to 130% of the eligible amount. Associates on the rolls of the organization on the day of disbursement will be eligible for the same.

Medical Insurance Premium amount shown in the above table is nominal only. The organization is currently investing close to INR 10,000/- p.a for your medical insurance. The amount insured for you is INR 3 lakhs per annum.

Dr. A. Senthil Kumar
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Pulloor, Kariapatti - 626 115
Virudhunagar District

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Capgemini

Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airol 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.

SETHU INSTITUTE OF TECHNOLOGY
PULLOOR KARIAPATTI 626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

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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

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

SETHU INSTITUTE OF TECHNOLOGY ★ PULLOOR KARIAPATTI 626 115

ANNEXURE 1

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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

SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

Cognizant

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10-Apr-2022

Dear **Diwaahar R**,
B.Tech, Information Technology
Sethu Institute of Technology, Kariapatti

Candidate ID – 19733303

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 15 days 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) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us.

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
Virudhunagar District

Regd: XSC Techsol Pvt Ltd
Prince Info Park, Bldg B, 5th Floor
81B, 2nd Main Road
Ambattur Industrial Estate
Chennai - 600058 TN (India)
www.xcelcorp.com
hrindia@xcelcorp.com

XCEL Corp(I) Pvt Ltd

GRADUATE TRAINEE OFFER

Date: 06-04-2022
Ref :GRADUATE ENGINEERING TRAINEE
Ms. Geetha M
9/125, Gowsalya Nagar, Pandalgudi – 626113,
Aruppukottai, Virudhunagar District.
6379628745 / ge2042001@gmail.com

Dear Ms. Geetha M,

We are pleased to offer you the position of **GRADUATE ENGINEERING TRAINEE** in the grade **A1 - L1** with effect from 06-04-2022 up on successful completion of the training. A revised employment offer will be issued to you on the date of conversion from the status of trainee to employee of XCEL Corp India and you will be eligible for full time salary and other benefits as outlined in the employment offer letter.

During this training period, you will be provided extensive training on live project for deeper learning. All other terms and conditions in the "Employment Agreement Contract with twenty four months service up on completion of the training program" will be enforced from the date of execution of this offer letter.

Yours Sincerely

For XCELCorp (I) Pvt. Ltd.
(XSC Techsol Pvt Ltd)

XSC Techsol Pvt Ltd
Authorized Signatory
06-04-2022

Accepted and Agreed

Ms. Geetha M
06-04-2022

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

SETHU INSTITUTE OF TECHNOLOGY * PULLOOR KARIAPATTI 626 115

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NU Technology

Private and Confidential

Offer Letter

NUIT-121/2022
25-Nov-2021

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

Dear P. Keerthana,

It gives us immense pleasure in inviting you to join **NU Information Technologies Pvt Ltd.** as one of its valuable member. We believe that corporates grow and flourish fuelled by the enthusiasm and energy of the people who are willing to invest into its future. We therefore believe that all our employees are truly our ASSOCIATES in our road to the future. We are happy that you are one such associate joining us in our efforts to create a truly global organization.

We are pleased to inform you that you have been offered an employment in **NU Information Technologies Pvt Ltd.** as **Software Engineer - Trainee** and you would report on your joining to **Krishnamoorthi.K.S Director - India Operations** and operate out of our office at **Chennai.**

Your position would carry a CTC compensation value of **Rs 3,50,000 /-Per Annum**, inclusive of TDS and government taxes if applicable.

Work location: Remote/ Ticel Bio Park Limit, Phase-II, Module-903, CSIR Road Taramani, and Chennai-600103.

Your formal appointment letter would be given to you on the date of your joining which would provide you details on your compensation, benefits, etc. and the general terms and conditions.

You will be on probation for a period of three months and would be confirmed upon successful completion of your probation based on your performance.

Your association and employment will be governed by the various Associate related policies and guidelines of the organization.

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

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NU Technology

We would have the offer open till 1st December 2021 and prefer you to join on or before 2nd December 2021.

This Offer letter is valid, subject to background check as applicable/reference check/pre-Employment checkup.

Please return the signed duplicate copy of this letter as an acknowledgement.

Your association with **NU Information Technologies Pvt Ltd**. will be governed by the terms of the offer, it will be also guided by the core values and beliefs of our organization. While welcoming you to **NU Information Technologies Pvt Ltd.** We are confident that you will contribute to the organization and pursue its values.

Sincerely,

For **NU Information Technologies Pvt Ltd.**

DocuSigned by:
Krishnamoothi .K.S 11/28/2021
CC7F6CEC2C554F8...

Krishnamoothi.K.S

Director –India Operations

I accept the above offer and would be joining on

DocuSigned by:
11/27/2021
D0D14B9C4E55431...

P. Keerthana

SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

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NU Technology

Salary Break Up

DETAILS	MONTHLY	ANNUALLY	TAX	Additional Info
Basic	19,019	2,28,220		
HRA	6,340	76,080		
PF	3,600	43,200		
Professional Tax	208	2,500		
TOTAL CTC	**29,167**	**3,50,000**		

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Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

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March 15, 2022
Ms Keerthana Ragavanth
Chennai

Internship Letter

We congratulate you for going through multiple assements 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 Tehnical 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 Annul 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

SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

Cognizant

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08-Mar-2022

Dear Keerthika R,
B.Tech, Information Technology
Sethu Institute of Technology, Kariapatti

Candidate ID – 19707731

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.

SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115,
Virudhunagar District

Cognizant

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Compensation and Benefits

Name: Keerthika R **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

SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

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Capgemini

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.

SETHU INSTITUTE OF TECHNOLOGY ★ PULLOOR KARIAPATTI 626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

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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

SETHU INSTITUTE OF TECHNOLOGY * PULLOOR KARIAPATTI 626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

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

SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

Cognizant

267

10-Apr-2022

Dear Mahesh Babu,
B.Tech, Information Technology
Sethu Institute of Technology, Kariapatti

Candidate ID – 19733297

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 15 days 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) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us.

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
Virudhunagar District

Cognizant

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Compensation and Benefits

Name: Mahesh Babu **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

Dr. A. Senthil Kumar
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SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
Virudhunagar District

Cognizant

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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

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
Virudhunagar District

SETHU INSTITUTE OF TECHNOLOGY
PULLOOR
KARIAPATTI
626 115

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:**

SETHU INSTITUTE OF TECHNOLOGY
PULLOOR
KARIAPATTI
626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

Cognizant

270

11-Apr-2022

Dear Mathar Sikkandar,
B.Tech, Information Technology
Sethu Institute of Technology, Kariapatti

Candidate ID – 19733324

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 15 days 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) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us.

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
Virudhunagar District

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KARIAPATTI
626 115

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Compensation and Benefits

Name: Mathar Sikkandar **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

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
Virudhunagar District

TechGenzi

271

Date: 28-April-2022

Dear PRAGADEESHRAJ V

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:

a) You are expected to comply strictly with company policies and principles.

b) 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

c) 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

d) 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

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

Cognizant

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11-Apr-2022

Dear Princy Jessica M,
B.Tech, Information Technology
Sethu Institute of Technology, Kariapatti

Candidate ID – 19733326

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 15 days 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) as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us.

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
Virudhunagar District

SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

Cognizant

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Compensation and Benefits

Name: Princy Jessica M **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

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
Virudhunagar District

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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 :
Name : Santhosh Ranjan S
Date :

SETHU INSTITUTE OF TECHNOLOGY ★ PULLOOR KARIAPATTI 626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
Virudhunagar District

Aspire Systems (India) Private Limited
1/D -1, SIPCOT IT PARK, Siruseri,
Chennai - 603103, Tamil Nadu, INDIA.
Tel: +91-44-67404000 Fax: +91-44-67404234
www.aspiresys.com

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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.

