



Government College of Technology, Coimbatore-641013

(An Autonomous Institution affiliated to Anna University, Chennai)

SELF-STUDY REPORT

**CRITERION 5
Student Support and Progression**

Key Indicator: 5.2 Student Progression

5.2.1 Percentage of placement of outgoing students and students progressing to higher education during the last five years

DECLARATION

This is to certify that the supporting documents for this metric enclosed herewith are true to the best of my knowledge and belief.

HEAD OF THE INSTITUTION

(Seal and sign of Principal)

Principal
Government College of Technology
Coimbatore - 641013

5.2.1 Percentage of placement of outgoing students and students progressing to higher education during the last five years

Name of student placed / enrolling into higher education and contact details	Placement/Progressed to Higher Education	Program graduated from	Name of the employer with contact details (in case of placement) / Name of institution joined (in case of progression to higher education)	Pay package at appointment (In INR per annum) (applicable for students who got placement) / Name of program admitted to (applicable for students who progressed to higher education)
Rohita M	Placement	Civil Engineering	Aarbee Structures Pvt Ltd	2.28 LPA
Manisha. M	Placement	Civil Engineering	Aarbee structures Pvt.Ltd	2.28LPA
Nandhakumaran P	Placement	Civil Engineering	AQUAGREEN Engineering Management Pvt Ltd	3.6 LPA
Kamesh N	Placement	Civil Engineering	Brainstorm Infotech	2.67 LPA
Diviya Bharathi A	Placement	Civil Engineering	Brainstorm Infotech	2.67 LPA
Balaji U	Placement	Civil Engineering	Brainstorm Infotech	2.67 LPA
Gokulraj V	Placement	Civil Engineering	Brainstorm Infotech	2.67 LPA
Dharineesh Kumar K	Placement	Civil Engineering	Brainstorm Infotech	2.67 LPA
Kaviya T	Placement	Civil Engineering	Byjus- the learning app	6 LPA
Ragavi P	Placement	Civil Engineering	CTS	4 LPA
Jeevitha R	Placement	Civil Engineering	CTS	4 LPA
Kalaiselvan S	Placement	Civil Engineering	CTS	4 LPA
Lokesh K	Placement	Civil Engineering	CTS	4 LPA
Anusuya Lakshmi P	Placement	Civil Engineering	CTS	4 LPA
Hashir Musafar S	Placement	Civil Engineering	CTS	4 LPA
Kishore Kumar Y	Placement	Civil Engineering	CTS	4 LPA
Soundariya S P	Placement	Civil Engineering	AstraZeneca	4.69 LPA
Thirumalesh R	Placement	Civil Engineering	Infosys	3.6 LPA
Ranjitha S	Placement	Civil Engineering	L&T CONSTRUCTION	6 LPA
Rama Priya B	Placement	Civil Engineering	L&T CONSTRUCTION	6 LPA
Dheepika K	Placement	Civil Engineering	Pavai Infra Geotech	2.16 LPA
Gokul S	Placement	Civil Engineering	Pavai Infra Geotech	2.76 LPA
Anandan K	Placement	Civil Engineering	Pavai Infra Geotech	2.76 LPA

Shyam Sundar S	Placement	Civil Engineering	Pavai Infra Geotech	2.76 LPA
Gopika S	Placement	Civil Engineering	Pavai Infra Geotech	2.16 LPA
Kouthama R	Placement	Civil Engineering	Pavai Infra Geotech	2.76 LPA
Akilesh T	Placement	Civil Engineering	Pavai Infra Geotech	2.76 LPA
Rithika S	Placement	Civil Engineering	TCS	3.36 LPA
Gowtham M	Placement	Civil Engineering	URC Construction	2.4LPA
Akash M	Placement	Civil Engineering	URC Construction	2.4 LPA
Shobhika V	Placement	Civil Engineering	Wipro	3.5 LPA
Sathis Kumar N	Placement	Civil Engineering	Avasoft	3.5 LPA
Niranchana M	Placement	Civil Engineering	WIPRO	3.5 LPA
Praveen M	Placement	Civil Engineering	Pinnacle Infotech Solution	2.16 LPA (Stipend)
Krishna Priya S	Placement	Mechanical Engineering	Cognizant Technology Solutions India Pvt. Ltd.	4.01 LPA
Jebin Y	Placement	Mechanical Engineering	Cognizant Technology Solutions India Pvt. Ltd.	4.01 LPA
Bharath T V	Placement	Mechanical Engineering	Cognizant Technology Solutions India Pvt. Ltd.	4.01 LPA
Rajkumar S	Placement	Mechanical Engineering	Cognizant Technology Solutions India Pvt. Ltd.	4.01 LPA
Vignesh V R	Placement	Mechanical Engineering	Cognizant Technology Solutions India Pvt. Ltd.	4.01 LPA
Yohesh P N	Placement	Mechanical Engineering	Cognizant Technology Solutions India Pvt. Ltd.	4.01 LPA
Raja CSK	Placement	Mechanical Engineering	Cognizant Technology Solutions India Pvt. Ltd.	4.01 LPA
Kiran Kumar R	Placement	Mechanical Engineering	TATA Consultancy Services Limited	4.01 LPA
Lekshmi Nayrayanan H	Placement	Mechanical Engineering	TATA Consultancy Services Limited	4.01 LPA
Vijay V	Placement	Mechanical Engineering	TATA Consultancy Services Limited	4.01 LPA
Paramanandham S	Placement	Mechanical Engineering	Cognizant Technology Solutions India Pvt. Ltd.	4.01 LPA
AMRUTHA S	Placement	Electrical and Electronics Engineering	Hexaware Technologies PVT LTD	4 LPA
ARAVINTHA RAJU. R	Placement	Electrical and Electronics Engineering	MaxLinear / MBit Wireless	10 LPA / 7.5LPA
ASTIN JOHNSON.E	Placement	Electrical and Electronics Engineering	Calibraint Technologies / Big Yellow Fish Pvt Ltd	3.5 LPA / 4 LPA
ASWIN P	Placement	Electrical and Electronics Engineering	BOSCH GLOBAL SOFTWARE TECHNOLOGIES PVT LTD	5 LPA
BHARATH.R	Placement	Electrical and Electronics Engineering	BOSCH GLOBAL SOFTWARE TECHNOLOGIES PVT LTD	5 LPA
BRITNEY JENNIFER. R	Placement	Electrical and Electronics Engineering	Ganit / BOSCH GLOBAL SOFTWARE TECHNOLOGIES	6 LPA / 5 LPA
E.DHIVYA	Placement	Electrical and Electronics Engineering	COGNIZANT TECHNOLOGY SOLUTIONS	4.01 LPA

GUNASEKHAR P	Placement	Electrical and Electronics Engineering	HCL TECHNOLOGIES LIMITED	7.2 LPA
R. DINESH KUMAR	Placement	Electrical and Electronics Engineering	COGNIZANT TECHNOLOGY SOLUTIONS /BOSCH	4.01 LPA / 5 LPA
M.GOWSALYA	Placement	Electrical and Electronics Engineering	COGNIZANT TECHNOLOGY SOLUTIONS	4.01 LPA
JANANI.M	Placement	Electrical and Electronics Engineering	COGNIZANT TECHNOLOGY SOLUTIONS	4.01 LPA
KEERTHIKA S	Placement	Electrical and Electronics Engineering	COGNIZANT TECHNOLOGY SOLUTIONS	4.01 LPA
KISHORE RAJU K	Placement	Electrical and Electronics Engineering	MBIT WIRELESS / BOSCH GLOBAL SOFTWARE	7.5 LPA / 5 LPA
M.Z.MOHAMED SUHAIL	Placement	Electrical and Electronics Engineering	BOSCH GLOBAL SOFTWARE TECHNOLOGIES PVT LTD	5 LPA
MONISHA K	Placement	Electrical and Electronics Engineering	Calibraint Technologies	3.5 LPA
NAGPRADHEEP. N	Placement	Electrical and Electronics Engineering	SYNOPSIS (INDIA) PRIVATE LIMITED / MBit Wireless	15 LPA / 7.5LPA
NANMATHI D N	Placement	Electrical and Electronics Engineering	BOSCH GLOBAL SOFTWARE TECHNOLOGIES PVT LTD	5 LPA
NIVETHA M	Placement	Electrical and Electronics Engineering	BOSCH GLOBAL SOFTWARE TECHNOLOGIES PVT LTD	5 LPA
PAVITHRA. K	Placement	Electrical and Electronics Engineering	COGNIZANT TECHNOLOGY SOLUTIONS / RENAULT	4 LPA / 4.25 LPA
PRASHANTH. A	Placement	Electrical and Electronics Engineering	Nu-Tek Power	2.2 LPA
PRAVEENKUMAR. R	Placement	Electrical and Electronics Engineering	TATA CONSULTANCY SERVICES / BOSCH GLOBAL	3.5 LPA / 5 LPA
PUNITHA. S	Placement	Electrical and Electronics Engineering	COGNIZANT TECHNOLOGY SOLUTIONS	4 LPA
SAHID AHAMED B	Placement	Electrical and Electronics Engineering	COGNIZANT TECHNOLOGY SOLUTIONS / SCHAEFFLER	4 LPA / 5 LPA
SUDHARSHAN	Placement	Electrical and Electronics Engineering	MBit Wireless / TATA CONSULTANCY SERVICES	5 LPA / 3.5 LPA
THAMIZH MALAR MATHI	Placement	Electrical and Electronics Engineering	L & T Technology services	4 LPA
THAMIZH MANJU M	Placement	Electrical and Electronics Engineering	TATA CONSULTANCY SERVICES / BOSCH GLOBAL	3.5 LPA / 5 LPA
THOTTATHARANI . I	Placement	Electrical and Electronics Engineering	L & T Technology services	4 LPA
VINU KARTHIK P	Placement	Electrical and Electronics Engineering	BOSCH GLOBAL SOFTWARE TECHNOLOGIES PVT LTD	5 LPA
VISHWALEKHA. D	Placement	Electrical and Electronics Engineering	BOSCH GLOBAL SOFTWARE TECHNOLOGIES PVT LTD	5 LPA
KARTHIKEYAN S	Placement	Electrical and Electronics Engineering	Zoho Corporation Private Limited	8.5 LPA
SHANMUGAPRIYA K	Placement	Electrical and Electronics Engineering	BOSCH GLOBAL SOFTWARE TECHNOLOGIES PVT LTD	5 LPA
KAVIYARASAN	Placement	Electrical and Electronics Engineering	HCL TECHNOLOGIES LIMITED	4.75 LPA
BRINDHA T	Placement	Electrical and Electronics Engineering	BOSCH GLOBAL SOFTWARE TECHNOLOGIES PVT LTD /	5 LPA / 3.5 LPA
CHINNADURAI M	Placement	Electrical and Electronics Engineering	Samsung Semiconductors	21.35 LPA
DIVYA.R	Placement	Electrical and Electronics Engineering	HCL TECHNOLOGIES LIMITED	4.75 LPA
DIVYAPRIYA.S	Placement	Electrical and Electronics Engineering	HCL TECHNOLOGIES LIMITED	4.75 LPA

P.JAKATHRATCHA KAN	Placement	Electrical and Electronics Engineering	BOSCH GLOBAL SOFTWARE TECHNOLOGIES PVT LTD / L	5 LPA / 4 LPA
R.JANAPRIYA	Placement	Electrical and Electronics Engineering	CGI Information Systems and Management Consultants Pvt.Ltd	3.75 LPA
KALAIYARASI G	Placement	Electrical and Electronics Engineering	BOSCH GLOBAL SOFTWARE TECHNOLOGIES PVT LTD	5 LPA
PRASHANTH. A	Placement	Electrical and Electronics Engineering	HCL Technologies	4.25 LPA
SREEVIDHYA. B	Placement	Electrical and Electronics Engineering	BOSCH GLOBAL SOFTWARE TECHNOLOGIES PVT LTD	5 LPA
SWETHA G	Placement	Electrical and Electronics Engineering	HCL TECHNOLOGIES LIMITED	6 LPA
THAMIZH MANJU M	Placement	Electrical and Electronics Engineering	BOSCH GLOBAL SOFTWARE TECHNOLOGIES PVT LTD	5 LPA
Sornalatha C	Placement	Electronics and Communication	Synopsys	14.5 LPA
Sundararajan K	Placement	Electronics and Communication	Synopsys	14.5 LPA
Harsha Balan M	Placement	Electronics and Communication	Synopsys	14.5 LPA
Krishnakumari M S	Placement	Electronics and Communication	Synopsys	14.5 LPA
Vignesh V	Placement	Electronics and Communication	Synopsys	14.5 LPA
Karthikeyan R	Placement	Electronics and Communication	Zoho	7.2 LPA
Ramkumar R	Placement	Electronics and Communication	TCS Digital	7 LPA
Agalya B	Placement	Electronics and Communication	Mbit	7.5 LPA
Bhuvaneshwaran R	Placement	Electronics and Communication	Mbit	7.5 LPA
Divya Bharathi B	Placement	Electronics and Communication	Mbit	7.5 LPA
Poojasri A	Placement	Electronics and Communication	Mbit	7.5 LPA
Narmatha M	Placement	Electronics and Communication	Incture Technology	6 LPA
Nivas M	Placement	Electronics and Communication	Zoho	5.6 LPA
Nandhini S	Placement	Electronics and Communication	Zoho	5.6 LPA
Elakkiya J	Placement	Electronics and Communication	Zoho	5.6 LPA
Anitha G	Placement	Electronics and Communication	HCL	5.5 LPA
Vetriselvan T	Placement	Electronics and Communication	HCL	5.5 LPA
Vigneshwaran B	Placement	Electronics and Communication	HCL	5.5 LPA
Mohamed Asif S M	Placement	Electronics and Communication	Zyllu computation &technology	5.4 LPA
Shama M	Placement	Electronics and Communication	Zyllu computation &technology	5.4 LPA
Pooja Sri L	Placement	Electronics and Communication	AstraZeneca	5 LPA
Durgadharani K	Placement	Electronics and Communication	Robert Bosch	5 LPA

Kowsalya P	Placement	Electronics and Communication	Robert Bosch	5 LPA
Tamilselvan M	Placement	Electronics and Communication	Robert Bosch	5 LPA
Thangam P	Placement	Electronics and Communication	Robert Bosch	5 LPA
Poorneka T	Placement	Electronics and Communication	Mistral Solutions	5 LPA
Divya Priya R	Placement	Electronics and Communication	IBM	5 LPA
Logeshwaran J	Placement	Electronics and Communication	Robert Bosch	5 LPA
Manohar P	Placement	Electronics and Communication	Robert Bosch	5 LPA
Mithra B	Placement	Electronics and Communication	Pricol	4.5 LPA
Vijayragunath S	Placement	Electronics and Communication	Pricol	4.5 LPA
Nikitha E	Placement	Electronics and Communication	HCL	4.5 LPA
Pavithran T	Placement	Electronics and Communication	Onebill	4 LPA
Sureshkumar S	Placement	Electronics and Communication	Onebill	4 LPA
Easwar S R M	Placement	Electronics and Communication	CTS (GENC)	4 LPA
Ilavarasi N	Placement	Electronics and Communication	CTS (GENC)	4 LPA
Indiresh S T	Placement	Electronics and Communication	CTS (GENC)	4 LPA
Janani P	Placement	Electronics and Communication	CTS (GENC)	4 LPA
Kishorekumar K	Placement	Electronics and Communication	CTS (GENC)	4 LPA
Pooja R	Placement	Electronics and Communication	CTS (GENC)	4 LPA
Sathana M	Placement	Electronics and Communication	CTS (GENC)	4 LPA
Sri Maheswari S	Placement	Electronics and Communication	CTS (GENC)	4 LPA
Veerakabilan A	Placement	Electronics and Communication	CTS (GENC)	4 LPA
Ravivarman M	Placement	Electronics and Communication	CTS (GENC)	4 LPA
Srinivasan M	Placement	Electronics and Communication	CTS (GENC)	4 LPA
Indhu M S	Placement	Electronics and Communication	LTTS	4 LPA
Sowmya L	Placement	Electronics and Communication	LTTS	4 LPA
Priyadarshini R	Placement	Electronics and Communication	Wipro	3.5 LPA
Sneka K	Placement	Electronics and Communication	Wipro	3.5 LPA
Mukil	Placement	Electronics and Communication	IISc	3 LPA
Arun Kumar S	Placement	Electronics and Communication	Wipro	3.5 LPA