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
Virudhunagar District

SETHU INSTITUTE OF TECHNOLOGY ★ PULLOOR KARIAPATTI 626 115

Aspire Systems (India) Private Limited
1/D -1, SIPCOT IT PARK, Siruseri,
Chennai - 603103, Tamil Nadu, INDIA.
Tel: +91-44-67404000 Fax: +91-44-67404234
www.aspiresys.com

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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 :
Name : Santhosh Ranjan S
Date :

SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
Virudhunagar District

Aspire Systems (India) Private Limited
1/D -1, SIPCOT IT PARK, Siruseri,
Chennai - 603103, Tamil Nadu, INDIA.
Tel: +91-44-67404000 Fax: +91-44-67404234
www.aspiresys.com

Cognizant

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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 apart will not guarantee [illegible]

Dr. A. Senthil Kumar
PRINCIPAL
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Pulloor, Kariapatti - 626 115.
Virudhunagar District

SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

ELITE ENGINEERING & CONSTRUCTION

Rising above all

Ref:2022/EECHPL/025
Date: 25/03/2022

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To
Mr. Arsath Asraf,
S/o. Sri. Usman,
14/2, Lakshmipuram, Sathira Theru,
Ramanathapuram-623 504.
Mob.No.8220756354. Email: arsathasrafcs007@gmail.com

Dear Mr. Arsath Asraf,

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.

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,.

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.

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.

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.

Terms and conditions are as follows:

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.
5. There will be a mandatory Induction Program for 3 days at Head Office Hyderabad.
6. After 6 months of Internship you will have to go through a formal assessment for employment.
7. Bachelor accommodation and transportation will be as per the Company Policy.

Elite Engineering And Constructions (Hyd) Pvt Limited Hyderabad

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

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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

Elite Engineering And Constructions (Hyd) Private Limited
Hyderabad

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.

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626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

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Create the New World of Geo Spatial

OFFER LETTER

Date: 02 Dec 2021

Mr. T. BALAJI
2018101015

CONGRATULATIONS!!

On behalf of Geo AdithyA Technologies, I am pleased to offer you Apprentice / Employment as Junior GIS Engineer / Survey Engineer at Geo AdithyA Technologies, Chennai. You are requested to report to the undersigned at Chennai Office venue and join on or before February 3wk 2022.

Geo AdithyA technologies is happy to offer you a salary package as mentioned in this table:

S. NO	DESCRIPTION	PERIOD	TRAINING STIPEND	REMARKS
1	INTERNSHIP PROGRAM	FIRST 4 MONTHS	NIL	INCREMENT WILL BE GIVEN BASED ON EMPLOYEE PERFORMANCE / EDUCATION
2	INTERNSHIP PROGRAM	NEXT 4 MONTHS	3000	
3	JOB OFFER	EMPLOYMENT	2 LAKHS PER ANNUM	

Two Years Bond is applicable. Need to submit the Original Certificates on the day of joining. The Bond is breakable on the following conditions: Marriage (For Females) / Overseas Job/ Overseas Education / Government Job.

Your appointment will take effect from the date of your joining. Kindly intimate your acceptance by signing this offer letter. On formally reporting to duty, Geo AdithyA Technologies will give you the Appointment letter on the day of joining.

Finally, on Behalf of Geo AdithyA management and on my own personal behalf, it gives me great pleasure to extend to you a warm welcome into the Geo AdithyA Family, and I look forward to a beneficial and enduring working relationship with you.

Documents to Submitted on the Joining date: 1. Photographs: passports size 2. Education certificates 3. Address Proof & ID Proof.

For GeoAdithyA Technologies

Authorized Signatory

SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

Cognizant

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20-Apr-2022

Dear Deepak Alagusubramanian,
B.E., Civil
Sethu Institute of Technology, Kariapatti

Candidate ID – 19612891

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 only **15 days** 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) as detailed below:

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

Dr. A. Senthil Kumar
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Virudhunagar District

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Compensation and Benefits

Name: Deepak Alagusubramanian **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**

Note: The Insurance amount may vary subject to market conditions from time to time.

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

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Virudhunagar District

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Date: 02.12.2021

Subject: Provisional Offer letter for the Position of CAD ENGINEER & BDO

Dear Mr K.GNANAVEL

With reference to your application and subsequent discussions you have had with us, we are pleased to offer you the position of **CAD ENGINEER & BDO**.

You will be on internship for a period of **8 months** from the date of joining.

After successful completion of the internship period (8 months) you will be included in the payroll.

You are requested to join us **in March 2022.**

Your place of posting would be at our office at **Coimbatore**.

Probation Period from **November 2022** till **April 2023** Salary: **Rs 12,000 /-**

From May 2023 onward Salary: **Rs 3.0 L per annum (**Increment will be provided based on the performance during the probation period.)

A detailed appointment letter with the Terms & Conditions will be issued to you on the day of joining, post receipt of the list of documents mentioned below, on or before the joining date.

1. Photographs: 2 No's passports size 2. Education certificates 3. Address Proof & ID Proof

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
Virudhunagar District

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CADDESK
2/184 A Gandhi Nager, Dr.Ambedkar Road, Velandipalayam (po), Coimbatore – 641025
Email id: hrcaddesk@gmail.com & training@caddesk.net
Ph: +91 9894300977

NEEYAMO

Plot No. 8, 2nd Floor, Elcot IT/ITES SEZ,
Madurai Rind Road, Near Pondy Koil,
Madurai Taluk, Madurai 625020
CIN -U72200TN2009PTC070707

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13-Apr-2022

Dear **Gopinath,**

SUB.:Offer Letter

Congratulations! With reference to your interview, we are pleased to offer you the position as Implementation Consultant, Payroll at our Madurai office.
Breakup of your compensation package is provided herewith. We would like you to join our company on 06-Jun-2022 at 10:30 AM unless otherwise agreed to in writing or else the offer will be null and void. Your gross emoluments will be Rs. 180000 per annum (CTC). You will be issued a detailed appointment letter on your joining with us.

	Per Month	Per Annum
General Components		
Basic	7500	90000
House Rent Allowance	3750	45000
Special Allowance	1336	16037
Total Gross Salary	**12586**	**151037**
Employer Contribution		
Provident Fund	1060	12724
Gratuity*	361	4329
ESI	409	4909
Total Employer Contributions	**1830**	**21962**
Annuals		
Fixed Bonus		7000
Cost to Company (CTC)		**180000**
Employee Deductions		
Provident Fund	1060	12724
ESI	94	1133
Total Net Salary**		**11432**

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Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

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Create the New World of Geo Spatial

OFFER LETTER

Date: 02 Dec 2021

Mr. R. KARTHIKEYAN
2018101030

CONGRATULATIONS!!

On behalf of Geo AdithyA Technologies, I am pleased to offer you Apprentice / Employment as Junior GIS Engineer / Survey Engineer at Geo AdithyA Technologies, Chennai. You are requested to report to the undersigned at Chennai Office venue and join on or before February 3wk 2022.

Geo AdithyA technologies is happy to offer you a salary package as mentioned in this table:

S. NO	DESCRIPTION	PERIOD	TRAINING STIPEND	REMARKS
1	INTERNSHIP PROGRAM	FIRST 4 MONTHS	NIL	INCREMENT WILL BE GIVEN BASED ON EMPLOYEE PERFORMANCE / EDUCATION
2	INTERNSHIP PROGRAM	NEXT 4 MONTHS	3000	
3	JOB OFFER	EMPLOYMENT	2 LAKHS PER ANNUM	

Two Years Bond is applicable. Need to submit the Original Certificates on the day of joining. The Bond is breakable on the following conditions: Marriage (For Females) / Overseas Job/ Overseas Education / Government Job.

Your appointment will take effect from the date of your joining. Kindly intimate your acceptance by signing this offer letter. On formally reporting to duty, Geo AdithyA Technologies will give you the Appointment letter on the day of joining.

Finally, on Behalf of Geo AdithyA management and on my own personal behalf, it gives me great pleasure to extend to you a warm welcome into the Geo AdithyA Family, and I look forward to a beneficial and enduring working relationship with you.

Documents to Submitted on the Joining date: 1. Photographs: passports size 2. Education certificates 3. Address Proof & ID Proof.

For GeoAdithyA Technologies

GeoAdithya Technologies Chennai

Authorized Signatory

SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

M/s: GEOADITHYA TECHNOLOGIES
ISO 9001:2015 | ISO 270001:2015 | ISO 14001:2015| OHSAS 18001:2017
Company Standards Maintained To Client Requirements

#3/152, Karumariyamman Koil Second Cross Street,
Subramaniya Nagar, Iyyapanathangal, Chennai – 600056.
Tamil Nadu, INDIA.

GSTN: 33BLGPR2492M2ZL
Web: www.geoadithya.com
Phone: +91 (44) 4851 4723

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AD DES
TRAINING·PLACEMENT·SOFTWARE·CONSULTANCY

Date: 02.12.2021

Subject: Provisional Offer letter for the Position of CAD ENGINEER & BDO

Dear Mr A.KATHIR RAM

With reference to your application and subsequent discussions you have had with us, we are pleased to offer you the position of **CAD ENGINEER & BDO**.

You will be on internship for a period of **8 months** from the date of joining.

After successful completion of the internship period (8 months) you will be included in the payroll.

You are requested to join us **in March 2022.**

Your place of posting would be at our office at **Coimbatore**.

Probation Period from **November 2022** till **April 2023** Salary: **Rs 12,000 /-**

From May 2023 onward Salary: **Rs 3.0 L per annum (**Increment will be provided based on the performance during the probation period.)

A detailed appointment letter with the Terms & Conditions will be issued to you on the day of joining, post receipt of the list of documents mentioned below, on or before the joining date.

1. Photographs: 2 No's passports size 2. Education certificates 3. Address Proof & ID Proof

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

SETHU INSTITUTE OF TECHNOLOGY ★ PULLOOR KARIAPATTI 626 115

/ CADDESK
2/184 A Gandhi Nager, Dr.Ambedkar Road, Velandipalayam (po), Coimbatore – 641025
Email id: hrcaddesk@gmail.com & training@caddesk.net
Ph: +91 9894300977

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AD DES
TRAINING·PLACEMENT·SOFTWARE·CONSULTANCY

Date: 02.12.2021

Subject: Provisional Offer letter for the Position of CAD ENGINEER & BDO

Dear Mr MOHAN KUMAR .A

With reference to your application and subsequent discussions you have had with us, we are pleased to offer you the position of **CAD ENGINEER & BDO**.

You will be on internship for a period of **8 months** from the date of joining.

After successful completion of the internship period (8 months) you will be included in the payroll.

You are requested to join us **in March 2022.**

Your place of posting would be at our office at **Coimbatore**.

Probation Period from **November 2022** till **April 2023** Salary: **Rs 12,000 /-**

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1. Photographs: 2 No's passports size 2. Education certificates 3. Address Proof & ID Proof

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

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Ph: +91 9894300977

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AD DES
TRAINING·PLACEMENT·SOFTWARE·CONSULTANCY

Date: 02.12.2021

Subject: Provisional Offer letter for the Position of CAD ENGINEER & BDO

Dear Ms MOHANAPRIYA.M

With reference to your application and subsequent discussions you have had with us, we are pleased to offer you the position of **CAD ENGINEER & BDO**.

You will be on internship for a period of **8 months** from the date of joining.

After successful completion of the internship period (8 months) you will be included in the payroll.

You are requested to join us **in March 2022.**

Your place of posting would be at our office at **Coimbatore**.

Probation Period from **November 2022** till **April 2023** Salary: **Rs 12,000 /-**

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A detailed appointment letter with the Terms & Conditions will be issued to you on the day of joining, post receipt of the list of documents mentioned below, on or before the joining date.

1. Photographs: 2 No's passports size 2. Education certificates 3. Address Proof & ID Proof

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

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Email id: hrcaddesk@gmail.com & training@caddesk.net
Ph: +91 9894300977

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Create the New World of Geo Spatial

OFFER LETTER

Date: 02 Dec 2021

Mr. S.S.MURALI DHARAN
2018101047

CONGRATULATIONS!!

On behalf of Geo AdithyA Technologies, I am pleased to offer you Apprentice / Employment as Junior GIS Engineer / Survey Engineer at Geo AdithyA Technologies, Chennai. You are requested to report to the undersigned at Chennai Office venue and join on or before February 3wk 2022.

Geo AdithyA technologies is happy to offer you a salary package as mentioned in this table:

S. NO	DESCRIPTION	PERIOD	TRAINING STIPEND	REMARKS
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2	INTERNSHIP PROGRAM	NEXT 4 MONTHS	3000	
3	JOB OFFER	EMPLOYMENT	2 LAKHS PER ANNUM	

Two Years Bond is applicable. Need to submit the Original Certificates on the day of joining. The Bond is breakable on the following conditions: Marriage (For Females) / Overseas Job/ Overseas Education / Government Job.

Your appointment will take effect from the date of your joining. Kindly intimate your acceptance by signing this offer letter. On formally reporting to duty, Geo AdithyA Technologies will give you the Appointment letter on the day of joining.

Finally, on Behalf of Geo AdithyA management and on my own personal behalf, it gives me great pleasure to extend to you a warm welcome into the Geo AdithyA Family, and I look forward to a beneficial and enduring working relationship with you.

Documents to Submitted on the Joining date: 1. Photographs: passports size 2. Education certificates 3. Address Proof & ID Proof.

For GeoAdithyA Technologies

Authorized Signatory

SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

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AD DES
TRAINING·PLACEMENT·SOFTWARE·CONSULTANCY

Date: 02.12.2021

Subject: Provisional Offer letter for the Position of CAD ENGINEER & BDO

Dear Ms PRATHISTA R D

With reference to your application and subsequent discussions you have had with us, we are pleased to offer you the position of **CAD ENGINEER & BDO**.

You will be on internship for a period of **8 months** from the date of joining.

After successful completion of the internship period (8 months) you will be included in the payroll.

You are requested to join us **in March 2022.**

Your place of posting would be at our office at **Coimbatore**.

Probation Period from **November 2022** till **April 2023** Salary: **Rs 12,000 /-**

From May 2023 onward Salary: **Rs 3.0 L per annum (**Increment will be provided based on the performance during the probation period.)

A detailed appointment letter with the Terms & Conditions will be issued to you on the day of joining, post receipt of the list of documents mentioned below, on or before the joining date.

1. Photographs: 2 No's passports size 2. Education certificates 3. Address Proof & ID Proof

SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

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Email id: hrcaddesk@gmail.com & training@caddesk.net
Ph: +91 9894300977

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288 Rising above all

Ref:2022/EECHPL/010
Date: 25/03/2022

To
Mr. Prithiviraj R,
S/o. Sri. Ravi,
3/845,A 15, Murugan Kovil Theru,
Bharathi Nagar West,
Paramakudi, Ramanathapuram-623 707.
Mob.No.9952714586. Email: prithiviraj210321@gmail.com

Dear Mr. Prithiviraj R,

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.