Dinesh A	Placement	Electronics and Communication	WAVICLE	5LPA
SANJAY M	Placement	Production Engineering	COGNIZANT	4.01 LPA
VALLARASU A	Placement	Production Engineering	TCS	3.36 LPA
THILIBAN R	Placement	Production Engineering	COGNIZANT	4.01 LPA
PRAKASH G	Placement	Production Engineering	AVASOFT	3 LPA
VANITHA T	Placement	Production Engineering	COGNIZANT	4.01 LPA
HAREESH KUMAR S	Placement	Production Engineering	COGNIZANT	4.01 LPA
YUVARAJ N	Placement	Production Engineering	COGNIZANT	4.01 LPA
VIKASH M	Placement	Production Engineering	COGNIZANT	4.01 LPA
BOOBALAN S	Placement	Production Engineering	TCS	3.36 LPA
MUTHUKUMAR K	Placement	Production Engineering	TCS	3.36 LPA
SUNDAR R	Placement	Production Engineering	TCS	3.36 LPA
LOGUVIGNESH M	Placement	Production Engineering	TCS	3.36 LPA
GURU PRASAD M	Placement	Production Engineering	COGNIZANT	4.01 LPA
DHATCHINAMOORTHY M	Placement	Production Engineering	COGNIZANT	4.01 LPA
ARUNKUMAR S	Placement	Production Engineering	HCL	3 LPA
NILA A	Placement	Production Engineering	HCL	3 LPA
ARAVINDHASAMY R	Placement	Production Engineering	HCL	3 LPA
SHANKAR K	Placement	Production Engineering	HCL	3 LPA
ADITHIYAN J	Placement	Production Engineering	HCL	3 LPA
ROHIT M	Placement	Production Engineering	HCL	3 LPA
SAKTHI T	Placement	Production Engineering	HCL	3 LPA
PRAKASH K	Placement	Production Engineering	HCL	3 LPA
VISHNU T	Placement	Production Engineering	HCL	3 LPA
KAVI PRAKASH S	Placement	Production Engineering	HCL	3 LPA
YOGARAJ K	Placement	Production Engineering	HCL	3 LPA
HARISH C	Placement	Production Engineering	HCL	3 LPA
RAJIV P	Placement	Production Engineering	HCL	3 LPA
RAJADURAI P	Placement	Production Engineering	HCL	3 LPA

AHMED S	Placement	Production Engineering	HCL	3 LPA
KAMESH M	Placement	Production Engineering	HCL	3 LPA
ABIKANNAN J S	Placement	Electronics and Instrumentation	HCL Technologies Ltd	4.75 LPA
ABIRAMI G	Placement	Electronics and Instrumentation	L&T Technology Services Ltd	4 LPA
ABITHA M	Placement	Electronics and Instrumentation	HCL Technologies Ltd	4.75 LPA
AMIRTHA E	Placement	Electronics and Instrumentation	Cognizant Technology Solutions India Pvt Ltd	2.4 LPA
ANUSUYA R	Placement	Electronics and Instrumentation	Larsen & Toubro Limited	4 LPA
ARAVINDHAN A	Placement	Electronics and Instrumentation	Mistral Solutions Private Limited	5. LPA
ASHWINI A	Placement	Electronics and Instrumentation	HCL Technologies Ltd	4.75 LPA
DEEPADEVI A	Placement	Electronics and Instrumentation	Tata Consultancy Services	3.3 LPA
DEEPIKA S	Placement	Electronics and Instrumentation	HCL Technologies Ltd	5.5 LPA
DEVADHARSHINI K M	Placement	Electronics and Instrumentation	Lakshmi Machine Works Limited	4 LPA
DHOD RAJ S	Placement	Electronics and Instrumentation	OneBill Software India Pvt Ltd	4 LPA
DINESHPRABHU J	Placement	Electronics and Instrumentation	MBIT Wireless Private Limited	7.5 LPA
ELSIE JEBA CELINE A	Placement	Electronics and Instrumentation	Tata Consultancy Services	3.36 LPA
GOKUL P	Placement	Electronics and Instrumentation	OneBill Software India Pvt Ltd	1.8 LPA
GOKULANAND S	Placement	Electronics and Instrumentation	Cognizant Technology Solutions India Pvt Ltd	4.01 LPA
JEEVANANTHAM M	Placement	Electronics and Instrumentation	Wipro Limited	3.5 LPA
KAAVIYAA K L	Placement	Electronics and Instrumentation	Wipro Limited	3.5 LPA
KALAIVANI G	Placement	Electronics and Instrumentation	HCL Technologies Ltd	5.5 LPA
KISHOREKUMAR R S	Placement	Electronics and Instrumentation	MBIT Wireless Private Limited	7.5 LPA
MADHUMITHA R	Placement	Electronics and Instrumentation	HCL Technologies Ltd	5.5 LPA
MANONMANI R	Placement	Electronics and Instrumentation	Incture Technologies Pvt Ltd	6 LPA
NIRMALKUMAR A	Placement	Electronics and Instrumentation	HCL Technologies Ltd	5.5 LPA
NITHYASRI B	Placement	Electronics and Instrumentation	HCL Technologies Ltd	5.5 LPA
POWSHIKA B	Placement	Electronics and Instrumentation	AVA SOFTWARE Pvt. Ltd.	3 LPA
RAJAN S	Placement	Electronics and Instrumentation	Onebill Software India Private Limited.	4 LPA
RAJESHKUMAR R	Placement	Electronics and Instrumentation	Cognizant Technology Solutions India Pvt Ltd	4.01 LPA
RAMYA C	Placement	Electronics and Instrumentation	Cognizant Technology Solutions India Pvt Ltd	4.01 LPA

SANJAY KUMAR V	Placement	Electronics and Instrumentation	Larsen & Toubro Infotech Ltd.	5 LPA
SASI REKA P	Placement	Electronics and Instrumentation	L&T, Construction, water & Effluent Treatment	4.88 LPA
SASIDHARAN S	Placement	Electronics and Instrumentation	OneBill Software India Pvt Ltd.,	4 LPA
SATHYA PRIYA N	Placement	Electronics and Instrumentation	Mistral Solutions Private Limited	5 LPA
SHALINI K	Placement	Electronics and Instrumentation	OneBill Software India Pvt Ltd.,	4 LPA
SUJITHA R	Placement	Electronics and Instrumentation	Cognizant Technology Solutions India Pvt. Ltd	4.01 LPA
SWATHI M	Placement	Electronics and Instrumentation	Cognizant Technology Solutions India Pvt. Ltd	2.4 LPA
THANVEER ASIF M	Placement	Electronics and Instrumentation	Cognizant Technology Solutions India Pvt. Ltd	6.75 LPA
THEJASSVINI M S	Placement	Electronics and Instrumentation	Cognizant Technology Solutions India Pvt. Ltd	2.4 LPA
THILAK S	Placement	Electronics and Instrumentation	Bosch Global Software Technologies Pvt Ltd	5 LPA
VIGNESH B	Placement	Electronics and Instrumentation	OneBill Software India Private Limited	4 LPA
VIJAY M	Placement	Electronics and Instrumentation	HCL Technologies Ltd	5.5 LPA
VISHNU PRIYA S H	Placement	Electronics and Instrumentation	Bosch Global Software Technologies Pvt Ltd	3 LPA
YUHENDIRA KRISHNA S	Placement	Electronics and Instrumentation	Cognizant Technology Solutions India Pvt. Ltd.,	2.4 LPA
AJAY KUMAR M	Placement	Electronics and Instrumentation	Bosch Global Software Technologies Pvt Ltd	5 LPA
BOOMA C	Placement	Electronics and Instrumentation	HCL Technologies Ltd	5.5 LPA
MURALIDHARAN D	Placement	Electronics and Instrumentation	HCL Technologies Ltd	5.5 LPA
PUGALENDHI K	Placement	Electronics and Instrumentation	Nu-Tek Power Controls and Automation	2.16 LPA
SUBHASINI M	Placement	Electronics and Instrumentation	HCL Technologies Ltd	4.75 LPA
ANANDHA VARMAN E	Placement	Computer Science Engineering	COGNIZANT	6.75 LPA
ANITHA T	Placement	Computer Science Engineering	ONEBILL	4.5 LPA
ANUSUYA K	Placement	Computer Science Engineering	MULTICORE WARE	6.3 LPA
ARAVIND R	Placement	Computer Science Engineering	IBM	4.25 LPA
ARIFA SHIREEN M	Placement	Computer Science Engineering	COGNIZANT	4 + PERFORMANCE BASED
ARTHI V	Placement	Computer Science Engineering	MISTRAL SOLUTIONS - 8030812600	5 LPA
BHAVADHARANI S	Placement	Computer Science Engineering	ZOHO - +914467447070	5.6 LPA
BHUVANESWARI S	Placement	Computer Science Engineering	CGI INFORMTIONS SYSTEMS AND CONSULTANTS PVT	3.75 LPA
DAYANANDH N	Placement	Computer Science Engineering	ZOHO - +914467447070	7 LPA
DEEPIKA S	Placement	Computer Science Engineering	C1X INC (OFF CAMPUS)	5.4 LPA

DHANAM S	Placement	Computer Science Engineering	ORION INNOVATION	3.5 LPA
DHARSHINI M	Placement	Computer Science Engineering	COGNIZANT	4 + PERFORMANCE BASED
DHIVYA DHARANI S	Placement	Computer Science Engineering	COGNIZANT	6.75 LPA
DINESH	Placement	Computer Science Engineering	CIX	5.4 LPA
DIVYA A	Placement	Computer Science Engineering	ONEBILL	4.5 LPA
EDWIN JOSEPH J	Placement	Computer Science Engineering	ZOHO - +914467447070	5.6 LPA
HAFEEZA BEGUM M	Placement	Computer Science Engineering	TCS - +914466162222	3.5 LPA
JAYANTHI T	Placement	Computer Science Engineering	BATON SYSTEMS - +914448684102	4.8 LPA
JOTHIKA V	Placement	Computer Science Engineering	WIPRO	3.5 LPA
KABILAN P	Placement	Computer Science Engineering	ZOHO - +914467447070	8.4 LPA
KAVIYA R	Placement	Computer Science Engineering	MULTICORE WARE	6.3 LPA
KEERTHANA K	Placement	Computer Science Engineering	COGNIZANT	4 + PERFORMANCE BASED
KIRUTHIKA SADASIVAM	Placement	Computer Science Engineering	CIX	6.5 LPA
KOKILA PRIYA J	Placement	Computer Science Engineering	INCTURE - 8067833013	6 LPA
KRISHNA PRIYA C	Placement	Computer Science Engineering	COGNIZANT	4 LPA
MIRNALINI S	Placement	Computer Science Engineering	MBIT WIRELESS	7.5 LPA
MONISHA K	Placement	Computer Science Engineering	COGNIZANT	6.75 LPA
MUKILAN M	Placement	Computer Science Engineering	ONEBILL	4.5 LPA
LAKSHMI PRIYA N	Placement	Computer Science Engineering	COGNIZANT	4 LPA
LALITH KUMAR M	Placement	Computer Science Engineering	DATASPHERE	2.6 LPA
MAHESHWARAN P	Placement	Computer Science Engineering	DATASPHERE INC.(OFF CAMPUS)	8.4 LPA
MUTHU SOWMIYA M	Placement	Computer Science Engineering	BANFICO - info@banfico.com	6.5 LPA
NAVEENKUMAR V	Placement	Computer Science Engineering	WIPRO / CIX	3.5 LPA / 6 LPA
NISHANTHINI B	Placement	Computer Science Engineering	COGNIZANT	4 LPA
RAMAPRABHA R	Placement	Computer Science Engineering	ROBERT BOSCH - +9108066575757	5 LPA
SAMYUKTHA V	Placement	Computer Science Engineering	TEJAS NETWORKS - +918041794600	10 LPA
SANJAYKUMAR V	Placement	Computer Science Engineering	TCS - +914466162222	3.36 LPA
FAHIDEEN	Placement	Computer Science Engineering	FINZLY	5 LPA
SHARMILA S	Placement	Computer Science Engineering	LTTS	4 LPA

SINDHUJA V	Placement	Computer Science Engineering	WIPRO	3.5 LPA
SIVARAMAKRISHNAN K	Placement	Computer Science Engineering	BATON SYSTEMS - +914448684102	4.8 LPA
SUPRIYA J K	Placement	Computer Science Engineering	COGNIZANT	4 + PERFORMANCE BASED
SWATHI S	Placement	Computer Science Engineering	BATON SYSTEMS - +914448684102	4.8 LPA
VAISHNAVI V	Placement	Computer Science Engineering	ROBERT BOSCH - +9108066575757	5 LPA
VARUNA PRIYA S	Placement	Computer Science Engineering	COGNIZANT	4 + PERFORMANCE BASED
VASANTHAN R	Placement	Computer Science Engineering	DEEVIA SOFTWARE(INDIA) PVT. LTD. - 8049705749	5 LPA
VIJAY ANAND T	Placement	Computer Science Engineering	ROBERT BOSCH - +9108066575757	5 LPA
YAZHINI P	Placement	Computer Science Engineering	WIPRO	3.5 LPA
AKILA V	Placement	Computer Science Engineering	ORION INNOVATION	3.5 LPA
SANKAR KUMAR	Placement	Computer Science Engineering	CIX	6 LPA
Abirami R	Placement	Information Technology	Zoho	4.8 LPA
Abisheikha A	Placement	Information Technology	One Bill Software	4 LPA
Ajith Kumar G	Placement	Information Technology	LTI / Infosys	6.5 LPA / Not Specified
Anand R	Placement	Information Technology	Cognizant Genc Elevate	4 LPA
Barathiraman A	Placement	Information Technology	Robert Bosch	5 LPA
Bharathi Surjit Singh M	Placement	Information Technology	Cognizant	4 LPA
Bhuvana P	Placement	Information Technology	Cognizant Genc	4 LPA
Brindha M	Placement	Information Technology	TCS Ninja	3.36 LPA
Deena Dayalan M	Placement	Information Technology	Cognizant Genc Elevate	4 LPA
Deepa K	Placement	Information Technology	Multicoreware	6 LPA (Not Specified)
Dharani T	Placement	Information Technology	LTI / Mbit Wireless	6.5 LPA / 7.5 LPA
Dharshana N	Placement	Information Technology	Cognizant Genc	4 LPA
Femi Sterling S	Placement	Information Technology	Incture	6 LPA
Geethanjali R	Placement	Information Technology	Wipro	3.5 LPA
Gomathi A	Placement	Information Technology	CIX AdTech	6 LPA
Gokulakrishnan S	Placement	Information Technology	Robert Bosch	5 LPA
Hariprasath S	Placement	Information Technology	Tiger Analytics	7.5 LPA (Not Specified)
HariPriya A	Placement	Information Technology	Wipro	3.5 LPA (Not Specified)

Harish B	Placement	Information Technology	One Bill Software	4 LPA
Harish V	Placement	Information Technology	Rootquotient	8 LPA
Jayasree T	Placement	Information Technology	Zoho	7.2 LPA
Kanishkadevi N	Placement	Information Technology	TCS Ninja	3.36 LPA
Karthik S	Placement	Information Technology	Orion Innovation	3 LPA (Not Specified)
Karthikraja P	Placement	Information Technology	Cognizant Genc	4 LPA
Kavin V	Placement	Information Technology	HCL	6 LPA
Kavipriya S	Placement	Information Technology	Tejas Networks	10 LPA
Krishnaraj P	Placement	Information Technology	One Bill Software	4 LPA
Mathavamani V	Placement	Information Technology	One Bill Software	4 LPA
Mathumitha S	Placement	Information Technology	LTI/SOTI	6.5 LPA / not specified
Mohan V	Placement	Information Technology	One Bill Software	4 LPA
Mohanpriya T	Placement	Information Technology	PSG Software	3.72 LPA
Naveen Kumar J	Placement	Information Technology	One Bill Software	4 LPA
Naveen Kumar R	Placement	Information Technology	Cognizant	4 LPA
Nivethitha M	Placement	Information Technology	Mr. Cooper	7.5 LPA
Niyaz Ahamad M N	Placement	Information Technology	Zoho	6 LPA
Rajasree B	Placement	Information Technology	LTI	6.5 LPA
Sandhiya V	Placement	Information Technology	Baton Systems	4.8 LPA
Sasikumar K	Placement	Information Technology	Robert Bosch	5 LPA
Sharmila R	Placement	Information Technology	Cognizant Genc	4 LPA
Sivasri D	Placement	Information Technology	HCL	6 LPA
Sobiya M	Placement	Information Technology	HCL	6 LPA
Sowndarya K	Placement	Information Technology	One Bill Software	4 LPA
Sukumar A	Placement	Information Technology	Orion Innovation	3 LPA (Not Specified)
Dhilip A	Placement	Information Technology	Tech Mahindra	3.25 LPA
Princy V	Placement	Information Technology	Orion Innovation	3 LPA (Not Specified)
Roshan Kumar M	Placement	Information Technology	Hexmoto (Internship)	Not Specified
Sivasundhar R	Placement	Information Technology	LTI	8 LPA

Sonai Kumar	Placement	Information Technology	Fiserv(Off Campus)	5 LPA (Not Specified)
Thirupathi R	Placement	Information Technology	C1X (Off Campus)	6 LPA
Venkatesh R	Placement	Information Technology	Cognizant Genc Next	6.75 LPA
ABINAYA M	Placement	Industrial Bio Technology	TCS	3.36 LPA
AGNES JEFFIE A	Placement	Industrial Bio Technology	Cognizant	4.01 LPA
ARCHANA E	Placement	Industrial Bio Technology	TCS	3.36 LPA
ARUN PRASATH	Placement	Industrial Bio Technology	Zifo	4.76 LPA
BALAJI SAMPATHKUMAR	Placement	Industrial Bio Technology	Cognizant	4.01 LPA
BOOPATHY St	Placement	Industrial Bio Technology	Zifo	4.76 LPA
DEEBIKA S	Placement	Industrial Bio Technology	Zifo	4.76 LPA
CHANDILYAN KALAIVANAN	Placement	Industrial Bio Technology	Zifo	4.76 LPA
GODWIN VIJAY SUNDER M	Placement	Industrial Bio Technology	TCS	3.36 LPA
GOKUL R	Placement	Industrial Bio Technology	TCS	3.36 LPA
GOWTHAMRAJ R	Placement	Industrial Bio Technology	Cognizant	4.01 LPA
HARI KRISHNAN S	Placement	Industrial Bio Technology	Zifo	4.76 LPA
KAILASH	Placement	Industrial Bio Technology	Cognizant	4.01 LPA
KEERTHANA MURUGESAN	Placement	Industrial Bio Technology	Zifo	4.76 LPA
KEERTHANA R	Placement	Industrial Bio Technology	Wipro	3.5 LPA
KEERTHANA THANGARAJ	Placement	Industrial Bio Technology	Cognizant	4.01 LPA
KOWSALYA K	Placement	Industrial Bio Technology	Cognizant	4.01 LPA
LAAKSHMI Ar	Placement	Industrial Bio Technology	Zifo	4.76 LPA
LITHIKA M	Placement	Industrial Bio Technology	Cognizant	4.01 LPA
MADESH K	Placement	Industrial Bio Technology	Cognizant	4.01 LPA
MADHUMITHA M	Placement	Industrial Bio Technology	Zifo	4.76 LPA
MUTHUVENI M	Placement	Industrial Bio Technology	Zifo	4.76 LPA
NAVANEETHA SIVASAMY	Placement	Industrial Bio Technology	Zifo	4.76 LPA
PRADEEP R	Placement	Industrial Bio Technology	Cognizant / TCS	4.01 LPA/3.36 LPA
PRAMILA P	Placement	Industrial Bio Technology	Cognizant	4.01 LPA
PREETHI S H	Placement	Industrial Bio Technology	Cognizant	4.01 LPA

RAJASHREE U	Placement	Industrial Bio Technology	Wipro	3.5 LPA
SATHYA ROOBHA	Placement	Industrial Bio Technology	Cognizant	4.01 LPA
SWATHI M	Placement	Industrial Bio Technology	Cognizant	4.01 LPA
VENGADESH ANNAMALAI	Placement	Industrial Bio Technology	Zifo	4.76 LPA



Aarbee Structures Pvt. Ltd.

Structural Steel Designers & Detailers



Rohita M

Emp. No : 2128

Blood Group : O+ve

Emerg. Contact No. : 9787580633

#176, 1st Floor, Adarsh Eco Place,

EPIP Zone II, Whitesfield,

Bangalore 560 066, INDIA

Tel : +91 80 6833 3400

www.aarbeestructures.com



Aarbee Structures Pvt. Ltd : Offer Acceptance Confirmation

1 message

Fri, 8 Apr 2022 at 20:54

Rajesh Kumar S <ks.rajesh@aarbeestructures.com>

To: rohitam2507@gmail.com

Cc: Praseedkumar Chandrasekaran <c.praseedkumar@aarbeestructures.com>, Leo N <n.leo@aarbeestructures.com>,
Sushena K V <kv.sushena@aarbeestructures.com>

Dear Rohita M,

Warm Greetings from **Aarbee Structures Pvt Ltd. !!!** www.aarbeestructures.com

Hope you are doing well and safe.

Aarbee Structures Pvt Ltd. is pleased to extend to you an offer of employment as **Trainee Detailing Engineer**. This offer letter is contingent up on the successful completion of BE/Btech without having any backlogs.

Training Period Stipend for 9 Months	<u>Joining Location</u>	<u>Stipend</u>
		Bangalore

As a policy, Candidates need to execute 3 years BOND including the training period (9 months).

Note: will share offer letter with joining date after final semester exam results published.

Please confirm your offer acceptance by replying to this mail **on or before 12th April 2022.**

Please reach us for further clarification required.

With Warm Regards,

Rajesh Kumar S

Asst. Manager - Admin & Hr

3



Aarbee Structures Pvt. Ltd : Offer Acceptance Confirmation

1 message

Rajesh Kumar S <ks.rajesh@aarbeestructures.com> Fri 8 Apr, 2022 at 8:54 PM
To: manishasasi2001@gmail.com
Cc: Praseedkumar Chandrasekaran <c.praseedkumar@aarbeestructures.com>, Leo N <n.leo@aarbeestructures.com>, Sushena K V <kv.sushena@aarbeestructures.com>

Dear Manisha. M,

Warm Greetings from **Aarbee Structures Pvt Ltd. !!!** www.aarbeestructures.com

Hope you are doing well and safe.

Aarbee Structures Pvt Ltd. is pleased to extend to you an offer of employment as **Trainee Detailing Engineer**. This offer letter is contingent up on the successful completion of BE/Btech without having any backlogs.

	<u>Joining Location</u>	<u>Stipend</u>
Training Period Stipend for 9 Months	Bangalore	19000

As a policy, Candidates need to execute 3 years BOND including the training period (9 months).

Note: will share offer letter with joining date after final semester exam results published.

Please confirm your offer acceptance by replying to this mail **on or before 12th April 2022.**

Please reach us for further clarification required.

With Warm Regards,
Rajesh Kumar S
Asst. Manager - Admin & Hr



Engineering Management (P) Ltd.
ISO 9001:2015 Certified Co.

Strictly Confidential

Ref: AEMPL/HR&A/Offer/2022

09/06/2022

Mr. Nandhakumaran P,
Coimbatore
Tamilnadu.
Mob: 08124650747.

Sub: Offer of appointment to the post of "Graduate Engineer Trainee (GET)".

Dear Mr. Nandhakumaran P,

Based on your test & interview, we are pleased to inform you that you have been selected for the post of "GET -Civil" in our organization. During One year training period, you will be paid a stipend of Rs.30,000/- (Rupees Thirty Thousand Only) per month. In addition to this, an amount upto of Rs. 2,50,000/- (Rupees Two Lakhs Fifty Thousand Only) will be paid to you on successful completion of four years based on your satisfactory performance which shall be assessed from time to time by the Management.

You will be required to produce your original certificates in support of your date of birth, educational qualifications and four passport size colour photographs & Adhaar card copy at the time of joining. Failing to produce the above documents, joining report will not be entertained.

As a token of your acceptance, you are requested to sign the duplicate copy of this offer letter. We look forward your joining us on or before 01st July, 2022 falling which this offer stands cancelled.

You are required to report to HR Department at Plot No.-143/144, Udyog Vihar, Phase - IV, Gurgaon, Haryana - 122 015 for completing the joining formalities and take charge of your responsibilities.

We welcome you to Aquagreen family and appreciate mutually beneficial association with you.

As a token of your acceptance, we request you to sign the duplicate copy of this offer letter and return to us at the earliest.

Yours faithfully,
For Aquagreen Engineering Management Private Limited


(Authorized Signatory)

(Accepted)

AQUAGREEN ENGINEERING MANAGEMENT PRIVATE LIMITED
REGISTERED OFFICE:- 2nd Floor, A-Block, Plot No. 14, Factory Road, Adj. to Safdarjung Hospital, Delhi - 110029.
CIN No. U45200DL2008PTC175410 Website:- www.aquagreen.in



Engineering Management (P) Ltd.



NANDHAKUMARAN P

Emp. ID : 1430069

Department : Civil

Blood Group : O+

Emergency Contact: 6383340974

Ground Floor, Plot No: 143-144

Indira Vihar, Phase - IV, Gurgaon
Haryana - 122015

INTENT OF OFFER

04 April, 2022

Dear Kamesh N,

With reference to your application and interview you have had with Brainstorm Infotech, we are pleased to offer you the position of **Detailing Trainee** and your Total compensation viz. Cost to Company (CTC) will be INR 2,69,472/- Per Annum. The break of your salary provided in details in Annexure to this letter. The letter of your appointment detailing terms and conditions of the service will be issued to you separately once you are on-board and subject to receipt of the necessary documents requested below.

Your tentative starting date of your employment will be **01 August, 2022** or any other date that may be mutually agreed.

We wish to make your transition to Brainstorm Infotech as smooth as possible. You are required to submit following documents for our records on or before your joining date at Brainstorm Infotech.

- Educational Certificates (10th Std, 12th Std, Degree Certificates)- Original & photocopy
- Government issued IDs – PAN Card and AADHAR Card - Photocopy with self-attestation
- Relieving Letter (if applicable) - Photo copy
- Payslip from your previous company (if applicable) - Photo copy
- 2 Passport size photographs

Please note that this document is not a confirmation of your employment with Brainstorm Infotech. The confirmation of your employment with Brainstorm Infotech is subject to submission of all required documents mentioned above and compliance with all other internal recruitment procedure of Brainstorm Infotech. Your proposed salary fitment is attached with the offer (Annexure).

Please confirm that the above terms are acceptable to you and that you accept the Offer.

The terms of this offer are intended to be kept in strict confidence.

Welcome to Brainstorm! We look forward to seeing you tentatively on **01 August 2022**.

Sincerely,



Santosh B.M
Managing Partner

I agree to the above terms and conditions of my Offer.

Name: KAMESH.N.

Signature: N. Kamesh

ANNEXURE

Compensation Breakup:

Name	Kamesh N	
Designation	Detailing Trainee	
Salary Breakup	PA	PM
Total Compensation	269,472	22,456
Basic	178,788	14,899
HRA	36,672	3,056
Special Pay	1,212	101
EPF Employer Contribution	21,600	1,800
ESIC Employer Contribution	7,800	650
Medial Insurance	5,400	450
Food allowance	12,000	1,000
Refreshment Allowance	6,000	500
Total	269,472	22,456
Deductions		
EPF Employee Contribution	21,600	1,800
EPF Employer Contribution	21,600	1,800
Medial Insurance	5,400	450
Food allowance	12,000	1,000
Refreshment Allowance	6,000	500
PT	2,400	200
ESIC Employer Contribution	7,800	650
ESIC Employee Contribution	1,812	151
Net Fixed Pay before Income Tax	190,860	15,905



Site No. 6, 2nd Floor, Kengeri Main Road
Kengeri Satellite Town, Bengaluru - 562109
Ph: 080 - 22488745
E-mail: santosh@brainstorminfotech.com
www.brainstorminfotech.com

INTENT OF OFFER

04 April, 2022

Dear Diviya Bharathi A,

With reference to your application and interview you have had with Brainstorm Infotech, we are pleased to offer you the position of **Detailing Trainee** and your Total compensation viz. **Cost to Company (CTC)** will be **INR 2,69,472/- Per Annum**. The break of your salary provided in details in **Annexure** to this letter. The letter of your appointment detailing terms and conditions of the service will be issued to you separately once you are on-board and subject to receipt of the necessary documents requested below.

Your tentative starting date of your employment will be **01 August, 2022** or any other date that may be mutually agreed.

We wish to make your transition to Brainstorm Infotech as smooth as possible. You are required to submit following documents for our records on or before your joining date at Brainstorm Infotech.

- A. Educational Certificates (10th Std, 12th Std, Degree Certificates)- Original & photocopy
- B. Government issued IDs - PAN Card and AADHAR Card - Photocopy with self-attestation
- C. Relieving Letter (if applicable) - Photo copy
- D. Payslip from your previous company (if applicable) - Photo copy
- E. 2 Passport size photographs

Please note that this document is not a confirmation of your employment with Brainstorm Infotech. The confirmation of your employment with Brainstorm Infotech is subject to submission of all required documents mentioned above and compliance with all other internal recruitment procedure of Brainstorm Infotech. Your proposed salary fitment is attached with the offer (Annexure).

Please confirm that the above terms are acceptable to you and that you accept the Offer.

The terms of this offer are intended to be kept in strict confidence.

Welcome to Brainstorm! We look forward to seeing you tentatively on **01 August 2022**.

Sincerely,

Santosh B.M
Managing Partner

I agree to the above terms and conditions of my Offer.

Name: _____

Signature: _____

ANNEXURE

Compensation Breakup:

Name	Diviya Bharathi A	
Designation	Detailing Trainee	
Salary Breakup	PA	PM
Total Compensation	269,472	22,456
Basic	178,788	14,899
HRA	36,672	3,056
Special Pay	1,212	101
EPF Employer Contribution	21,600	1,800
ESIC Employer Contribution	7,800	650
Medial Insurance	5,400	450
Food allowance	12,000	1,000
Refreshment Allowance	6,000	500
Total	269,472	22,456
Deductions		
EPF Employee Contribution	21,600	1,800
EPF Employer Contribution	21,600	1,800
Medial Insurance	5,400	450
Food allowance	12,000	1,000
Refreshment Allowance	6,000	500
PT	2,400	200
ESIC Employer Contribution	7,800	650
ESIC Employee Contribution	1,812	151
Net Fixed Pay before Income Tax	190,860	15,905



BALAJI U
Emp No: BSIT - 315

Blood Group : O+
Date of Birth : 03-06-2000
Date of Joining : 18-07-2022

Authorized Signatory

- This Identity card is the property of Brainstorm Infotech.
- If lost/stolen please notify Brainstorm Infotech.

BRAINSTORM INFOTECH
Site No. 6, 2nd Floor, Kengeri Main Road
Kengeri Satellite Town, Bengaluru - 560 060
Ph : 080 - 28488745
E-mail : santosh@brainstorminfotech.org
www.brainstorminfotech.org

INTENT OF OFFER

04 April, 2022

Dear Gokulraj V,

With reference to your application and interview you have had with Brainstorm Infotech, we are pleased to offer you the position of **Detailing Trainee** and your Total compensation viz. Cost to Company (CTC) will be **INR 2,69,472/- Per Annum**. The break of your salary provided in details in Annexure to this letter. The letter of your appointment detailing terms and conditions of the service will be issued to you separately once you are on-board and subject to receipt of the necessary documents requested below.

Your tentative starting date of your employment will be **01 August, 2022** or any other date that may be mutually agreed.

We wish to make your transition to Brainstorm Infotech as smooth as possible. You are required to submit following documents for our records on or before your joining date at Brainstorm Infotech.

- A. Educational Certificates (10th Std, 12th Std, Degree Certificates)- Original & photocopy
- B. Government issued IDs - PAN Card and AADHAR Card - Photocopy with self-attestation
- C. Relieving Letter (if applicable) - Photo copy
- D. Payslip from your previous company (if applicable) - Photo copy
- E. 2 Passport size photographs

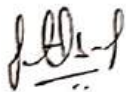
Please note that this document is not a confirmation of your employment with Brainstorm Infotech. The confirmation of your employment with Brainstorm Infotech is subject to submission of all required documents mentioned above and compliance with all other internal recruitment procedure of Brainstorm Infotech. Your proposed salary fitment is attached with the offer (Annexure).

Please confirm that the above terms are acceptable to you and that you accept the Offer.

The terms of this offer are intended to be kept in strict confidence.

Welcome to Brainstorm! We look forward to seeing you tentatively on **01 August 2022**.

Sincerely,



Santosh B.M
Managing Partner

I agree to the above terms and conditions of my Offer.

Name: Gokulraj V

Signature: V. Gokulraj
11/4/22

ANNEXURE

Compensation Breakup:

Name	Gokulraj V	
Designation	Detailing Trainee	
Salary Breakup	PA	PM
Total Compensation	269,472	22,456
Basic	178,788	14,899
HRA	36,672	3,056
Special Pay	1,212	101
EPF Employer Contribution	21,600	1,800
ESIC Employer Contribution	7,800	650
Medial Insurance	5,400	450
Food allowance	12,000	1,000
Refreshment Allowance	6,000	500
Total	269,472	22,456
Deductions		
EPF Employee Contribution	21,600	1,800
EPF Employer Contribution	21,600	1,800
Medial Insurance	5,400	450
Food allowance	12,000	1,000
Refreshment Allowance	6,000	500
PT	2,400	200
ESIC Employer Contribution	7,800	650
ESIC Employee Contribution	1,812	151
Net Fixed Pay before Income Tax	190,860	15,905



...excellence redefined



GOKULRAJ V

Emp No: BSIT - 309

Blood Group : B+

Date of Birth : 16-08-2001

Date of Joining : 18-07-2022

Authorized Signatory

- This Identity card is the property of Brainstorm Infotech.
- If lost/stolen please notify Brainstorm Infotech.