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) PvtLtd,.

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.

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.

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.

Terms and conditions are as follows:

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.
5. There will be a mandatory Induction Program for 3 days at Head Office Hyderabad.
6. After 6 months of Internship you will have to go through a formal assessment for employment.
7. Bachelor accommodation and transportation will be as per the Company Policy.

Engineering And Constructions (Hyd) Private Limited Hyderabad

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

ELITE ENGINEERING & CONSTRUCTION (HYD) PVT. LTD.

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

Branch Office:
#1[illegible] Colony
Opp. Military Hospital
PULLOOR
KARIAPATTI
626 115
[illegible] Tamil Nadu.
Tel: 044-22331[illegible]

CIN: U45209TG2010PTC070192
Branch Office:
2nd Floor, No. 42[illegible]
No.45, High Point 4, Palace Road
Bangalore-560052.
Mobile: 9442233801.

www.elitegroup.in

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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

Elite Engineering And Constructions (Hyd) Private Limited ★ Hyderabad

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.

SETHU INSTITUTE OF TECHNOLOGY ★ PULLOOR KARIAPATTI 626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

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AD DES
TRAINING·PLACEMENT·SOFTWARE·CONSULTANCY

Date: 02.12.2021

Subject: Provisional Offer letter for the Position of CAD ENGINEER & BDO

Dear Mr N.R.PRIYADARSHAN

With reference to your application and subsequent discussions you have had with us, we are pleased to offer you the position of **CAD ENGINEER & BDO**.

You will be on internship for a period of **8 months** from the date of joining.

After successful completion of the internship period (8 months) you will be included in the payroll.

You are requested to join us **in March 2022.**

Your place of posting would be at our office at **Coimbatore**.

Probation Period from **November 2022** till **April 2023** Salary: **Rs 12,000 /-**

From May 2023 onward Salary: **Rs 3.0 L per annum (**Increment will be provided based on the performance during the probation period.)

A detailed appointment letter with the Terms & Conditions will be issued to you on the day of joining, post receipt of the list of documents mentioned below, on or before the joining date.

1. Photographs: 2 No's passports size 2. Education certificates 3. Address Proof & ID Proof

SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

CADDESK
2/184 A Gandhi Nager, Dr.Ambedkar Road, Velandipalayam (po), Coimbatore – 641025
Email id: hrcaddesk@gmail.com & training@caddesk.net
Ph: +91 9894300977

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Create the New World of Geo Spatial

OFFER LETTER

Date: 02 Dec 2021

Mr. R.RIYAS
2018101063

CONGRATULATIONS!!

On behalf of Geo AdithyA Technologies, I am pleased to offer you Apprentice / Employment as Junior GIS Engineer / Survey Engineer at Geo AdithyA Technologies, Chennai. You are requested to report to the undersigned at Chennai Office venue and join on or before February 3wk 2022.

Geo AdithyA technologies is happy to offer you a salary package as mentioned in this table:

S. NO	DESCRIPTION	PERIOD	TRAINING STIPEND	REMARKS
1	INTERNSHIP PROGRAM	FIRST 4 MONTHS	NIL	INCREMENT WILL BE GIVEN BASED ON EMPLOYEE PERFORMANCE / EDUCATION
2	INTERNSHIP PROGRAM	NEXT 4 MONTHS	3000	
3	JOB OFFER	EMPLOYMENT	2 LAKHS PER ANNUM	

Two Years Bond is applicable. Need to submit the Original Certificates on the day of joining. The Bond is breakable on the following conditions: Marriage (For Females) / Overseas Job/ Overseas Education / Government Job.

Your appointment will take effect from the date of your joining. Kindly intimate your acceptance by signing this offer letter. On formally reporting to duty, Geo AdithyA Technologies will give you the Appointment letter on the day of joining.

Finally, on Behalf of Geo AdithyA management and on my own personal behalf, it gives me great pleasure to extend to you a warm welcome into the Geo AdithyA Family, and I look forward to a beneficial and enduring working relationship with you.

Documents to Submitted on the Joining date: 1. Photographs: passports size 2. Education certificates 3. Address Proof & ID Proof.

For GeoAdithyA Technologies

Chennai

Authorized Signatory

SETHU INSTITUTE OF TECHNOLOGY
PULLOOR
KARIAPATTI
626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
Virudhunagar District

291

Create the New World of Geo Spatial

OFFER LETTER

Date: 02 Dec 2021

Mr. SARAN R
2018101065

CONGRATULATIONS!!

On behalf of Geo AdithyA Technologies, I am pleased to offer you Apprentice / Employment as Junior GIS Engineer / Survey Engineer at Geo AdithyA Technologies, Chennai. You are requested to report to the undersigned at Chennai Office venue and join on or before February 3wk 2022.

Geo AdithyA technologies is happy to offer you a salary package as mentioned in this table:

S. NO	DESCRIPTION	PERIOD	TRAINING STIPEND	REMARKS
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Documents to Submitted on the Joining date: 1. Photographs: passports size 2. Education certificates 3. Address Proof & ID Proof.

For GeoAdithyA Technologies

Chennai

Authorized Signatory

PULLOOR KARIAPATTI 626 115 SETHU INSTITUTE OF TECHNOLOGY

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

M/s: GEOADITHYA TECHNOLOGIES
ISO 9001:2015 | ISO 270001:2015 | ISO 14001:2015| OHSAS 18001:2017
Company Standards Maintained To Client Requirements

#3/152, Karumariyamman Koil Second Cross Street,
Subramaniya Nagar, Iyyapanathangal, Chennai – 600056.
Tamil Nadu, INDIA.

GSTN: 33BLGPR2492M2ZL
Web: www.geoadithya.com
Phone: +91 (44) 4851 4723

AD DES
TRAINING·PLACEMENT·SOFTWARE·CONSULTANCY

292

Date: 02.12.2021

Subject: Provisional Offer letter for the Position of CAD ENGINEER & BDO

Dear Mr SETHU.M

With reference to your application and subsequent discussions you have had with us, we are pleased to offer you the position of **CAD ENGINEER & BDO**.

You will be on internship for a period of **8 months** from the date of joining.

After successful completion of the internship period (8 months) you will be included in the payroll.

You are requested to join us **in March 2022.**

Your place of posting would be at our office at **Coimbatore**.

Probation Period from **November 2022** till **April 2023** Salary: **Rs 12,000 /-**

From May 2023 onward Salary: **Rs 3.0 L per annum (**Increment will be provided based on the performance during the probation period.)

A detailed appointment letter with the Terms & Conditions will be issued to you on the day of joining, post receipt of the list of documents mentioned below, on or before the joining date.

1. Photographs: 2 No's passports size 2. Education certificates 3. Address Proof & ID Proof

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

SETHU INSTITUTE OF TECHNOLOGY ★ PULLOOR KARIAPATTI 626 115

CADDESK
2/184 A Gandhi Nager, Dr.Ambedkar Road, Velandipalayam (po), Coimbatore – 641025
Email id: hrcaddesk@gmail.com & training@caddesk.net
Ph: +91 9894300977

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ELITE ENGINEERING & CONSTRUCTION

Rising above all

Ref:2022/EECHPL/022
Date: 25/03/2022

To
Mr. Srinivas Sonaimuthu M,
S/o. Sri. Murugesan,
551, Bharathi Ground, Madurai North,
Paravai, Madurai-625 402.
Mob.No.8344165296. Email: sri91511@icloud.com

Dear Mr. Srinivas Sonaimuthu M,

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.