BRAINSTORM INFOTECH
Site No. 6, 2nd Floor, Kengeri Main Road
Kengeri Satellite Town, Bengaluru - 560 060
Ph : 080 - 28488745
E-mail : santosh@brainstorminfotech.org
www.brainstorminfotech.org



Site No. 6, 2nd Floor, Kengeri Main Road
Kengeri Satellite Town, Bengaluru - 560 060
Ph : 080 - 28488745
E-mail : santosh@brainstorminfotech.org
www.brainstorminfotech.org

INTENT OF OFFER

04 April, 2022

Dear Dharineesh Kumar K,

With reference to your application and interview you have had with Brainstorm Infotech, we are pleased to offer you the position of **Detailing Trainee** and your Total compensation viz. Cost to Company (CTC) will be **INR 2,69,472/- Per Annum**. The break of your salary provided in details in Annexure to this letter. The letter of your appointment detailing terms and conditions of the service will be issued to you separately once you are on-board and subject to receipt of the necessary documents requested below.

Your tentative starting date of your employment will be **01 August, 2022** or any other date that may be mutually agreed.

We wish to make your transition to Brainstorm Infotech as smooth as possible. You are required to submit following documents for our records on or before your joining date at Brainstorm Infotech.

- A. Educational Certificates (10th Std, 12th Std, Degree Certificates)- Original & photocopy
- B. Government issued IDs – PAN Card and AADHAR Card - Photocopy with self-attestation
- C. Relieving Letter (if applicable) - Photo copy
- D. Payslip from your previous company (if applicable) - Photo copy
- E. 2 Passport size photographs

Please note that this document is not a confirmation of your employment with Brainstorm Infotech. The confirmation of your employment with Brainstorm Infotech is subject to submission of all required documents mentioned above and compliance with all other internal recruitment procedure of Brainstorm Infotech. Your proposed salary fitment is attached with the offer (Annexure).

Please confirm that the above terms are acceptable to you and that you accept the Offer.

The terms of this offer are intended to be kept in strict confidence.

Welcome to Brainstorm! We look forward to seeing you tentatively on **01 August 2022**.

Sincerely,

Santosh B.M
Managing Partner

I agree to the above terms and conditions of my Offer.

Name: _____

Signature: _____

ANNEXURE

Compensation Breakup:

Name	Dharineesh Kumar K	
Designation	Detailing Trainee	
Salary Breakup	PA	PM
Total Compensation	269,472	22,456
Basic	178,788	14,899
HRA	36,672	3,056
Special Pay	1,212	101
EPF Employer Contribution	21,600	1,800
ESIC Employer Contribution	7,800	650
Medial Insurance	5,400	450
Food allowance	12,000	1,000
Refreshment Allowance	6,000	500
Total	269,472	22,456
Deductions		
EPF Employee Contribution	21,600	1,800
EPF Employer Contribution	21,600	1,800
Medial Insurance	5,400	450
Food allowance	12,000	1,000
Refreshment Allowance	6,000	500
PT	2,400	200
ESIC Employer Contribution	7,800	650
ESIC Employee Contribution	1,812	151
Net Fixed Pay before Income Tax	190,860	15,905

Dear Kaviya,

Welcome to BYJU'S!

Congratulations on your selection at BYJU'S – The Learning App.

Please consider this as an official intimation of your selection at BYJU'S – The Learning App. The formal offer letter will be released from the HR portal one week prior to your date of joining with all relevant details, post your acceptance of this selection email. We are pleased to offer you the role with the following details:

- **Designation:** Associate - Content Development
- **Cost to Company:** 500000 INR (Fixed) + 100000 INR (Variable) (Is subject to document validation and approvals)**

The company shall be entitled to deduct, from the above remuneration payable to you, applicable contractual, statutory and compulsory deductions as per the employment/IT law of the country.

- **Date of Joining:** Will be confirmed at the earliest.
- **Reporting City:** Bangalore
- **Work Location:** IBC Knowledge Park, Banerghatta Road, Bangalore

Please ensure that these details are accorded the utmost confidentiality and they are not divulged to anyone. You are required to submit all your semester marks cards along with a provisional degree certificate prior to your joining. This will be required to be uploaded on the Portal which you will receive along with the selection link.

Congratulations once again on deciding to join the largest Ed-Tech-Media organisation in the world. Look forward to *creating magic* with your skills and energy so that our team can make a meaningful impact in the lives of billions of students around the world.

Wish you a strong and successful creative and educational career ahead with us.

For any clarification you can write back to us.

Note: Kindly confirm/acknowledge the mail to initiate the further offer process from our end. Considering the present situation, we shall inform you a month prior once you are required to report to the office.

Regards,

Regards,
Kavitha K
Talent Acquisition-Media-Operations
M: 6366882267
E: kavitha.k@byjus.com


www.byjus.com

Please consider the environment before printing this mail

The information contained in this e-mail is private & confidential and may also be legally privileged. If you are not the intended recipient of this 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



23-Apr-2022

Dear Ragavi P,
B.E., Civil
Government College of Technology, Coimbatore

Candidate ID – 19612912

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:

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

focuses primarily on technical skills development. You could enroll in either of these processes while in the final semester and continue with skill building until you join Cognizant. Your onboarding with Cognizant would be based on the successful completion of same. In event of non-completion of the Internship or Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

- a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.
- b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program
- c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

- a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.
- b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

- a) You could be onboarded directly to business without any additional training.
- b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
- c) You could be onboarded directly to business and be given on-the-job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2Cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.



Maya Sreekumar

Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature:

Date:

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Compensation and Benefits

Name: Ragavi 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

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

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

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leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

- For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
- Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

- Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
- Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
- ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

• **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

• **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

• **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.



12-Apr-2022

Dear Jeevitha R,
B.E., Civil
Government College of Technology, Coimbatore

Candidate ID - 19607077

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 451,500/-. 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 areas 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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focuses primarily on technical skills development. You could enroll in either of these as per your preference while in the final semester and continue with skill building until you join Cognizant. This is a critical part of your employment with Cognizant. Your onboarding with Cognizant would be processed based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

- a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.
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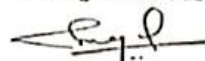
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We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2.cognizant.com>

Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.



Maya Sreekumar
Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature:

Date:

Compensation and Benefits

Name: Jeevitha R

Designation: Programmer Analyst
Trainee

Sl. No.	Description	Monthly	Yearly
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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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Provident Fund Wages:

- For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
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*** **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of _____ between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Jeevitha R, 21, residing at _____ (hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

- a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
- b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
- c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's

systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

- a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
- b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
- c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
- d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
- e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
- f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
- g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,

- a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
- b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
- c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
- d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
- e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

- a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
- b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
- c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per

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any Company policy and which will be notified to you in advance.

d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

- i. IP Assignment Agreement
- ii. The Code of Business Ethics
- iii. Acceptable Use Policy and Social Media Policy
- iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement.

b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the Company.

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.

b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company
- Violation of non-disparagement obligations

. Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.

This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto), are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.

IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited

Jeevitha R

Sign: _____
Name:

Sign: _____
Date:



20-Apr-2022

Dear Kalaiselvan S,
B.E., Civil Engineering
Government College of Technology, Coimbatore

Candidate ID – 19612990

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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focuses primarily on technical skills development. You could enroll in either of these as per your preference while in the final semester and continue with skill building until you join Cognizant. This would be a critical part of your employment with Cognizant. Your onboarding with Cognizant would be based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

- a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.
- b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program
- c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

- a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.
- b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

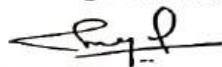
Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

- a) You could be onboarded directly to business without any additional training.
- b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
- c) You could be onboarded directly to business and be given on-the- job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2Cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.



Maya Sreekumar

Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature:

Date:

Compensation and Benefits

Name: Kalaiselvan 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

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leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

- 1 For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus", "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
- 1 Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

- 1 Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
- 1 Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
- 1 ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

1 **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

- 1 Choose from a bouquet of allowance or benefits
- 2 Redefine your salary structure within prescribed guidelines
- 3 Optimize your earnings

11 **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

111 **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of _____ between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okklam Thoralpakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Kalaiselvan S, 21, residing at _____ (hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

- a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
- b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
- c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant's

system or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

- a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
- b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
- c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
- d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
- e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
- f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
- g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

- By signing below,
- a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
 - b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
 - c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
 - d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
 - e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

- a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as prescribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as prescribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
- b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.
- c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per

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any Company policy and which will be notified to you in advance.

d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

- i. IP Assignment Agreement
- ii. The Code of Business Ethics
- iii. Acceptable Use Policy and Social Media Policy
- iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

- a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
- b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as proscribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.

b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude
- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company
- Violation of non-disparagement obligations

- Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

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Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.

This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.

IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited

Kalaiselvan S

Sign: _____
Name: _____

Sign: _____
Date: _____



05-May-2022

Dear Lokesh K,
B.E., Civil
Government College of Technology, Coimbatore

Candidate ID – 19727570

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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focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

- a) Cognizant Internship is for approximately 3 to 6 months based on business skilling requirements. The performance during Internship would be monitored through formal evaluations and rewarded with monthly stipend. The stipend details would be notified upon your registration for Internship.
- b) Interns are covered under Cognizant's calendar holidays and need to adhere with attendance requirements and pre-approvals are to be sought towards unavoidable leave or break requests from the program
- c) There would be zero tolerance to malpractices and misconduct during Internship engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship terms and conditions from time to time.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

- a) CSD program is offered through a platform based engagement model combined with integrated skill assessment and certifications as the CSD program completion criteria. Upon meeting the completion criteria of the CSD program, enrolled candidates would be eligible for a one-time Cognizant CSD rewards post joining Cognizant. The Cognizant CSD reward details would be provided after your enrolment into the program.
- b) There would be zero tolerance to malpractices and misconduct during Internship and CSD engagement. Any such misconduct would lead to appropriate disciplinary action including the revocation of this employment offer. Cognizant reserves clauses regarding IT infrastructure, if applicable and access to information and material of Cognizant during the period and could modify or amend the Cognizant Internship and CSD program terms and conditions from time to time.

4. Training - Post Joining Cognizant:

Upon successful completion of Internship or CSD program (if offered to you), one of the below options would be followed based on business demands.

- a) You could be onboarded directly to business without any additional training.
- b) You could be deployed into a formal training based on business specific skill track and it can be used as basis towards your allocation to projects/roles.
- c) You could be onboarded directly to business and be given on-the-job training, specific to their project or business needs.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2Cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.



Maya Sreekumar

Vice President – Human Resources

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature:

Date:

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Regd Office: 115/535

Compensation and Benefits

Name: Lokesh 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

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 maternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

Provident Fund Wages:

- For the purpose of computing PF Wages to Provident Fund, Pension Fund & EDLI Scheme, PF Wages shall be Monthly Gross Salary as per Annexure A of this letter excluding "Advance Statutory Bonus" & "House Rent Allowance" will be considered. This does not include payments made through "Special Payout".
- Determination of PF Wages for the purpose of contribution: PF contribution shall be payable on the earned PF wages or PF wages as per this letter, whichever is lesser

Employees State Insurance:

- Eligibility to ESI shall be decided by deducting the Advanced Statutory Bonus, Employer PF & ESI contribution from the monthly Gross Compensation (AGC/12) as per Annexure A of this letter.
- Monthly ESI contribution will be computed on total remuneration paid to an Associate in a particular month which includes any recurring (or) adhoc special payouts during the month.
- ESI shall be continued till end of the contribution period (Apr to Sep & Oct to Mar), if the Associate contributes even for one month in the said contribution period.

• **Flexible Benefit Plan:** Your compensation has been structured to ensure that you are adequately empowered to apportion components of your salary in a manner that suits you the best. This plan will enable you to

1. Choose from a bouquet of allowance or benefits
2. Redefine your salary structure within prescribed guidelines
3. Optimize your earnings

•• **Incentive Indication:** Incentive amount may be higher, lower, or nil as per the terms described herein. The incentive program is discretionary, subject to change, and based on individual and company performance. It is prorated to the duration spent with Cognizant India for the calendar year and will be paid to you only if you are active on Cognizant's payroll on the day of incentive payout.

••• **Advance Statutory Bonus** is in line with the provisions of Payment of Bonus Act, 1965.

Note: Any statutory revision of Provident Fund/ESI Contribution or any other similar statutory benefits will result in a change in the Net take home salary and the Annual Gross Compensation will remain the same. Cognizant has made this offer in good faith after expending significant time and resources in the hiring process. We hope you will join us, but appreciate your right to pursue another path. Your formal commitment to joining us forms the basis of further planning and client communication at Cognizant. If you renege on the commitment and decide not to join us after signing the offer letter, Cognizant reserves the right to not consider you for future career opportunities in the company. We look forward to welcoming you to Cognizant.

Employment Agreement – Cognizant Technology Solutions India Private Limited

This Employment Agreement ("Agreement") is made effective as of _____ between:

Cognizant Technology Solutions India Private Limited, a company incorporated under the Companies Act, 1956 with its registered office at 5/535, Okkiam Thoraipakkam, Old Mahabalipuram Road, Chennai - 600096, Tamil Nadu, India; (hereinafter referred to as "Company" or "Cognizant" which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include its successors and assigns) of the ONE PART;

AND

Lokesh K, 22, residing at _____ (hereinafter referred to as "you", "your" or "yourself", which expression shall unless repugnant to the context or meaning thereof, be deemed to mean and include his/her heirs, executors and administrators) of the OTHER PART.

The Company and you are, wherever the context so requires, hereinafter collectively referred to as the "Parties" and individually as "Party".

RECITAL:

WHEREAS, you desire to be employed by the Company and the Company has made an employment offer ("Employment Offer Letter") to you and in pursuance thereof desires to employ you on the terms and conditions set forth below.

NOW, THEREFORE, in consideration of the mutual promises, covenants and conditions set forth herein, the Parties hereto mutually agree to the below mentioned terms and conditions governing your employment with Cognizant:

1. Duties and Responsibilities

- a. You agree that at all times during your employment with Cognizant, you will faithfully, industriously, and to the best of your skill, ability, experience and talent, perform any and all of the duties required of your position. In carrying out these duties and responsibilities, you shall comply with all policies, procedures, rules and regulations, both written and oral, as are announced or implemented by the Company from time to time, and shall honour and comply with all rules and statutory requirements under applicable law as amended from time to time, in letter and spirit.
- b. Your unprofessional behavior or misconduct in violation of Cognizant's Code of Business Ethics and/or other organizational policies shall entitle the Company to take appropriate disciplinary action(s) including termination of your employment.
- c. You shall, at all times, maintain satisfactory performance and upskill yourself in accordance with the business requirements of the Company. Unsatisfactory or poor performance shall entitle Company to take appropriate disciplinary action(s) including termination of your employment.

2. Place of Employment

You will be employed at any one of Cognizant's offices as per business requirement. The Company reserves the right to transfer you on a temporary or permanent basis to the other office locations, functions or departments within the Company and/or other affiliated entities and assign such other duties as may be deemed fit in the interest of the Company. The Company also reserves the right to require you to work remotely from time to time as per business needs or government mandate.

3. No Alternate Employment, No Conflict, Etc.

During your employment with the Company, you shall not, without the Company's prior written consent, directly or indirectly employ or engage with any other person, business or entity, whether or not for any gain or profit, irrespective of whether it is during or outside your hours of work in the Company. Additionally, you are not allowed to undertake any other gainful employment, engagement, business, assume any public office or private office, honorary or remunerative position, without prior written permission of the Company. During your employment with the Company, you shall not directly or indirectly engage in any conduct in conflict with or averse to the best interests of the Company, as determined by the

Company at its sole discretion. In addition, you shall not disclose, divulge or bring on to Cognizant systems or offices, your prior employer's and/or their clients' proprietary or confidential information, or violate any agreement or obligations that you have with them.

4. Confidentiality

- a. During the course of your employment with the Company, you shall have access to information and/or documents of the Company, its affiliates, its clients or certain third parties' (with which the Company has any dealings), which information and/or documents are private, business sensitive, confidential and/or proprietary (together, the "Confidential Information"). You are obliged to keep the Confidential Information as secret and must not, without prior and specific written permission from the Company, disclose any such information, received from whatever source and however you may learn it, to any person or third party.
- b. Any breach of your confidentiality obligations as specified above may be a cause for termination of your employment with the Company, besides the Company's entitlement to initiate legal action against you for such breach. The obligations imposed upon you under this clause 5 will survive even after cessation of your employment with the Company.
- c. You shall not take copies of any Confidential Information for your own purposes without prior permission of the Company and forthwith upon termination of your employment with the Company, you shall return to the Company all such copies of Confidential Information including but not limited to documents, records and accounts in any form (including electronic, mechanical, photographic & optical recording) relating to matters concerning the business or dealings or affairs of the Company.
- d. You shall not, during your employment with the Company and at all times thereafter, do or say anything that may cause direct or indirect damage to the business of the Company, its affiliates or their clients.
- e. You shall be governed by Cognizant's Social Media Policy and shall, at all times, refrain from posting potentially malicious, libelous, obscene, political, anti-social, abusive, and threatening messages or disparaging clients, associates, competitors, or suppliers or any third parties.
- f. You will not make any false, defamatory or disparaging statements about Cognizant, its clients, or any other employees or directors, irrespective of whether any such statements are likely to cause damage to any such entity or person.
- g. The Company reserves the right to require you to sign confidentiality and non-disclosure agreements with any clients on whose project you are being assigned on behalf of the Company.

5. Data Protection

By signing below,

- a. you hereby provide your consent to Cognizant, its affiliates and their clients for the holding and processing of your personal data for all purposes of the administration and management of your employment and/or the Company's business,
- b. you hereby provide your consent to your personal data including any sensitive personal data or information being collected and the same being transferred, stored and/or processed by Cognizant in India and any other countries where Cognizant, its affiliates and their clients have offices,
- c. you agree that Cognizant and its affiliates may make such data available to its advisors, service providers, other agencies such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and regulatory authorities,
- d. you have the right to amend, modify or alter your personal information. The Company will exercise all reasonable diligence for safeguarding your personal information, as has been disclosed by you. It is clarified that the obligation will not be applicable in case of legally required disclosures, and
- e. you acknowledge and agree that Company may, in the course of its business, be required to disclose personal data relating to you, after the end of your employment to any group/statutory bodies/authorities as required under applicable law/requirements.

6. Work Schedule

- a. The Company's normal working hours shall typically comprise of nine (9) hours per day, exclusive of any applicable break, subject to the limit of daily working hours, as proscribed by the applicable laws. The Company may require you to work for extended working hours/days including weekends, depending on the project requirements, business exigencies and/or for conscientious and complete performance of your duties and responsibilities towards the Company, subject to the limit of working hours as proscribed by the applicable laws. Any changes made to the Company's working hours shall be notified to you.
- b. The Company may, at its discretion, vary the normal working hours or days for any employee or class of employees or for all the employees based on project requirements, Company policies and prevailing laws, as may be applicable from time to time/in consonance with any applicable laws for the time being in force. Any changes to be made to the above work timings or days shall be made by the Company at its sole discretion and notified to you in advance.

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- c. The Company may also require you to work on a shift basis. The shifts may be scheduled across 24 hours a day, 7 days a week and 365 days a year. The shift timings may change from time to time as per any Company policy and which will be notified to you in advance.
- d. Your office timings shall be monitored by the Company through appropriate systems & processes, as updated from time to time and you shall ensure compliance to the processes and policies at all times.

7. Background Check

Your employment with Cognizant is conditional and subject to satisfactory background and reference check in line with the Company's policy. An independent agency may conduct internal and external background checks, for which you provide your consent. The Company's offer of employment and/or continued employment is subject to satisfactory background verification report.

The Company shall be entitled to withdraw its employment offer if the background verification checks reveal unfavorable results at any time. Similarly, in case if your background verification report is found to be unfavorable or unsuccessful after you joining the Company, then the Company reserves the right to terminate your employment immediately.

8. Compliance with Company Policies

As a condition of employment with the Company and as part of your joining formalities, you are required to comply or execute the following Company agreement and attest your understanding and adherence to following Company policies:

- i. IP Assignment Agreement
- ii. The Code of Business Ethics
- iii. Acceptable Use Policy and Social Media Policy
- iv. Dress Code Policy

Additionally, you will also be governed by other applicable Company rules, processes, procedures and policies as may be drafted, enforced, amended and/or altered from time to time and which are not specifically mentioned in this Agreement. The applicable rules/ processes/ procedures/ policies are available on the Company's intranet and you are expected to go through the same carefully as a condition of your employment. For any clarification in relation to applicable policies, guidelines, processes, please reach out to your HR Talent Manager. It is your responsibility to keep yourself informed of any and all changes made by the Company to such policies from time to time. If at any time during your employment with the Company, you are found in violation of any applicable rules, processes, procedures or policies of the Company, the Company reserves the right to take disciplinary action against you, including termination your employment without notice period.

9. Non-Compete and Non-Solicit Restrictions

During the term of your employment with Cognizant and until two (2) years after the termination of such employment, you will not directly or indirectly, either as an individual on your own account or as a partner, employee, consultant, advisor, agent, contractor, director, trustee, committee member, office bearer, or shareholder (or in a similar capacity or function), (a) solicit, attempt to solicit, contact or otherwise encourage any employee to leave the Company's employment, (b) solicit business from competitor(s) or client(s) of the Company or (c) be employed or engaged with any competitor(s), or (d) be employed or engaged with any client(s) of the Company with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of termination of your employment.

10. Representations and Warranties

By signing below,

- a. you warrant that your employment with the Company does not and will not violate or otherwise conflict with any agreement (oral or otherwise) to which you are or have been a party and that you possess all the requisite permits, work visas and clearances to be able to lawfully and rightfully employed in India with the Company under the terms of this Agreement;
- b. you warrant that you have satisfactorily completed all of your obligations under any employment contract or other contract or agreement with any company(ies), person(s) or entity(ies) that previously employed or contracted with you and that any previous employment contract and/or relationships have terminated

and/or expired prior to the effective start date of your employment at the Company and you have all the requisite power and authority, and do not require the consent of any third party to be employed with the Company;

c. you represent and warrant that you shall not bring into Company premises or systems (or use in any manner) any third-party documents (regardless of media) or materials (including but not limited to proprietary information or trade secrets), or any such documents or materials of your previous employer, without written permissions/approvals from such previous employer or third parties; and

d. you represent that unless authorized by the Company in writing, you shall not sign any contract or agreement that binds the Company or creates any obligation (financial or otherwise) upon the Company.

11. Indemnity

You agree to indemnify and hold harmless the Company and its affiliates from and against any and all direct or indirect losses or damages, injury or liability for a claim of damage, loss or injury to person or property, suffered or sustained by Company and its affiliates which is attributable to you, resulting from any of your act or omission irrespective of whether it constitutes a breach of the terms of your employment or negligent performance of your duties as expected from you while in employment of the Company.

12. Business Engagement, Learning and Development and Project Deployment

In order to ensure that you are fully equipped to adapt to the demanding needs of our clients, the Company has several policies and processes relating to deployment of employees to projects, Career Architecture program, performance evaluation, learning and development/trainings and avenues of up-skilling. As a condition of your employment with the Company, you are responsible for upskilling yourself to make yourself eligible for appropriate business/client projects, thereby promoting the spirit of meritocracy and career development with the goal of providing world-class services to our clients. Therefore, you shall adhere to and meet the obligations under all such policies and processes, including the Associate Deployment Pool Policy and those that may be changed by the Company from time to time.

13. Unauthorized Absence

If you are absent from work for a continuous period of 3 days or as prescribed by applicable laws, without the prior written consent from your approving authority, it will be construed that you have voluntarily abandoned your employment with the Company. The Company shall be entitled to take appropriate disciplinary action(s) against you as per the Company's Job Abandonment Policy.

14. Retirement

You will automatically retire from employment with the Company on the last day of the month in which you attain the age of fifty-eight (58) years. It is hereby clarified that the Company reserves its right to change the retirement age at its sole discretion.

15. Termination of Employment

a. The Company may terminate your employment at any time with or without assigning any reasons by providing 90 days' advance notice to you by paying you pro rata salary in lieu of any notice or balance notice period. You may resign or terminate your employment with the Company by providing 90 days' advance notice to the Company. When you serve notice to resign from the employment of the Company, the Company may at its sole discretion, allow you to pay salary in lieu for the notice period; and/or adjust the vacation accumulated towards part of the notice period.

b. Notwithstanding the aforesaid or anything else to the contrary, the Company may, at its sole discretion, suspend, lay off, dismiss, discharge and/or terminate your employment with immediate effect by a notice in writing (without any notice period or salary in lieu of any notice period) in the event of your:

- Misconduct, as provided in Misconduct and Disciplinary Action Policy
- Non-adherence to Associate Deployment Pool Policy
- Violation of Social Media Policy or Conflict of Interest Policy
- Breach of integrity, or embezzlement, or misappropriation or misuse or causing damage to the Company's asset/property or reputation
- Insubordination or failure to comply with the directions given to you by persons so authorized
- Insolvency or conviction for any offence involving moral turpitude

- Breach of any terms or conditions of the Agreement and/or Company's policies or other documents or directions of the Company
- Violation of non-disparagement obligations
- Conduct, which is regarded by the Company as prejudicial to its own interests or to the interests of its client.

16. Deputation, Assignment and Transfer

The Company may second, depute or assign you to work with any of its affiliates or transfer your services to any group company worldwide. On any such secondment, deputation, assignment or transfer of your employment, the Company and/or affiliate may require you to sign the applicable Overseas Deputation / International Employment Agreement(s) of the specific country, based on the policies of the Company.

17. Survival

Clauses 5, 6, 10 and 12 and any other clauses, which by their nature are expected to survive, shall all survive the termination of your employment (for any reason) and shall continue to apply to you even after cessation of your employment with the Company.

18. Dispute Resolution and Governing law

The Parties shall make best efforts to settle by mutual conciliation any claim, dispute or controversy ("Dispute") arising out of, or in relation to, this Agreement, including any Dispute with respect to the existence or validity hereof, the interpretation hereof, or the breach hereof. This Agreement and your employment with the Company shall be governed and interpreted in accordance to the laws of India and the courts in Chennai only shall have exclusive jurisdiction over any Dispute. Notwithstanding the aforesaid, the Company shall be entitled, in addition to all other remedies, to any interim relief including but not limited to an injunction, whether interlocutory or preliminary, restraining any breach of the provisions of this Agreement.

19. General

This Agreement and your employment is personal to you and you cannot assign, subcontract or transfer your rights or obligations hereunder to any other person or entity. No delay or failure by Company to exercise any of its powers, rights or remedies under this Agreement or otherwise will operate as a waiver of such powers, rights or remedies. If any provision of this Agreement is held by any competent authority to be invalid or unenforceable, the validity of the other remaining provisions of the Agreement shall not be affected. You shall not make any announcement concerning Company, its affiliates and their employees, contractors or clients without Company's prior written consent and you shall not use or disclose the name, trademark, domain name, service mark, logo or any other intellectual property of Company and its affiliates and their employees, contractors or clients.

This Agreement, together with the agreements and policies of the Company, Employment Offer Letter (and any attachments thereto, are the exclusive and entire agreement between the Parties relating to its subject matter, and supersedes all prior and contemporaneous discussions, agreements, negotiations, representations, and proposals relating to the subject matter hereof.

You shall be required to treat the terms of this Agreement as strictly confidential. The Company reserves the sole right to change any terms or conditions provided in this Agreement based on applicable laws or business exigencies.

IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement as of the day and year first above written.

Cognizant Technology Solutions India Private Limited

Lokesh K

Sign: _____
Name: _____

Sign: _____
Date: _____



20-Apr-2022

Dear Anusuya Lakshmi P,
B.E., Civil
Government College of Technology, Coimbatore

Candidate ID – 19613424

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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20-Apr-2022

Dear Hashir Munafar S,
B.E., Civil
Government College of Technology, Coimbatore

Candidate ID – 19613381

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

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



23-Apr-2022

Dear Kishorekumar Y,
B.E., Civil
Government College of Technology, Coimbatore

Candidate ID – 19613395

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

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

25

AstraZeneca

AstraZeneca India Private Limited,
Block A, Naville Tower, 11th Floor, Ramanujan
IT SEZ, Taramani, Chennai - 600113,
Tamil Nadu, India.
Telephone: +9144 40461890
astrazeneca.com

28 September 2022

Dear Soundariya Sukumaran,

Letter of Intent

Congratulations! It is with great pleasure that we welcome you to join AstraZeneca India Pvt. Ltd., ("AZIPL") as "Junior Engineer" on "12 October 2022" at our Global Technology Centre at Chennai.

The terms and conditions of your appointment are as per Annexure – I. The details on the salary are given in Annexure – II.

If you have any queries or require any further information, please do not hesitate to contact the Human Resources Department. The appointment letter will be given to you on the day of joining.

May we take this opportunity of wishing you a successful association with AstraZeneca India.

Yours sincerely,

{{BigSig1_es_:_signer1:signature:dimension(width=45mm, height=10mm)}}

{{Name1_es_:_signer1:fullname}}

Talent Acquisition Lead

for AstraZeneca India Private Limited

Date signed: {{Datesigned1_es_:_signer1:date}}

AstraZeneca



Soundariya Sukumaran

Emp No: 21832460

Infosys

Navigate your next

June 22, 2022



HRD/3T/1003319316/22-23

Mr. Thirumalesh R
No.3/457, Kothakrishnapalli (Village)
Neralagiri (Post),
Krishnagri-635121
India

Ph: +91-6383003591

Dear Thirumalesh,

Welcome to Infosys!

Today, the corporate landscape is dynamic and the world ahead is full of possibilities! None of the amazing things we do at Infosys would be possible without an equally amazing culture, the environment where ideas can flourish and where you are empowered to move forward as far as your ideas will take you.

At Infosys, we assure that your career will never stand still, we will inspire you to build what's next and we will navigate further, together. Our journey of learnability, values and trusted relationships with our clients continue to be the cornerstones of our organization and these values are upheld only because of our people.

We look forward to working with you and wish you success in your career with us.

Warm regards,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

INFOSYS LIMITED
CIN: L85110KA1981PLC013115
44, Infosys Avenue
Electronics City, Hosur Road
Bangalore 560 100, India
T 91 80 2852 0261
F 91 80 2852 0362
askust@infosys.com
www.infosys.com

Company Confidential - This communication is confidential between you and Infosys Limited

ANNEXURE - I
(Compensation during the first six months from the Date of Joining)

COMPENSATION DETAILS
(All figures in INR per month)

NAME	Mr. Thirumalesh R		
ROLE	Systems Engineer		
ROLE DESIGNATION	Systems Engineer Trainee		
1. MONTHLY COMPONENTS			
BASIC SALARY			15,000
BASKET OF ALLOWANCES			4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)			2,850
MONTHLY GROSS SALARY			22,328
2. ANNUAL COMPONENT			
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)			150
3. RETIRAL BENEFITS			
PROVIDENT FUND - 12% of Basic Salary			1,800
GRATUITY - 4.81% of Basic Salary*			722
FIXED GROSS SALARY (1+2+3)			25,000
TOTAL GROSS SALARY			25,000

OTHER BENEFITS

Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil

All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time

*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act

Infosys



Thirumalesh R

1290572

27
26th May 2022

Ref.: GET 2022/Civil/HCI-2022106586106640

Ms. Ranjitha S
Government College Of Technology Coimbatore
Contact No. 9042503934

Dear Madam,

Sub: Appointment as Graduate Engineer Trainee

Heartly Congratulations on being selected for the position of Graduate Engineer Trainee through our rigorous campus selection process. We are pleased to attach the offer of your appointment as GET. We would advise you to sign online and submit your acceptance within 7 days from the date of this letter. In case we do not hear anything from you by that date, we will presume that you are not interested in our offer. Thereafter, this offer of appointment as Graduate Engineer Trainee shall lapse automatically.

Further to the Pre-Employment Medical Checkup you are declared **MEDICALLY FIT** for training with us.

You will be required to report at **Head Quarters Office – Chennai**, for the training and initial orientation program on **01st July 2022** and your place of posting and joining formalities will be intimated in due course and a detailed email will be sent to you on this separately on receipt of your acceptance of this offer. Please note that request for extension in joining time / Change of Department or Division or Location will not be entertained.

You are requested to bring the following required documents in original for verification, on the date of your physical joining. Also keep two photocopies of the following documents.

- S.S.L.C (10th Std) Certificate and Mark sheet - In Original
- H.S.C (12th Std) Certificate and Mark sheet - In Original
- Certificate & Mark sheets of Degree (Under Graduation) of all the semesters/years- In Original - [Attested copies of degree certificate and final year / semester mark sheets should be forwarded to us within 3 months of your joining].
- Course Completion Certificate (if your final semester/ final year result is not declared) - In Original (Mandatory)
- Good Conduct certificate issued by the College
- Photocopies of achievements in extra-curricular activities claimed (College / District / State /National/ International levels)
- 2 Passport size photographs (Mandatorily photo should be taken in business formal in white background (for Men - Blazer and tie & Women - formal office wear).
- A Copy of your Aadhar Card & PAN Card
- Proof of age - either S.S.C or school leaving certificates
- Covid Vaccination Certificate

Please note that this offer of employment given to you is based on the educational qualification declared by you in your application for employment. This offer will stand automatically cancelled and withdrawn in case the information provided in the application is false or incorrect. In case of any clarification kindly contact Ms. Vasanthi / 9600038798 / vasanthi@lntec.com

Yours Faithfully,
for LARSEN & TOUBRO LIMITED



(BINO MATHEW JOSE)
HEAD – HUMAN RESOURCES
HEAVY CIVIL INFRASTRUCTURE IC

26th May 2022

Ref.: GET 2022/Civil/HCI-2022106586106640

Ms. Ranjitha S
Government College Of Technology Coimbatore
Contact No. 9042503934

Dear Madam,

Sub: Appointment as Graduate Engineer Trainee

With reference to the interview you had with us, we have pleasure in selecting you as Graduate Engineer Trainee on the following terms and conditions, subject to:

- (a) Your passing the final Degree Examination in FIRST attempt and
(b) Being found medically fit by the Company's Doctor.
- Your period of training will be for twelve months from the date you report for training.
 - During the course of twelve months training period, you will carry out all directions and instructions issued to you by the Company, its officers and representatives diligently and faithfully carry out your duties and obligations. The course and manner of your training will be decided solely by the Company at its discretion and you may be required to work, as part of your training, in any one of the Departments / Offices / Projects of the Company and/or its Associates / Subsidiary Companies.
 - During the course of your training, the company will pay you the following salary:

PARTICULARS	AMOUNT (₹) (Office Based)	AMOUNT (₹) (Project Based)
STIPEND	15500/- P.M	15500/- P.M
FLEXIPAY	25210/- P.M	24410 /- P.M
TOTAL	40710/- P.M	39910 /- P.M

You will be eligible for reimbursement of Site Compensatory Allowance when posted at Project Sites as follows: -

Site Compensatory Allowances (P.M)	Project Based
	₹ 3160/-P.M.