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,.

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.

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.

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.

Terms and conditions are as follows:

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.
5. 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 employment.
   Bachelor accommodation and transportation will be as per the Company Policy.

Elite Engineering And Constructions (Hyd) Private Limited Hyderabad

ELITE ENGINEERING & CONSTRUCTION (HYD) PVT. LTD.

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

Branch Office:
#18, Defence Colony
Opp. Military Hospital
Ekattuthangal
Chennai-600 032. Tamil Nadu.
Tel: 044-2283 0186/89

CIN: U45209TG2010PTC070192

Branch Office:
2nd Floor, No 420 & 420/1
No 45, High Point 4, Palace Road
Bangalore - 560052
Mobile: 9442238801

www.elitegroup.in

SETHU INSTITUTE OF TECHNOLOGY KARIAPATTI 626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

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AD DES
TRAINING·PLACEMENT·SOFTWARE·CONSULTANCY

Date: 02.12.2021

Subject: Provisional Offer letter for the Position of CAD ENGINEER & BDO

Dear Mr SUNDHAR PANDI.K

With reference to your application and subsequent discussions you have had with us, we are pleased to offer you the position of **CAD ENGINEER & BDO**.

You will be on internship for a period of **8 months** from the date of joining.

After successful completion of the internship period (8 months) you will be included in the payroll.

You are requested to join us **in March 2022.**

Your place of posting would be at our office at **Coimbatore**.

Probation Period from **November 2022** till **April 2023** Salary: **Rs 12,000 /-**

From May 2023 onward Salary: **Rs 3.0 L per annum (**Increment will be provided based on the performance during the probation period.)

A detailed appointment letter with the Terms & Conditions will be issued to you on the day of joining, post receipt of the list of documents mentioned below, on or before the joining date.

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Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

SETHU INSTITUTE OF TECHNOLOGY ★ PULLOOR KARIAPATTI 626 115

CADDESK
2/184 A Gandhi Nager, Dr.Ambedkar Road, Velandipalayam (po), Coimbatore – 641025
Email id: hrcaddesk@gmail.com & training@caddesk.net
Ph: +91 9894300977

ELITE ENGINEERING & CONSTRUCTION

Rising above all

Ref:2022/EECHPL/032
Date: 25/03/2022

To
Mr. Surindar Ravichandran,
S/o. Sri. Ravichandran,
208/2/415 17A, Govindhapuram,
Nararam, Paramakudi,
Ramanathapuram-623 707.
Mob.No.9345358854. Email: surisurindar46@gmail.com

Dear Mr. Surindar Ravichandran,

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.

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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.

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Terms and conditions are as follows:

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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.
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6. After 6 months of Internship you will have to go through a formal assessment for employment.
7. Bachelor accommodation and transportation will be as per the Company Policy.

Engineering And Constructions (Hyd) Private Limited Hyderabad

ELITE ENGINEERING & CONSTRUCTION (HYD) PVT. LTD.

Corporate Office:
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Tel: 91000 50801

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Chennai-600 032. Tamil Nadu.
Tel: 044-22331186/89

CIN: U45209TG2010PTC070192

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

www.elitegroup.in

TÜV SÜD

SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

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Cognizant

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05-Jan-2022

PK Susmitha
B.E. Civil
Sethu Institute of Technology, Kariapatti

Dear PK Susmitha,

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.

SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
Virudhunagar District

Cognizant

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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:**

SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
Virudhunagar District

ELITE ENGINEERING & CONSTRUCTION

Rising above all

Ref:2022/EECHPL/033
Date: 25/03/2022

To
Mr. Mohamed Shajith Shajahan,
S/o. Sri. P Shajahan,
18, Arasa Kilaven Street,
Goripalayam, Madurai-625 002.
Mob.No.9360644475. Email: mhoamedshajith437@gmail.com

Dear Mr. Mohamed Shajith Shajahan,

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.

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7. Bachelor accommodation and transportation will be as per the Company Policy.

Elite Engineering And Constructions (Hyd) Private Limited Hyderabad

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, K.V.S.O. 626 115
Virudhunagar District

SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

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

Elite Engineering And Constructions (Hyd) Private Limited ★ Hyderabad

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.

SETHU INSTITUTE OF TECHNOLOGY ★ PULLOOR KARIAPATTI 626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

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Create the New World of Geo Spatial

OFFER LETTER

Date: 02 Dec 2021

Mr. MUJAHITH AMJATH S.M
2018101330

CONGRATULATIONS!!

On behalf of Geo AdithyA Technologies, I am pleased to offer you Apprentice / Employment as Junior GIS Engineer / Survey Engineer at Geo AdithyA Technologies, Chennai. You are requested to report to the undersigned at Chennai Office venue and join on or before February 3wk 2022.

Geo AdithyA technologies is happy to offer you a salary package as mentioned in this table:

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2	INTERNSHIP PROGRAM	NEXT 4 MONTHS	3000	
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Two Years Bond is applicable. Need to submit the Original Certificates on the day of joining. The Bond is breakable on the following conditions: Marriage (For Females) / Overseas Job/ Overseas Education / Government Job.

Your appointment will take effect from the date of your joining. Kindly intimate your acceptance by signing this offer letter. On formally reporting to duty, Geo AdithyA Technologies will give you the Appointment letter on the day of joining.

Finally, on Behalf of Geo AdithyA management and on my own personal behalf, it gives me great pleasure to extend to you a warm welcome into the Geo AdithyA Family, and I look forward to a beneficial and enduring working relationship with you.

Documents to Submitted on the Joining date: 1. Photographs: passports size 2. Education certificates 3. Address Proof & ID Proof.

For GeoAdithyA Technologies

Chennai

Authorized Signatory

SETHU INSTITUTE OF TECHNOLOGY ★ PULLOOR KARIAPATTI 626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

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AD DES
TRAINING·PLACEMENT·SOFTWARE·CONSULTANCY

Date: 02.12.2021

Subject: Provisional Offer letter for the Position of CAD ENGINEER & BDO

Dear Mr PRASANNA L.S

With reference to your application and subsequent discussions you have had with us, we are pleased to offer you the position of **CAD ENGINEER & BDO**.

You will be on internship for a period of **8 months** from the date of joining.

After successful completion of the internship period (8 months) you will be included in the payroll.

You are requested to join us **in March 2022.**

Your place of posting would be at our office at **Coimbatore**.

Probation Period from **November 2022** till **April 2023** Salary: **Rs 12,000 /-**

From May 2023 onward Salary: **Rs 3.0 L per annum (**Increment will be provided based on the performance during the probation period.)

A detailed appointment letter with the Terms & Conditions will be issued to you on the day of joining, post receipt of the list of documents mentioned below, on or before the joining date.

1. Photographs: 2 No's passports size 2. Education certificates 3. Address Proof & ID Proof

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

SETHU INSTITUTE OF TECHNOLOGY ★ PULLOOR KARIAPATTI 626 115

CADDESK
2/184 A Gandhi Nager, Dr.Ambedkar Road, Velandipalayam (po), Coimbatore – 641025
Email id: hrcaddesk@gmail.com & training@caddesk.net
Ph: +91 9894300977

AD DES
TRAINING·PLACEMENT·SOFTWARE·CONSULTANCY

300

Date: 02.12.2021

Subject: Provisional Offer letter for the Position of CAD ENGINEER & BDO

Dear Mr SHEIK MOHAMED ZAKARIYA

With reference to your application and subsequent discussions you have had with us, we are pleased to offer you the position of **CAD ENGINEER & BDO**.