A lump sum amount of ₹ 60,000/- will be payable to Graduate Engineer Trainee on successful completion of training period.

You are also eligible to get Leave Travel Assistance ₹ 21,000/- after the completion of eleven months of your training period.

- Gratuity:** Your tenure of training of twelve months will not be reckoned as "Service" for the purpose of Gratuity.

Ref.: GET 2022/Civil/HCI-2022106586106627

26th May 2022

Ms. Ramapriya B
Government College Of Technology Coimbatore
Contact No. 7448547979

Dear Madam,

Sub: Appointment as Graduate Engineer Trainee

With reference to the interview you had with us, we have pleasure in selecting you as Graduate Engineer Trainee on the following terms and conditions, subject to:

- (a) Your passing the final Degree Examination in FIRST attempt and
 - (b) Being found medically fit by the Company's Doctor.
1. Your period of training will be for twelve months from the date you report for training.
 2. During the course of twelve months training period, you will carry out all directions and instructions issued to you by the Company, its officers and representatives diligently and faithfully carry out your duties and obligations. The course and manner of your training will be decided solely by the Company at its discretion and you may be required to work, as part of your training, in any one of the Departments / Offices / Projects of the Company and/or its Associates / Subsidiary Companies.
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PARTICULARS	AMOUNT (₹) (Office Based)	AMOUNT (₹) (Project Based)
STIPEND	15500/- P.M	15500/- P.M
FLEXIPAY	25210/- P.M	24410 /- P.M
TOTAL	40710/- P.M	39910 /- P.M

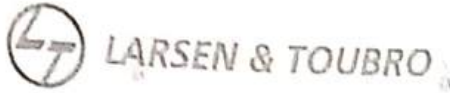
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A lump sum amount of ₹ 60,000/- will be payable to Graduate Engineer Trainee on successful completion of training period.

You are also eligible to get Leave Travel Assistance ₹ 21,000/- after the completion of eleven months of your training period.

4. **Gratuity:** Your tenure of training of twelve months will not be reckoned as "Service" for the purpose of Gratuity.



Larsen & Toubro Limited,
Construction
Heavy Civil Infrastructure
Mount Poonamaline Road,
Manapakkam, P. O. No. 972,
Chennai - 600 089, INDIA
Tel: +91-44-3319 2000, 3319 3000
Fax: +91-44-3319 2350
www.larsentco.com

Ref.: GET 2022/Civil/HCI-2022106586106627

26th May 2022

Ms. Ramapriya B
Government College Of Technology Coimbatore
Contact No. 7448547979

Dear Madam,

Sub: Appointment as Graduate Engineer Trainee

Heartly Congratulations on being selected for the position of Graduate Engineer Trainee through our rigorous campus selection process. We are pleased to attach the offer of your appointment as GET. We would advise you to sign online and submit your acceptance within 7 days from the date of this letter. In case we do not hear anything from you by that date, we will presume that you are not interested in our offer. Thereafter, this offer of appointment as Graduate Engineer Trainee shall lapse automatically.

Further to the Pre-Employment Medical Checkup you are declared **MEDICALLY FIT** for training with us.

You will be required to report at **Head Quarters Office – Chennai**, for the training and initial orientation program on **01st July 2022** and your place of posting and joining formalities will be intimated in due course and a detailed email will be sent to you on this separately on receipt of your acceptance of this offer. Please note that request for extension in joining time / Change of Department or Division or Location will not be entertained.

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- H.S.C (12th Std) Certificate and Mark sheet - In Original
- Certificate & Mark sheets of Degree (Under Graduation) of all the semesters/years- In Original - [Attested copies of degree certificate and final year / semester mark sheets should be forwarded to us within 3 months of your joining].
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- Good Conduct certificate issued by the College
- Photocopies of achievements in extra-curricular activities claimed (College / District / State /National/ International levels)
- 2 Passport size photographs (Mandatorily photo should be taken in business formals in white background (for Men - Blazer and tie & Women - formal office wear).
- A Copy of your Aadhar Card & PAN Card
- Proof of age - either S.S.C or school leaving certificates
- Covid Vaccination Certificate

Please note that this offer of employment given to you is based on the educational qualification declared by you in your application for employment. This offer will stand automatically cancelled and withdrawn in case the information provided in the application is false or incorrect. In case of any clarification kindly contact Ms. Vasanthi / 9600038798 / vasanthi@Intecc.com

Yours Faithfully,
for LARSEN & TOUBRO LIMITED

(BINO MATHEW JOSE)
HEAD – HUMAN RESOURCES
HEAVY CIVIL INFRASTRUCTURE IC

L&T Construction - Heavy Civil Infrastructure is a brand of Larsen & Toubro Limited

Sensitivity: LNT Proprietary



10 June 2022

Ms. Dheepika K,
D/O, Karuppusamy 1/51 Muthusamy Veethi,
Thalaikompupputhur, Kugalur,
Erode, TamilNadu-638313

Dear Ms. Dheepika K,

Congratulations! We are pleased to offer you the position of **Engineer Associate** at Pavaï Infra Geotech. We are delighted to make you the following job offer:

We expect you to join employment on or before 15-June-2022. You will be reporting at our Head Office in Coimbatore to **Ms. Prasanna Rahini, Chief Operating Officer, Pavaï Infra Geotech.**

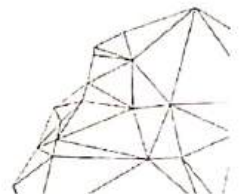
The terms & conditions of employment are attached in the Annexure. **Please review them carefully** and bring a counter-signed copy as an acknowledgement of your acceptance of this offer.

On behalf of the entire team at PIG, we look forward to your joining our team, and to a long and mutually satisfying association with you.

Best Regards,

K Umashankar,
Chief Executive Officer
Pavaï Infra Geotech

Pavaï Infra Geotech
138 Om Shakti Complex, Hope College, Avinashi Road, Coimbatore - 641004
www.pavaigeotech.com
Mail ID: info@pavaigeotech.com | Landline: 0422-4971214



Summary Terms of Service

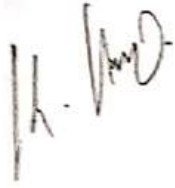
<p>COMPENSATION</p>	<p>You ("The Employee") will be on probation for a period of 6 months. Your Annual CTC is Rs.2,16,000 /- (Two Lakh Sixteen thousand Rupees). Please refer ANNEXURE A and B for detailed Break-up of your salary.</p> <p>Thereafter, increments in compensation will be driven by the firm's and your personal performance on yearly basis.</p> <p>Note that your compensation is strictly confidential between you and the firm and should not be divulged to any third party.</p> <p>The firm may modify any remuneration or facility extended to you, as and deemed fit, depending on the firm's and your personal performance.</p>
<p>LOCATION</p>	<p>As discussed, the firm will send you on deputation or transfer your services to any of its departments or work locations in India or abroad. You are expected to shift locations, as decided by the firm, during your duration of this contract.</p>
<p>RULES, REGULATIONS & CODE OF CONDUCT</p>	<p>The service rules and code of conduct of the firm in force and as amended from time to time shall be binding on you. Most importantly, we desire that you conduct yourself in the business of the firm with the highest ethical and moral behavior.</p>
<p>NOTICE PERIOD</p>	<p>Either party may terminate this contract by giving two months' notice in writing. Provided however, that the firm reserves its right not to relieve you of your services, in the event that all firm documents/property in your custody has not been properly handed over to an authorized firm representative.</p> <p>The firm shall be entitled to forthwith terminate your employment without any notice period in case of a breach by you of the terms of employment or in the event of any willful misconduct by you against the interests of the firm.</p> <p>Please note that in case of immediate termination on your part without due notification, or incapability of serving the notice period, you will pay the equivalent of one month's gross salary, at the time of termination.</p>
<p>CONFIDENTIALITY & INTELLECTUAL PROPERTY</p>	<p>You will not disclose to, divulge, make public, or make any use whatsoever of, whether for your own or for any information, knowledge, know-how, instruments, documents, or other matters confided in, or become known to, or obtained by you, during your employment with the firm.</p> <p>You, the Employee, shall have no title or interest over the Intellectual Property rights created or developed by you in the course of your Employment with the Firm and shall not be entitled to use or exploit the same in any manner whatsoever other than in the course of and for the purposes of your Employment with the Firm.</p>

Summary Terms of Service

DRESS CODE	You are expected to be neatly and formally dressed.
RESTRICTION AGAINST COMPETITION	<p>You agree that throughout the term of your service with the firm you will not, individually or in conjunction with any other person, or as an employee, agent, representative, partner, or holder of any interest in any other person, firm, corporation, or other association:</p> <p>Solicit, entice, or induce any person, firm, or corporation, who or which at any time during your service with the firm was a customer of the Firm, to become a client or customer of any other person, firm, or corporation, or other association in any business related to that of the Firm;</p> <p>Authorize or direct any person, firm, or corporation to solicit, entice or induce any person, firm or corporation, who or which at any time during your service with the Firm was a customer of the Firm, to become a customer of any other person, firm or corporation, or other association in any business related to that of the Firm;</p> <p>Solicit, entice or induce any person who presently is or at any time during your service with the Firm will be, an employee of the Firm, to become employed by any other person, firm, corporation, or other association, and you shall not approach any such employee for such purpose or authorize or direct the taking of such actions by any other person;</p> <p>Directly or indirectly solicit, participate in, or accept business similar to any aspect of the Firm's business from any person, firm, or other association, who or which was a customer or prospect of the Firm during your service with the Firm and with whom you had business contact by the Firm. "Business Contact" for these purposes shall include your telephonic, written and/or face-to-face business communication with representatives of the customer or prospect.</p> <p>Any external directorship or business interest will be allowed only at the sole discretion and after prior approval of the management. The Employee acknowledges and agrees that the above restrictions are considered reasonable for the legitimate protection of the business and goodwill of the Firm</p>
DISPUTES	In the event of any dispute regarding the terms and conditions of your appointment, you will be subject to the jurisdiction of the appropriate courts of law in Coimbatore, Tamil Nadu, India.

If the above terms and conditions are acceptable to you, please indicate your acceptance by returning the duplicate copy of this letter duly signed, as a token of your acceptance. In case no confirmation is received within three days period, this appointment letter shall be deemed to have been withdrawn.

Regards,



Umashankar K
Chief Executive Officer
Pavai Infra Geotech

Read & Accepted

Dheepika K

Date:
Place:

ANNEXURE A – COMPENSATION STRUCTURE

	Monthly	Annual
CTC	18000	216000
BASIC	9000	108000
HRA	6500	78000
MEDICAL	1200	14400
CONVEYANCE	800	9600
LTA	500	6000
GROSS	18000	216000

ANNEXURE B – DEDUCTION STRUCTURE

Gross Salary	18000
Deductions	
PF	As applicable
TDS	As applicable
Net Pay	18000-PF-TDS

10 June 2022

Mr. Gokul S,
S/O Selvaarasu S, 94/2, Sanjay Nagar, Nochipalayam,
Nochikattuvalasu 46, Pudhur (PO)
Erode-638002

Dear Mr. Gokul S,

Congratulations! We are pleased to offer you the position of **Site Engineer** at Pavaí Infra Geotech. We are delighted to make you the following job offer:

We expect you to join employment on or before 15-June-2022. You will be reporting at our Head Office in Coimbatore to **Mr. Chakkaravarthi, Regional Manager, Pavaí Infra Geotech.**

The terms & conditions of employment are attached in the Annexure. **Please review them carefully** and bring a counter-signed copy as an acknowledgement of your acceptance of this offer.

On behalf of the entire team at PIG, we look forward to your joining our team, and to a long and mutually satisfying association with you.

Best Regards,



K Umashankar,
Chief Executive Officer
Pavaí Infra Geotech





10 June 2022

Mr. Anandan,
S/O, Kuppusamy, 323, MANKUTTAI STREET,
Melnachipattu, Tiuvannamalai,
Tamil Nadu 606704

Dear Mr. Anandan,

Congratulations! We are pleased to offer you the position of **Site Engineer** at PavaI Infra Geotech. We are delighted to make you the following job offer:

We expect you to join employment on or before 15-June-2022. You will be reporting at our Head Office in Coimbatore to **Mr.Chakkaravarthi, Regional Manager, PavaI Infra Geotech.**

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On behalf of the entire team at PIG, we look forward to your joining our team, and to a long and mutually satisfying association with you.

Best Regards,



K Umashankar,
Chief Executive Officer
PavaI Infra Geotech





10 June 2022

Mr. Shyam Sundar S,
S/O. Selvakumar 74 Jolhi Nagar 4th Street
head post office
Pudupallinam
Thanjavur Tamil Nadu-613006

Dear Mr. Shyam Sundar,

Congratulations! We are pleased to offer you the position of **Site Engineer** at PavaI Infra Geotech. We are delighted to make you the following job offer:

We expect you to join employment on or before 15-June-2022. You will be reporting at our Head Office in Coimbatore **Mr. Chakkaravarthi, Regional Manager, PavaI Infra Geotech.**

The terms & conditions of employment are attached in the Annexure. **Please review them carefully** and bring a counter-signed copy as an acknowledgement of your acceptance of this offer.

On behalf of the entire team at PIG, we look forward to your joining our team, and to a long and mutually satisfying association with you.

Best Regards,

K Umashankar,
Chief Executive Officer
PavaI Infra Geotech

PavaI Infra Geotech
138 Om Shakti Complex, Hope College, Avinashi Road, Coimbatore - 641004
www.pavaigeotech.com
Mail ID: info@pavaigeotech.com | Landline: 0422-4971214





10 June 2022

Ms. Gopika Sundararajan,
D/O.Sundararajan, 122 Watcher Street Sakthi Nagar,
Thekkadu Narasingapuram Attur, Attur, Salem
Tamil Nadu-636102

Dear Ms. Gopika Sundararajan,

Congratulations! We are pleased to offer you the position of **Engineering Associate** at Pavai Infra Geotech. We are delighted to make you the following job offer:

We expect you to join employment on or before 15-June-2022. You will be reporting at our Head Office in Coimbatore to **Ms. Prasanna Rahini, Chief Operating Officer, Pavai Infra Geotech.**

The terms & conditions of employment are attached in the Annexure. **Please review them carefully** and bring a counter-signed copy as an acknowledgement of your acceptance of this offer.

On behalf of the entire team at PIG, we look forward to your joining our team, and to a long and mutually satisfying association with you.

Best Regards,

K Umashankar,
Chief Executive Officer
Pavai Infra Geotech



10 June 2022

Mr. Kouthama R,
S/O ;Ramalingam NO2/43-2
D.VANAVASI, Mettur, VTC;Vanavasi, PO:Vanavasi,
Sub District Mettur, District :salem State : Tamilnadu,
PIN - 636457

Dear Mr. Kouthama R,

Congratulations! We are pleased to offer you the position of **Site Engineer** at PavaI Infra Geotech. We are delighted to make you the following job offer:

We expect you to join employment on or before 15-June-2022 You will be reporting at our Head Office in Coimbatore to **Mr.Chakkaravarthi, Regional Manager, PavaI Infra Geotech.**

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On behalf of the entire team at PIG, we look forward to your joining our team, and to a long and mutually satisfying association with you.

Best Regards,

K Umashankar,
Chief Executive Officer
PavaI Infra Geotech

PavaI Infra Geotech
138 Om Shakti Complex, Hope College, Avinashi Road, Coimbatore - 641004
www.pavaigeotech.com
Mail ID: info@pavaigeotech.com | Landline: 0422-4971214





10 June 2022

Mr. Akilesh T,
S/O, Tamildurai, Old No 1/101 New No 1/97,
Kilakku veelhi, Kavarpalai,
Salem Tamil Nadu

Dear Mr. Akilesh T,

So

Congratulations! We are pleased to offer you the position of **Site Engineer** at PavaI Infra Geotech. We are delighted to make you the following job offer:

We expect you to join employment on or before 15-June-2022. You will be reporting at our Head Office in Coimbatore to **Mr. Chakkaravarthi, Regional Manager, PavaI Infra Geotech.**

The terms & conditions of employment are attached in the Annexure. **Please review them carefully** and bring a counter-signed copy as an acknowledgement of your acceptance of this offer.

On behalf of the entire team at PIG, we look forward to your joining our team, and to a long and mutually satisfying association with you.

Best Regards,

K Umashankar,
Chief Executive Officer
PavaI Infra Geotech

PavaI Infra Geotech
138 Om Shakti Complex, Hope College, Avinashi Road, Coimbatore - 641004
www.pavaigeotech.com
Mail ID: info@pavaigeotech.com | Landline: 0422-4971214





Ref: TCSL/CT20213757420/1628467/Chennai
Date: 28 May 2022

MS. RITHIKA S
125/1, L.B.S Street, Sivagiri null,
Sivagiri, Erode,
Tamil Nadu-638109.

Sub: Joining Letter

Dear Ms. Rithika S,

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

We are pleased to inform you that your joining date at TCSL will be **21st July 2022**, your joining location is **Chennai** and work location is **Chennai**. This has been provided considering your preference and business requirements.

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

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



TCS Xperience Program

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

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

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

Based on your performance and the number of attempts taken to clear the TCS Xplore Program, you are eligible for the Readiness Incentive of **INR40000**. Your incentive will be given along with your salary, provided you:

- Join the organization on the specified date.
- Serve Minimum tenure (12 months from the date of joining) with the organization.

Note :

- If you do not serve the minimum tenure mentioned above, the incentive provided will be recovered.
- Readiness incentive will not be given if a request for re-joining is initiated by you.

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

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

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

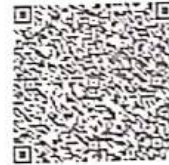


We look forward to you joining us on an enriching career with TCSL. Together, let us take this organization to greater heights!

Gear up to experience the future!!

Warm regards,

Janardhan S
Global Head - Talent Development
TCS Human Resources



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



TATA

TATA CONSULTANCY SERVICES



Card No 495561

Associate No 2158789

Tata Consultancy Services Ltd

TCS House, Kaveline Street, Fort

Mumbai - 400002

URC

URC Construction (P) Ltd

42

URC/HRD/2022

09.05.2022

Mr. Sowtham M,
7/10A, Sowathi Street,
Vesuvian Colony,
Tatamurugan Poonchi,
Aimathi, Truvar - 601552.

Dear Mr. Sowtham M,

Sub: Offer of Appointment as Graduate Engineer Trainee - Civil Department

With reference to the personal discussions you had with us, we are pleased to inform you that you have been selected for the post of Graduate Engineer Trainee - Civil Department as per the terms and conditions mutually agreed. The formal appointment order will be given at the time of joining. You may report for duty on or before 11.07.2022.

Reporting Address

URC Construction (P) Ltd
#511 The Wave 1st Cross,
4A, 1st Stage,
Indira Nagar,
Bangalore - 560 005.

Contact Person - Mr. Rajanivartagan C / Mr. Dinesh R - HR - Mobile no: 8904482288 / 8147610595

Thanking you.

Yours faithfully
For URC Construction (P) Ltd

E.R. Semivasanmorthi,
GM - Human Resources



Corporate Office - Plot No. 511, 1st Cross, The Wave, 4A, 1st Stage, Indira Nagar, Bangalore - 560 005. Phone No: 8904482288/8147610595
Fax: 080-26159001 Email: hr@urc.in TIN: 2962144207 GST: 2918214651201 01 04 2025

Admin Office - # 10, Hesarahalli, Stage - 02, 2nd, Tara Nagar, 4th Cross, Phase - 02, 2nd, Indira Nagar, Bangalore - 560 005. Phone No: 8904482288/8147610595
Email: hr@urc.in Fax: 080-26159001 GST: 2918214651201 01 04 2025

General Office - Plot No. 511, 1st Cross, The Wave, 4A, 1st Stage, Indira Nagar, Bangalore - 560 005. Phone No: 8904482288/8147610595
Email: hr@urc.in Fax: 080-26159001 GST: 2918214651201 01 04 2025



URC Construction (P) Ltd

43

URC/HRD/2022

09.05.2022

Mr. Akash M,
2/104, Main road uttangudi,
Vaduvur (P.o), Thanjavur RMS,
Tiruvarur – 614019.

Dear Mr. Akash M,

Sub: Offer of Appointment as Graduate Engineer Trainee – Civil Department

With reference to the personal discussions you had with us, we are pleased to inform you that you have been selected for the post of **Graduate Engineer Trainee – Civil Department** as per the terms and conditions mutually agreed. The formal appointment order will be given at the time of joining. You may report for duty on or before **11.07.2022**.

Reporting Address

URC Construction (P) Ltd
#810, 7th Main 1st Cross,
HAL 2nd Stage,
Indiranagar,
Bangalore - 560 008.

Contact Person: - Mr. Palanimurugan C / Mr. Dinesh R - HR - Mobile no: 8904482288 / 8147610595

Thanking you,

Yours Faithfully
For URC Construction (P) Ltd

E.R. Seenivasamoorthi



E.R. Seenivasamoorthi,
GM – Human Resources

Corporate Office : Plot No 810, 1st Cross, 7th Main, HAL 2nd Stage Indiranagar, Bangalore - 560 008. Phone: +91 20-26269090/9070740
Fax: 080-28259060 e-mail: info@urc.in TIN: 2960144551 GST: 29160144551 Dt. 01.04.2005

Admin Office : H-102, Parkar Nagar, Erode - 638 101, Tamil Nadu, India. Phone: +91 424-2253540, 2251651. Fax: 0424 - 2255500
e-mail: info@urc.in TIN: 33683201169 GST: 433290 Dt. 03.02.95

Chennai Office : No. 14179, Deep Farm Road, St. Thomas Mount, Chennai - 600 016, Tamil Nadu, India. Phone: +91 44-22917511, 22327511
e-mail: info@urc.in TIN: 33683201169 GST: 433290 Dt. 03.02.95



APPOINTMENT LETTER

January 24, 2022

Dear SHOBHIKA V,

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.



Aparna Bhallen
General Manager - Human Resources

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

I shall be reporting for duty on

ANNEXURE I

DECLARATION ON CONFLICT OF INTEREST

Wipro Limited has adopted a conflict of interest policy in respect of its employees. This policy is intended to avoid conflict between the personal interest of an employee and the interest of the company in dealings with suppliers, customers and all other organizations or individuals doing or seeking to do business with the company.

Noted below are a few examples of conflict of interest:

- a. For an employee or any dependent member of his family to have an interest in any organization, which has business dealings with the company where there is an opportunity for preferential treatment to be given or received, except where such an interest comprises of securities in widely held corporations which are quoted and sold in the open market or the interest is not material.
- b. For an employee or any dependent member of his family to buy, sell or lease any kind of property, facilities or equipment from or to the company or any affiliate or to any company, firm or individual who is or is seeking to become a contractor, supplier or customer, except with the knowledge and consent of top management.
- c. For an employee to serve as an officer, director or in any other management capacity or as a consultant of another company or organization doing or seeking to do business with the company or an affiliate except with the knowledge and consent of top management.
- d. For an employee to use or release to a third party any data on decisions, plans, competitive bids or any other information concerning the company, which might be prejudicial to the interest of the company.
- e. For an employee or any dependent member of his family to accept commission, a share in profits or other payments, loans (other than with established banking or financial institutions), services excessive entertainment and travel or gifts of more than nominal value from any individual or organization doing or seeking to do business with the company.

I have read the above mentioned 'Conflict of Interest' policy and I declare that there is no 'Conflict of Interest' in my employment. If in future any conflict arises, I will immediately inform my supervisor and notify the top management.

Compliance to Company's Code of Conduct to Regulate, Monitor and Report Trading (Code) by Insiders

Insider Trading is prohibited by both Law as well as by Wipro Limited's (hereinafter to as the "Company") internal policy. Insider trading generally involves the act of subscribing/buying/ selling or dealing in the Company's Securities, while in possession of any Unpublished Price Sensitive Information (hereinafter referred to as "UPSI") about the Company. It also involves disclosing or procuring any UPSI about the Company to/from others who could subscribe or buy or sell or deal in the Company's Securities.

As an employee of the Company you are considered as an Insider and accordingly advised as below:

Compensation Break Up		
Name	SATHIS KUMAR N	
Designation	Trainee Engineer	
A – Base Component	Monthly (Rs.)	Annual (Rs.)
Basic	15000	180000
HRA	7500	90000
Total of A	22500	270000
B – Basket of Allowances		
Medical Allowances	1250	15000
LTA	1300	15600
Conveyance	1600	19200
Other Allowance	717	8600
Total of B	4867	58400
C- Retirals		
Provident Fund	1800	21600
Total of C	1800	21600
Total (A+B+C)	29167	350000

For AVA SOFTWARE Pvt. Ltd.,

To AVA SOFTWARE Pvt. Ltd.,

J. Sankaran

Jeyasree Sankaran
Human Resources

SATHIS KUMAR N
Trainee Engineer

AVA Software Pvt. Ltd.,
Bayline Infocity Limited, 1st Floor, Block 2, 33, Rajiv Gandhi Salai,
Navalur, Chennai - 600 130



Aug-22

Mr. SATHIS KUMAR N
62, Perumal Kovil Street,
Sirupooluvapatti
Tirupur - 641 603.

Dear SATHIS,

Thank you for your interest in AVA SOFTWARE Pvt. Ltd. Subsequent to our discussion with you, we are delighted to extend you an offer to join AVASOFT. We believe you can play an important role in our rapid growth and success and look forward to welcoming you to the AVASOFT family.

Position

You will be undergoing an internship with AVASOFT for a period of 6 months and you will be designated as Trainee Engineer and will be paid a stipend of Rs.10,000/- per month subject to PF & ESI from the date of joining. After successful completion of your internship you will be designated as Software Engineer and your CTC would be Rs. 3.5/- Lakhs per annum (Rupees Three Lakhs Fifty Thousand only) is inclusive of basic salary, HRA, medical and regular conveyance which is effective from the date of employment.

Probation

You will be on probation from your date of joining for a period of twelve months as Software Engineer. You will continue to do so until the company confirms your services in writing, based on your conduct and performance during this period meeting the standards of the company.

Compensation

Your total cost to AVASOFT will be Rs. 3.5/- Lakhs per annum (Rupees Three Lakhs and fifty thousand only) subject to Tax deduction. Further details are furnished in Annexure-1

AVA Software Pvt. Ltd.,
Bayline Infocity Limited, 1st Floor, Block 2, 33, Rajiv Gandhi Salai,
Navalur, Chennai - 600 130

relevant criteria.

3. Other Benefits:

You will also be eligible for:

- a. Leave, holidays and working hours as applicable to your stream and location of posting.
- b. Perquisites, if any, as applicable to your band and stream and / or based on functional requirements as determined by the Company.
- c. Participation in the Company's Provident Fund Scheme (PF) as per the policies applicable to your band and stream.
- d. Leave Travel Assistance (LTA) as per the Company's policy.
- e. Wipro Medical Assistance Scheme (MAS) provided you are not covered under the purview of the ESI Act.
- f. Employee Benefits Program sponsored and administered by the Company for management employees, comprising of pension plan or gratuity plan, survivor benefit plan and industrial injury benefits.
- g. Please refer to the detailed policies in the Company's intranet portal i.e. mywipro.wipro.com

4. Responsibilities:

- a. In view of your position and office, you would be expected to perform all responsibilities effectively, diligently and to the best of your ability and ensure results. There may be times when you will be expected to work extra hours to achieve the above when the job so requires. At all times, you are required not to engage in activities that have or will have an adverse impact on the reputation / image and business of the Company, whether directly or indirectly.
- b. You may be required to undertake travel for business purposes for which you will be eligible for reimbursement of travel expenses as per the Company policy applicable to you.
- c. We are committed to ensure 'Integrity' in all aspects of the Company's functioning. You are expected to comply with all the applicable policies of the Company including the Code of Business Conduct and Ethics ('Policies') as they form an integral part of the terms of your employment with Wipro. Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time and you will be required to comply with the same.
- d. Consistent with (c) above, any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of your Business Unit Head and appropriate disciplinary action will be initiated.

5. Conflict of Interest:

- a. You are required to engage yourself exclusively in the work assigned by Wipro and you shall not take up any independent or individual assignments (whether part time or full time, in an advisory capacity or otherwise) directly or indirectly without the express written consent of your Business Unit Head.
- b. You shall ensure that you shall not, directly or indirectly, engage in any activity or have any interest in, or perform any services for any person who is involved in activities, which are or shall be in conflict with the interests of Wipro.
- c. The Conflict of Interest Policy also refers to the need on your part, during your employment and for a period of one year from the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation) not to solicit, induce or encourage:
 - i. Any employee of the Company to terminate their employment with the Company or to accept employment with any competitor, supplier or any customer with whom you have a connection pursuant to your employment with the Company.
 - ii. Any customer or vendor of the Company to move his existing business with the Company to a third party or to terminate his business relationship with the Company.
 - iii. Any existing employee to become associated with, or perform services of any type for any third party.
- d. In case of any conflict or doubt, please discuss the matter with your Business Unit Head, to understand the

2022-user=24209

2022 9:33 AM

https://wipro.icims.com/forms?module=Forms&action=showForm&new=1&form=536a_Offer_Letter_Template_2022-09-24

6. Confidentiality:

- a. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of the Company. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of the Company, as secret and confidential and do not use or disclose any such Confidential Information except as may be required under obligation of law or as may be required by the Company and in the course of your employment. This covenant shall endure during your employment and beyond the cessation of your employment with the Company (irrespective of the circumstances of, or the reasons for, the cessation).
- b. In your work for Wipro, you will be expected not to use or disclose any confidential information, including trade secrets, of any former employer or other person with whom you have an obligation of confidentiality and by signing below you affirm that you have no conflicting obligations or non-compete agreements that would prevent you from working without limitation for the Company.

7. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including, without limitation, legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

8. Non-Compete

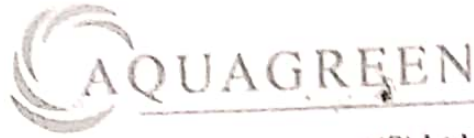
In the course of your employment with the Company you will be providing services to customers or clients of the Company during which process you will be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of six (6) months after separation of your employment from the Company (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of separation.

9. General:

This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or willfully suppressed any material information. If at any point of time, it is brought to our notice that you have submitted fabricated documentation or made false representation or willfully suppressed material information, you shall be liable to be removed from service with immediate effect and the Company reserves its right to initiate appropriate action as per applicable policy and /or enforce remedies available to us under law.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this employment contract.

- a. You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally, if required. In this connection, if any of the provisions of this letter of appointment are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.
- b. These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you on the same subject matter.
- c. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.
- d. Your appointment shall be treated as withdrawn in case:
 - i. You have not scored minimum aggregate marks of 60% in your 10th Standard or equivalent education.
 - ii. You have not scored minimum aggregate marks of 60% in your 12th Standard or equivalent education.
 - iii. For Graduates: You have not scored minimum aggregate marks of 60% in your graduation.
 - iv. For Post Graduates: You have not scored minimum aggregate marks of 60% in your graduation.



Engineering Management (P) Ltd.
ISO 9001:2015 Certified Co.

Strictly Confidential

Ref: AEMPL/HR&A/Offer/2022

09/06/2022

Mr. Praveen M.S,
Coimbatore
Tamilnadu.
Mob: 073588026160.

Sub: Offer of appointment to the post of "Graduate Engineer Trainee (GET)".

Dear Mr. Praveen M.S,

Based on your test & interview, we are pleased to inform you that you have been selected for the post of "GET -Civil" in our organization. During One year training period, you will be paid a stipend of Rs.30,000/- (Rupees Thirty Thousand Only) per month. In addition to this, an amount upto of Rs. 2,50,000/- (Rupees Two Lakhs Fifty Thousand Only) will be paid to you on successful completion of four years based on your satisfactory performance which shall be assessed from time to time by the Management.

You will be required to produce your original certificates in support of your date of birth, educational qualifications and four passport size colour photographs & Adhaar card copy at the time of joining. Failing to produce the above documents, joining report will not be entertained.

As a token of your acceptance, you are requested to sign the duplicate copy of this offer letter. We look forward your joining us on or before 01st July, 2022 falling which this offer stands cancelled.

You are required to report to HR Department at Plot No.-143/144, Udyog Vihar, Phase - IV, Gurgaon, Haryana – 122 015 for completing the joining formalities and take charge of your responsibilities.