You will be on internship for a period of **8 months** from the date of joining.

After successful completion of the internship period (8 months) you will be included in the payroll.

You are requested to join us **in March 2022.**

Your place of posting would be at our office at **Coimbatore**.

Probation Period from **November 2022** till **April 2023** Salary: **Rs 12,000 /-**

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SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

SETHU INSTITUTE OF TECHNOLOGY ★ PULLOOR KARIAPATTI 626 115

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Email id: hrcaddesk@gmail.com & training@caddesk.net
Ph: +91 9894300977

ELITE ENGINEERING & CONSTRUCTION

Rising above all

Ref:2022/EECHPL/011
Date: 25/03/2022

To
Mr.B Yuvaraj Manikandan,
S/o. Sri. Balamurugan,
2/1, Nethaji Street, Aruppukottai,
Gopal Nadar Garden Backside,
Virudhunagar-626 101.
Mob.No.8220443125. Email: yuvarajb2000@gmail.com

Dear Mr. B Yuvaraj Manikandan,

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.

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,.

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.

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.

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.

Terms and conditions are as follows:

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.
5. There will be a mandatory Induction Program for 3 days at Head Office Hyderabad.
6. After 6 months of Internship you will have to go through a formal assessment for employment.

Bachelor accommodation and transportation will be as per the Company Policy.

Elite Engineering And Constructions (Hyd) Private Limited Hyderabad

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

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

Elite Engineering And Constructions (Hyd) Private Limited ★ Hyderabad

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.

SETHU INSTITUTE OF TECHNOLOGY ★ PULLOOR KARIAPATTI 626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

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jobsforher

VISIONARY RCM
A CorroHealth Company

303

29-03-22

To
ASHOK .M
Department - BE BIOMEDICAL ENGINEERING
College - SETHU INSTITUTE OF TECHNOLOGY

Dear ASHOK .M,

Sub: Letter of offer
Ref: campus interview

Greetings from Visionary RCM, A CorroHealth Company.

Following your interview, we are very pleased to offer you the position of **Trainee – Coding Services** under **Train and Hire Program**. Congratulations!

As discussed and mutually agreed by us:

1. Company will provide intensive Medical coding training for 2 months from the Date of training on boarding. You will be paid a stipend of Rs. 5000 for both the months which will be credited to you along with your first and second month salary post clearing the CRC (Certified Risk Adjustment Coder by AAPC) certification. If you do not clear the final training assessment you will not be absorbed in our rolls and the company does not owe you anything.

2. Please be informed that it is an international certification and post the training, based on our internal evaluation the organization shall sponsor for the examination. Thereafter, your salary is subject to increase with annual appraisals based on your performance every year.

3. Under special circumstances, based on the organizational requirements, we can also absorb associates who have not cleared CRC certification. In that case, monthly CTC will be Rs. 15,000 (subject to increase with annual appraisals based on the performance of the candidate).

- **You will be joining us in our Coimbatore Branch at the below mentioned address:**

  Visionary RCM, 4th Floor, Tidel Park, Elcot SEZ, Aerodrome Post, Coimbatore – 641014.

  Board Numbers: 0422 4029243 / 4029257 / 4029256

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
Virudhunagar District

SETHU INSTITUTE OF TECHNOLOGY * PULLOOR KARIAPATTI 626 115

**** This is a conditional offer

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VISIONARY RCM
A CorroHealth Company

The break-up of your Initial salary after being absorbed in our rolls (on successful clearance of CRC training)

#	Pay & Allowance	Monthly CTC	Annual CTC
1	Basic Pay	9000	108000
2	House Rent Allowance	4500	54000
3	Special Allowance	1842	22104
4	**Gross Pay (1+2+3)**	**15342**	**184104**
5	Company's Contribution to PF	1409	16908
6	Company Contribution to ESIC @ 3.25%	499	5988
7	Annual Bonus @ one month's basic pay- Paid annually	750	9000
8	Insurance	0	0
9	**Total Cost to Company (4+5+6+7+8)**	**18000**	**216000**
Approximate Statutory Deductions			
10	Employee's Contribution to PF **	1301	15612
11	Employee's Contribution to ESIC @ 0.75% **	115	1380
12	Professional Tax	209	2508
13	Income tax **	0	0
14	**Approximate Take Home*** **	**13717**	**164604**

This offer is conditional upon:

- ✓ Your ability to successfully clear all the internal & final assessments, Panel Interview (Single/Multiple rounds).
- ✓ Your ability to successfully clear CRC Examination
- ✓ The successful verification of all your academic credentials and fulfilment of all our employment eligibility criteria as per our policies.
- ✓ Minimum 95% attendance during the training & assessment days.
- ✓ The decision of Panel members is final. They will evaluate the candidates based on subject knowledge, attendance, and attitude.
- ✓ Your acceptance to work from Office.

On taking up your appointment, you will be provided with an induction program to help you settle into your new role. Exact training commencement date & other details will be sent to you before a week's time.

**** This is a conditional offer

SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
Virudhunagar District

304

ZIFO
RnD SOLUTIONS

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.

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

SETHU INSTITUTE OF TECHNOLOGY ★ PULLOOR KARIAPATTI 626 115

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VISIONARY RCM
A CorroHealth Company

305

29-03-22

To
Juhie
Department - BE BIOMEDICAL ENGINEERING
College - SETHU INSTITUTE OF TECHNOLOGY

Dear Juhie,

Sub: Letter of offer
Ref: campus interview

Greetings from Visionary RCM, A CorroHealth Company.

Following your interview, we are very pleased to offer you the position of **Trainee – Coding Services** under **Train and Hire program**. Congratulations!

As discussed and mutually agreed by us:

1. Company will provide intensive Medical coding training for 2 months from the Date of training on boarding. You will be paid a stipend of Rs. 5000 for both the months which will be credited to you along with your first and second month salary post clearing the CRC (Certified Risk Adjustment Coder by AAPC) certification. If you do not clear the final training assessment you will not be absorbed in our rolls and the company does not owe you anything.

2. Please be informed that it is an international certification and post the training, based on our internal evaluation the organization shall sponsor for the examination. Thereafter, your salary is subject to increase with annual appraisals based on your performance every year.

3. Under special circumstances, based on the organizational requirements, we can also absorb associates who have not cleared CRC certification. In that case, monthly CTC will be Rs. 15,000 (subject to increase with annual appraisals based on the performance of the candidate).

- **You will be joining us in our Coimbatore Branch at the below mentioned address:**

  Visionary RCM, 4th Floor, Tidel Park, Elcot SEZ, Aerodrome Post, Coimbatore – 641014.

  Board Numbers: 0422 4029243 / 4029257 / 4029256

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
Virudhunagar District

SETHU INSTITUTE OF TECHNOLOGY * PULLOOR KARIAPATTI 626 115

**** This is a conditional offer

VISIONARY RCM
A CorroHealth Company

The break-up of your Initial salary after being absorbed in our rolls (on successful clearance of CRC training)

3 05

#	Pay & Allowance	Monthly CTC	Annual CTC
1	Basic Pay	9000	108000
2	House Rent Allowance	4500	54000
3	Special Allowance	1842	22104
4	**Gross Pay (1+2+3)**	**15342**	**184104**
5	Company's Contribution to PF	1409	16908
6	Company Contribution to ESIC @ 3.25%	499	5988
7	Annual Bonus @ one month's basic pay- Paid annually	750	9000
8	Insurance	0	0
9	**Total Cost to Company (4+5+6+7+8)**	**18000**	**216000**
Approximate Statutory Deductions			
10	Employee's Contribution to PF **	1301	15612
11	Employee's Contribution to ESIC @ 0.75% **	115	1380
12	Professional Tax	209	2508
13	Income tax **	0	0
14	**Approximate Take Home*** **	**13717**	**164604**

This offer is conditional upon:

- ✓ Your ability to successfully clear all the internal & final assessments, Panel Interview (Single/Multiple rounds).
- ✓ Your ability to successfully clear CRC Examination
- ✓ The successful verification of all your academic credentials and fulfilment of all our employment eligibility criteria as per our policies.
- ✓ Minimum 95% attendance during the training & assessment days.
- ✓ The decision of Panel members is final. They will evaluate the candidates based on subject knowledge, attendance, and attitude.
- ✓ Your acceptance to work from Office.

On taking up your appointment, you will be provided with an induction program to help you settle into your new role. Exact training commencement date & other details will be sent to you before a week's time.

**** This is a conditional offer

SETHU INSTITUTE OF TECHNOLOGY * PULLOOR KARIAPATTI 626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
Virudhunagar District

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VISIONARY RCM
A CorroHealth Company

29-03-22

To
Merlin Renaxy A
Department - BE BIOMEDICAL ENGINEERING
College - SETHU INSTITUTE OF TECHNOLOGY

Dear Merlin Renaxy A,

Sub: Letter of offer
Ref: campus interview

Greetings from Visionary RCM, A CorroHealth Company.

Following your interview, we are very pleased to offer you the position of **Trainee – Coding Services** under **Train and Hire program**. Congratulations!

As discussed and mutually agreed by us:

1. Company will provide intensive Medical coding training for 2 months from the Date of training on boarding. You will be paid a stipend of Rs. 5000 for both the months which will be credited to you along with your first and second month salary post clearing the CRC (Certified Risk Adjustment Coder by AAPC) certification. If you do not clear the final training assessment you will not be absorbed in our rolls and the company does not owe you anything.

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- **You will be joining us in our Coimbatore Branch at the below mentioned address:**

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  Board Numbers: 0422 4029243 / 4029257 / 4029256

SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
Virudhunagar District

**** This is a conditional offer

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VISIONARY RCM
A CorroHealth Company

29-03-22

To
Mohana preetha
Department - BE BIOMEDICAL ENGINEERING
College - SETHU INSTITUTE OF TECHNOLOGY

Dear Mohana preetha,

Sub: Letter of offer
Ref: campus interview

Greetings from Visionary RCM, A CorroHealth Company.

Following your interview, we are very pleased to offer you the position of **Trainee – Coding Services** under **Train and Hire program**. Congratulations!

As discussed and mutually agreed by us:

1. Company will provide intensive Medical coding training for 2 months from the Date of training on boarding. You will be paid a stipend of Rs. 5000 for both the months which will be credited to you along with your first and second month salary post clearing the CRC (Certified Risk Adjustment Coder by AAPC) certification. If you do not clear the final training assessment you will not be absorbed in our rolls and the company does not owe you anything.

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SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

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SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
Virudhunagar District

**** This is a conditional offer

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VISIONARY RCM
A CorroHealth Company

308

29-03-22

To
Mukesh Pandiyan
Department - BE BIOMEDICAL ENGINEERING
College - SETHU INSTITUTE OF TECHNOLOGY

Dear Mukesh Pandiyan,

Sub: Letter of offer
Ref: campus interview

Greetings from Visionary RCM, A CorroHealth Company.

Following your interview, we are very pleased to offer you the position of **Trainee – Coding Services** under **Train and Hire program**. Congratulations!

As discussed and mutually agreed by us:

1. Company will provide intensive Medical coding training for 2 months from the Date of training on boarding. You will be paid a stipend of Rs. 5000 for both the months which will be credited to you along with your first and second month salary post clearing the CRC (Certified Risk Adjustment Coder by AAPC) certification. If you do not clear the final training assessment you will not be absorbed in our rolls and the company does not owe you anything.

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  Board Numbers: 0422 4029243 / 4029257 / 4029256

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
Virudhunagar District

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**** This is a conditional offer

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VISIONARY RCM
A CorroHealth Company

The break-up of your Initial salary after being absorbed in our rolls (on successful clearance of CRC training)

#	Pay & Allowance	Monthly CTC	Annual CTC
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This offer is conditional upon:

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- ✓ Your acceptance to work from Office.

On taking up your appointment, you will be provided with an induction program to help you settle into your new role. Exact training commencement date & other details will be sent to you before a week's time.

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Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
Virudhunagar District

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VISIONARY RCM
A CorroHealth Company

29-03-22

To
NISANTHKUMAR R
Department - BE BIOMEDICAL ENGINEERING
College - SETHU INSTITUTE OF TECHNOLOGY

Dear NISANTHKUMAR R,

Sub: Letter of offer
Ref: campus interview

Greetings from Visionary RCM, A CorroHealth Company.

Following your interview, we are very pleased to offer you the position of **Trainee – Coding Services** under **Train and Hire program**. Congratulations!

As discussed and mutually agreed by us:

1. Company will provide intensive Medical coding training for 2 months from the Date of training on boarding. You will be paid a stipend of Rs. 5000 for both the months which will be credited to you along with your first and second month salary post clearing the CRC (Certified Risk Adjustment Coder by AAPC) certification. If you do not clear the final training assessment you will not be absorbed in our rolls and the company does not owe you anything.

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SETHU INSTITUTE OF TECHNOLOGY PULLOOR KARIAPATTI 626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
Virudhunagar District

pg. 1

**** This is a conditional offer

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VISIONARY RCM
A CorroHealth Company

The break-up of your Initial salary after being absorbed in our rolls (on successful clearance of CRC training)

#	Pay & Allowance	Monthly CTC	Annual CTC
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12	Professional Tax	209	2508
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14	**Approximate Take Home*** **	**13717**	**164604**

This offer is conditional upon:

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- ✓ Your ability to successfully clear CRC Examination
- ✓ The successful verification of all your academic credentials and fulfilment of all our employment eligibility criteria as per our policies.
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- ✓ Your acceptance to work from Office.

On taking up your appointment, you will be provided with an induction program to help you settle into your new role. Exact training commencement date & other details will be sent to you before a week's time.

**** This is a conditional offer

SETHU INSTITUTE OF TECHNOLOGY
PULLOOR
KARIAPATTI
626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
Virudhunagar District

ZIFO
RnD SOLUTIONS

OFFER LETTER

Dear **Praveen Kumar Elangovan,**

OL-2021: 0315

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.

SETHU INSTITUTE OF TECHNOLOGY ★ PULLOOR KARIAPATTI 626 115

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

PRIVATE

ZIFO
RnD SOLUTIONS

Maternity and Paternity Policy

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Working Hours

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

Background Check

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Joining Date

Your date of joining will be communicated through Launchpad.

We warmly welcome you to the Zifo family!

Regards,

Kamalahasan N
Head – HR

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Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

SETHU INSTITUTE OF TECHNOLOGY
PULLOOR KARIAPATTI 626 115

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VISIONARY RCM
A CorroHealth Company

29-03-22

To
RAJKUMAR M
Department - BE BIOMEDICAL ENGINEERING
College - SETHU INSTITUTE OF TECHNOLOGY

Dear RAJKUMAR M,

Sub: Letter of offer
Ref: campus interview

Greetings from Visionary RCM, A CorroHealth Company.

Following your interview, we are very pleased to offer you the position of **Trainee – Coding Services** under **Train and Hire program**. Congratulations!

As discussed and mutually agreed by us:

1. Company will provide intensive Medical coding training for 2 months from the Date of training on boarding. You will be paid a stipend of Rs. 5000 for both the months which will be credited to you along with your first and second month salary post clearing the CRC (Certified Risk Adjustment Coder by AAPC) certification. If you do not clear the final training assessment you will not be absorbed in our rolls and the company does not owe you anything.

2. Please be informed that it is an international certification and post the training, based on our internal evaluation the organization shall sponsor for the examination. Thereafter, your salary is subject to increase with annual appraisals based on your performance every year.

3. Under special circumstances, based on the organizational requirements, we can also absorb associates who have not cleared CRC certification. In that case, monthly CTC will be Rs. 15,000 (subject to increase with annual appraisals based on the performance of the candidate).

- **You will be joining us in our Coimbatore Branch at the below mentioned address:**

  Visionary RCM, 4th Floor, Tidel Park, Elcot SEZ, Aerodrome Post, Coimbatore – 641014.

  Board Numbers: 0422 4029243 / 4029257 / 4029256

Dr. A. Senthil Kumar
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312 ☑ VISIONARY RCM
A CorroHealth Company

29-03-22

To
SHANMUGA PRIYA R
Department - BE BIOMEDICAL ENGINEERING
College - SETHU INSTITUTE OF TECHNOLOGY

Dear SHANMUGA PRIYA R,

Sub: Letter of offer
Ref: campus interview

Greetings from Visionary RCM, A CorroHealth Company.

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A CorroHealth Company

The break-up of your Initial salary after being absorbed in our rolls (on successful clearance of CRC training)

#	Pay & Allowance	Monthly CTC	Annual CTC
1	Basic Pay	9000	108000
2	House Rent Allowance	4500	54000
3	Special Allowance	1842	22104
4	**Gross Pay (1+2+3)**	**15342**	**184104**
5	Company's Contribution to PF	1409	16908
6	Company Contribution to ESIC @ 3.25%	499	5988
7	Annual Bonus @ one month's basic pay- Paid annually	750	9000
8	Insurance	0	0
9	**Total Cost to Company (4+5+6+7+8)**	**18000**	**216000**
Approximate Statutory Deductions			
10	Employee's Contribution to PF **	1301	15612
11	Employee's Contribution to ESIC @ 0.75% **	115	1380
12	Professional Tax	209	2508
13	Income tax **	0	0
14	**Approximate Take Home*** **	**13717**	**164604**

This offer is conditional upon:

- ✓ Your ability to successfully clear all the internal & final assessments, Panel Interview (Single/Multiple rounds).
- ✓ Your ability to successfully clear CRC Examination
- ✓ The successful verification of all your academic credentials and fulfilment of all our employment eligibility criteria as per our policies.
- ✓ Minimum 95% attendance during the training & assessment days.
- ✓ The decision of Panel members is final. They will evaluate the candidates based on subject knowledge, attendance, and attitude.
- ✓ Your acceptance to work from Office.

On taking up your appointment, you will be provided with an induction program to help you settle into your new role. Exact training commencement date & other details will be sent to you before a week's time.

**** This is a conditional offer

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PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
Virudhunagar District

ZIFO
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OFFER LETTER

313

Dear **Sruthi Mohan,**

OL-2021: 0316

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.

Best Workplaces | Great Place To Work | Great Mid-Size Workplaces | India's Great Mid-Size Workplaces 2017 | India's Best Companies To Work For 2016 | Deloitte Fast 50 (INDIA) | Deloitte Fast 500 (APAC) | NASSCOM 50

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Dr. A. Senthil Kumar
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ZIFO
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Maternity and Paternity Policy

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We warmly welcome you to the Zifo family!

Regards,

Kamalahasan N
Head – HR

PRIVATE

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Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115
Virudhunagar District

NEEYAMO

Plot No. 8, 2nd Floor, Elcot IT/ITES SEZ,
Madurai Rind Road, Near Pondy Koil,
Madurai Taluk, Madurai 625020
CIN -U72200TN2009PTC070707

314

13-Apr-2022

Dear **Rajan Sonaimuthu,**

SUB.:Offer Letter

Congratulations! With reference to your interview, we are pleased to offer you the position as Service Delivery Executive, Payroll at our Madurai office.
Breakup of your compensation package is provided herewith. We would like you to join our company on 06-Jun-2022 at 10:30 AM unless otherwise agreed to in writing or else the offer will be null and void. Your gross emoluments will be Rs. 180000 per annum (CTC). You will be issued a detailed appointment letter on your joining with us.

	Per Month	Per Annum
General Components		
Basic	7500	90000
House Rent Allowance	3750	45000
Special Allowance	1336	16037
Total Gross Salary	**12586**	**151037**
Employer Contribution		
Provident Fund	1060	12724
Gratuity*	361	4329
ESI	409	4909
Total Employer Contributions	**1830**	**21962**
Annuals		
Fixed Bonus		7000
Cost to Company (CTC)		**180000**
Employee Deductions		
Provident Fund	1060	12724
ESI	94	1133
Total Net Salary**		**11432**

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Pulloor, Kariapatti - 626 115
Virudhunagar District

315

SITmail

Kalai Selvi M. [Traning & Placement Cell] <kalaiselvi@sethu.ac.in>

Fwd: BYJU'S CAMPUS 2022 DRIVE RESULT- Sethu Institute of Technology

1 message

matibala kamali <matibalakamali01@gmail.com> 2 June 2022 at 19:15
To: "kalaiselvi@sethu.ac.in" <kalaiselvi@sethu.ac.in>

---------- Forwarded message ---------
From: **Sit Placement** <placement@sethu.ac.in>
Date: Thu, 24 Mar, 2022, 1:32 pm
Subject: Fwd: BYJU'S CAMPUS 2022 DRIVE RESULT- Sethu Institute of Technology
To: <matibalakamali01@gmail.com>, Jothibass Asst Prof [Agri Engg] <jothibass@sethu.ac.in>
Cc: HOD Agriculture Engg. <hodagri@sethu.ac.in>

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: Thu, Mar 3, 2022 at 11:14 AM
Subject: BYJU'S CAMPUS 2022 DRIVE RESULT- Sethu Institute of Technology
To: <rameshkumarece@sethu.ac.in>, Sit Placement <placement@sethu.ac.in>

Hello

Greetings from Byju's!

Please find below the result for the Virtual campus drive held with - **Sethu Institute of Technology**

A total of 01 students have been selected at BYJU'S – The Learning App.

Dr. A. Senthil Kumar
PRINCIPAL
SETHU INSTITUTE OF TECHNOLOGY
Pulloor, Kariapatti - 626 115.
Virudhunagar District

315

Please note that an individual portal registration link and steps on how to register will be shared on their registered mail ids. The details with respect to offer letter, training and onboarding will only be discussed towards the end of course completion.

KAMALI B	matibalakamali01@gmail.com	8946020835	Sethu Institute of Technology	Academic Specialist

Heartiest Congratulations and we look forward to getting them on-boarded at BYJU's.
Also, for smooth onboarding of the aforementioned candidates, please ensure that they are blocked for Byju's.

The future BYJUites will have few engage sessions "BYJU'S ENGAGE" with our team to create a bond and bring them on speed with the ecosystem, culture and progress of our company. The details and schedules for the same will be communicated well in advance.

Regards,
TEAM BYJU'S

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

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VISIONARY RCM
A CorroHealth Company

29-03-22

To
GAYATHRI G P
Department - BE BIOMEDICAL ENGINEERING
College - SETHU INSTITUTE OF TECHNOLOGY

Dear GAYATHRI G P,

Sub: Letter of offer
Ref: campus interview

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VISIONARY RCM
A CorroHealth Company

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