We welcome you to Aquagreen family and appreciate mutually beneficial association with you.

As a token of your acceptance, we request you to sign the duplicate copy of this offer letter and return to us at the earliest.

Yours faithfully,
For Aquagreen Engineering Management Private Limited


(Authorized Signatory)

(Accepted)

AQUAGREEN ENGINEERING MANAGEMENT PRIVATE LIMITED
REGISTERED OFFICE:- 2nd Floor, A-Block, Plot No. 14, Factory Road, Adj. to Safdarjung Hospital, Delhi - 110029
CIN No. U45200DL2008PTC175410 Website:- www.aquagreen.in



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Mechanical
Engineering

2021 - 2022

Cognizant

Letter of Intent (LOI)

Superset ID: 1446006

November 02, 2021

Dear KRISHNA PRIYA S, *Mech*

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



Letter of Intent (LOI)

Superset ID: 1345124

November 02, 2021

Dear Jebin Y, *Mech*

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

Letter of Intent (LOI)

Superset ID: 1333066

November 02, 2021

Dear Bharath T V, *Mech*

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.

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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

Cognizant

Letter of Intent (LOI)

Superset ID: 1548843

November 02, 2021

Dear S RAJKUMAR, *Mech*

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.

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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

Letter of Intent (LOI)

Superset ID: 1555570

November 02, 2021

Dear VIGNESH V R, *Mech*

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



Letter of Intent (LOI)

Superset ID: 1572768

November 02, 2021

Dear YOHESH PN, Mech

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.

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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



Letter of Intent (LOI)

Superset ID: 1382322

November 02, 2021

Dear RAJA CSK, Mech

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.

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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



Offer: Computer Consultancy
Ref: TCSL/CT20213645368/Chennai
Date: 04/11/2021

Mr. Kiran Kumar R *Mech*
120Ammamet Main Road,
Ammamet Main Road,
Salem-636001,
Tamil Nadu.
Tel# -

Dear Kiran Kumar 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 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 &

TCS Confidential
TCSL/CT20213645368

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, Narlman Point, Mumbai 400 021
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



Offer: Computer Consultancy
Ref: TCSL/CT20213640204/Chennai
Date: 03/11/2021

Mr. Lekshmi Narayanan H *Mech*
110/69 A West Car Street,
Krishnancoil, Nagercoil,
Nagercoil-629001,
Tamilnadu.
Tel# -

Dear Lekshmi Narayanan H,

Sub: Letter of Offer

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

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

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

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

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

TCS Confidential
TCSL/CT20213640204

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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 Nirmaal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



Offer: Computer Consultancy
Ref: TCSL/CT20213642008/Chennai
Date: 04/11/2021

Mr. Vijay V *Mech*
23Bango Street,
Kavundampalayam,
Coimbatore-641030,
Tamilnadu.
Tel# -

Dear Vijay V,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be 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.

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TCS Confidential
TCSL/CT20213642008

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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

Cognizant

Letter of Intent (LOI)

Superset ID: 1549084

November 02, 2021

Dear Paramanandham S, *Mech*

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.

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Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).

<https://campus2.cognizant.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



January 14, 2022
AMRUTHA S
Letter of Intent

Government College of Technology, Coimbatore

Dear AMRUTHA S,

We are pleased to inform you that you have been provisionally short-listed for employment as **"Software Engineer Trainee"**.

During the training period you will be entitled for a stipend of Rs.15000/-pm for the period of 6 months and on successful completion of your training you will be paid a salary of Rs. 4 Lac per annum.

You are required to sign a service agreement for a period of 2 years before the start of training programme.

We will keep you posted with respect to the start of the training program at the Hexaware office in Siruseri, Chennai for your development as a Maverick. Before joining Hexaware and commencement of your training program, you will undergo the Early Intervention Program (EIP) to be conducted by Hexaversity, our Corporate University.

You will receive a formal letter of appointment (on probation basis) with all the terms and conditions post joining the organisation.

As a token of your acceptance, that you have read and understood this Letter of Intent, please send in your confirmation to campusconnect@hexaware.com confirming your interest in joining Hexaware.

Yours faithfully,

For **HEXAWARE TECHNOLOGIES LIMITED**

A handwritten signature in black ink that reads 'Monica Mathur'.

Monica Mathur
Vice President, Recruitment-India & APAC



Date: July 4, 2022

Mr. Aravintha Raju R
Coimbatore

Email: aravintharaju2000@gmail.com

Job Location: Bangalore

Subject: Offer of Employment

Dear Aravintha,

We would like to offer you our heartfelt congratulations on your selection as a final candidate for a position at MaxLinear Technologies Pvt. Ltd. You have met the exacting meritocracy standards of personal and professional achievement to which we hold all our employees. We are truly excited to extend you an offer of employment at MaxLinear as specified below. Your acceptance of our offer will represent an important milestone in our rapid growth as a fables, communications IC company and in growing our India Design Centre.

First and foremost, we immensely value your superior qualities of proven technical competence, and passion for excellence. Your personal attributes are congruent with our cherished *EPIC* values – “**Excellence, People, Integrity, and Compassion**”. Together, with your able partnership, we aim to build a world class IC Company.

In our workplace, we foster an environment of risk-taking & reward, along with a relentless focus on customer-driven products. By being true to this principle, we are determined to create a company with a business model and an organization that will set altogether new and lofty standards in work culture. In addition, MaxLinear will constantly endeavor to uphold its commitment to making “**Every working day a lot of fun for all of its employees**”. We thank you for your interest in MaxLinear and look forward to unparalleled success together as partners in the same adventure.

MaxLinear

7/5/2022

MaxLinear Technologies Pvt Ltd.
Embassy Tech Village, 7th Floor, G&H Block, Marathahalli - Sarjapura Outer Ring Road,
Devarabisanahalli, Bangalore - 560103 India. Phone No: 080 42405000 / Fax No: 080 42405100
Website: www.maxlinear.com / Mail ID: rsridhar@maxlinear.com



Mr. Aravintha Raju R
Coimbatore

Gross Cost	Per Month	Per Annum
	(All amounts in Indian Rupees)	
A. Monthly Salary		
Basic	33,000	396,000
House Rent Allowance	13,200	158,400
Leave Travel Allowance	4,125	49,500
Flexible Allowance	16,500	198,000
Special Allowance	12,548	150,580
Total Base Salary	79,373	952,480
B. Retirement Benefits		
Co. Contribution to PF	3,960	47,520
Total Benefits	3,960	47,520
Total Cost to Company (A+B)		1,000,000

Sridhar Ramamurthy

7/5/2022

Sridhar Ramamurthy

7/5/2022

17th Sep 2021

ARAVINTHA RAJU R
No: 1513, Sengandipudur,
Vedapatti Post, Madathukulam,
Tiruppur - 642203

Subject: Offer Letter and Terms of Employment

Dear Mr. Aravintha Raju,

Congratulations! With reference to your application and subsequent discussions, we are pleased to offer you an employment with MBIT Wireless Private Limited for the position of **Development Engineer**.

You will be paid a Total Annual Compensation, **Cost to the company (CTC)** of **₹7,50,000.00 (Rupees Seven Lakhs and Fifty Thousand only)** per annum. Kindly refer Annexure - 1 for the complete breakup of your CTC.

You will be provided **Company's Family Medical Insurance for ₹3,00,000 and Employee Accidental Insurance Plan for ₹10,00,000.**

You will be on probation for a period of Eighteen (18) months from the date of joining and your performance will be reviewed at the end of each quarter during the probation period.

This offer, unless extended in writing, will automatically expire on 24th Sep 2021. Kindly confirm your acceptance of this offer by 24th Sep 2021. If we do not receive your acceptance by the expiry date, this offer is liable to lapse at the discretion of the Company.

Terms of Employment:

1. This offer of employment is subject to your completion of B.E or B.Tech degree course and successfully completing the Graduate Engineer training in our organization.
2. You will be on probation for a period of Eighteen (18) months from the date of joining. Your performance will be reviewed on a periodic basis. Your probation can be extended, if your performance is not up to the desired level or any unplanned leaves ("loss of pay"), vacation taken during the probation period. The terms and conditions of the probation will be governed by the Company's probation policy.
3. As part of the joining formalities, you are required to sign a confidentiality agreement, which aims to protect the intellectual property rights and business information of the Company.

Annexure - 1

CTC Breakup Structure		
Component category	Monthly	Annual
Fixed Compensation		
Basic Salary	12,666	1,51,992
Bouquet of Benefits	14,792	1,77,504
Annual Components/Retirals		
Performance Pay*	4,167	50,000
Health Insurance**	1,625	19,500
Provident Fund	1,974	23,688
Gratuity***	609	7,316
Total of Annual Components & Retirals	8,375	1,00,504
Retention Component****	26,667	3,20,000
TOTAL CTC	62,499	7,50,000

OTHER INFORMATION
All salary components/benefits are governed by the latest company policies and statutory guidelines.
Income tax will be deducted as per applicable rules of the Income Tax Act.
Professional tax will be deducted as per rates specified by the Corporation authorities
* Performance Component (PC): This component will be paid after successful completion of one Year in the following quarter. Your performance will be evaluated by your reporting manager. If your yearly performance is greater than 95%, you will get 100% of eligible performance component otherwise you will not be eligible for that year PC. Also, if you are under notice period, you will not be eligible for PC and will not be paid PC.
**Company's Family Medical Insurance for Rs. 3,00,000 and Employee Accidental Insurance Plan for Rs. 10,00,000. These benefits are optional and subject to change.
*** Gratuity payment will be in accordance with Statutory Acts and Norms.
****Retention Component (RC): Retention component will be paid after successful completion of probation period within a succeeding year by two installments on 6 months gap. If you are under notice period, you will not be eligible for RC and will not be paid RC.
Please Note: This compensation plan is confidential not to be discussed with anyone except HR & Finance officials of the Company.



Calibraint Technologies - Offer of Employment

1 message

Rini JB <rini@calibraint.com>
To: johnsonastin5@gmail.com
Cc: HR TEAM <hr@calibraint.com>

Mon, Oct 11, 2021 at 15:22

Dear Astin,

Thank you for your interest in working for our organization. Having successfully passed the interviews we are pleased to offer you a position with Calibraint Technologies. It is my pleasure to extend the following offer of employment to you on behalf of Calibraint Technologies. If you accept this offer you will be designated as an **Associate Software Developer - Trainee** and you will join us at our Chennai office.

Your joining date for training will be on 18th October 2021.

Please find the below details we would like to put forward

- We are expecting you to join on the date we mention where you will be having one to two month training to prove yourself where you will be receiving a stipend of Rs.10,000/-per month in the second month training.
- Once after the completion of your training, you will be offered as the employee with the compensation of **3.5 Lakhs Per Annum** based on the performance during the probation period.

If you are unable to report for joining on the said date you are requested to inform the company in writing. If there's any changes from our side it will be informed to you through mail or call. The following documents are required to be produced at the time of joining. Please provide originals and self-attested photostat copies; originals will be returned after verification.

1. Proof of Academic Qualification (Class 10th Equivalent and above):

- 10th & 12th mark lists
- Undergraduate/degree mark list and degree certificates
- Post-graduation mark list and degree certificates (if any)
- Other qualifications - mark lists and certificates (if any)

2. Proof of identity photocopy i.e. PAN card, Aadhar Card, Driving license/Voter ID

3. Photographs (2 copies)

We take great pleasure in welcoming you to our Organization and sincerely hope that your period of service with us will be long, pleasant and of mutual benefit. We hope you will find this offer acceptable and wait to welcome you to the Calibraint Technologies family.

Venue: TICEL Bio Park
Block II, 5th floor
Taramani Road, Taramani,
Chennai,
Tamil Nadu 600113

Map: <https://goo.gl/maps/TWKnFpJZW1y>

Office Timing: 9:00AM to 6:30PM

If There's any doubt or emergency contact :

Rini : 9790748922

For hostel guidance you can contact
Kesav : 7397711246
Anni : 9566322978

If you need any clarification you can reach me through mail or call.

Thanks & Regards

RINI J B

Manager - Human Resource

*** Personal and Confidential ***

Mr. Aswin P

GCT, Coimbatore,

Candidate ID: 3788425

**Bosch Global Software
Technologies Private Limited,
123 Industrial Layout, Hosur
Road, Koramangala, Bangalore
- 560 095, India. Tel: +91 80 6657
5757 Fax. +91 80 6657 1404 CIN:
U72400KA1997PTC023164
www.bosch-india-software.com**

Our reference: TN/55105/2022

Date: 14-May-2022

Dear **Mr. Aswin P**,

This has reference to your application and the subsequent interviews you had with us. We are pleased to appoint you as '**Associate Software Engineer**' at BGSW in "**Level 50**" as detailed below.

1. Compensation

- a. Your annual CTC (Cost to Company) will be Rs.**5,00,000/-** (Rupees **Five Lakhs** only) per annum. In addition you will be entitled to benefits as detailed below, **Annexure I**.
- b. Please refer to **Annexure I** to know more details about your compensation package.
- c. The variable portion of your compensation shall depend upon achievement of company goals. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus, if applicable to you.

Your remuneration is strictly confidential between you and the Company and has been arrived on the basis of your specific background and professional merit. You are obliged to maintain absolute secrecy of the terms and conditions; failure to do so will invite disciplinary action and may even result in termination of your services.

2. Retirement

You will retire from the services of the company on attaining the age of retirement. The retirement age is 58 years with an option to retire at 55 years, basis mutual discussion and agreement subject to company retirement policy.

Annexure I

Personal and Confidential		
		14-May-2022
Compensation and Benefits Plan		
Name:	Mr. Aswin P	
Qualification:	B.E / B.Tech	
Designation:	Associate Software Engineer	
Level:	50	
Components	Per Month	Per Annum
	Rs.	Rs.
Cash Components		
Basic Salary	15,000	1,80,000
Buffet of Benefit (HRA, Conveyance, Medical, LTA, SAF Contribution, etc)	20,586	2,47,038
Gross Salary	35,586	4,27,038
Retirals / Statutory Contribution		
Company Contribution towards Provident Fund (12% of Basic Salary)	1,800	21,600
Gratuity (4.81% of Basic Salary)*	722	8,658
Total Retirals / Statutory Contribution	2,522	30,258
Variable Pay**		
Company Performance related Pay - CPrP at factor 1.0 company achievement		42,704
Total Cost to Company	38,108	5,00,000
National Pension System (NPS) Optional - Company Contribution		13,200

The aforementioned perquisites are subject to alteration and amendment.

* Eligibility for Gratuity is as per Payment of Gratuity Act 1972

** The actual variable pay amount will depend upon the company goal achievements. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus if applicable to you.

This is a system-generated letter. No signature is required.

*** Personal and Confidential ***

Mr. Bharath R

GCT, Coimbatore,

Candidate ID: 3788435

**Bosch Global Software
Technologies Private Limited,
123 Industrial Layout, Hosur
Road, Koramangala, Bangalore
- 560 095, India. Tel: +91 80 6657
5757 Fax. +91 80 6657 1404 CIN:
U72400KA1997PTC023164
www.bosch-india-software.com**

Our reference: TN/55104/2022

Date: 14-May-2022

Dear **Mr. Bharath R**,

This has reference to your application and the subsequent interviews you had with us. We are pleased to appoint you as '**Associate Software Engineer**' at BGSW in "**Level 50**" as detailed below.

1. Compensation

- a. Your annual CTC (Cost to Company) will be Rs.**5,00,000/-** (Rupees **Five Lakhs** only) per annum. In addition you will be entitled to benefits as detailed below, **Annexure I**.
- b. Please refer to **Annexure I** to know more details about your compensation package.
- c. The variable portion of your compensation shall depend upon achievement of company goals. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus, if applicable to you.

Your remuneration is strictly confidential between you and the Company and has been arrived on the basis of your specific background and professional merit. You are obliged to maintain absolute secrecy of the terms and conditions; failure to do so will invite disciplinary action and may even result in termination of your services.

2. Retirement

You will retire from the services of the company on attaining the age of retirement. The retirement age is 58 years with an option to retire at 55 years, basis mutual discussion and agreement subject to company retirement policy.

Annexure I

Personal and Confidential		
		14-May-2022
Compensation and Benefits Plan		
Name:	Mr. Bharath R	
Qualification:	B.E / B.Tech	
Designation:	Associate Software Engineer	
Level:	50	
Components	Per Month	Per Annum
	Rs.	Rs.
Cash Components		
Basic Salary	15,000	1,80,000
Buffet of Benefit (HRA, Conveyance, Medical, LTA, SAF Contribution, etc)	20,586	2,47,038
Gross Salary	35,586	4,27,038
Retirals / Statutory Contribution		
Company Contribution towards Provident Fund (12% of Basic Salary)	1,800	21,600
Gratuity (4.81% of Basic Salary)*	722	8,658
Total Retirals / Statutory Contribution	2,522	30,258
Variable Pay**		
Company Performance related Pay - CPrP at factor 1.0 company achievement		42,704
Total Cost to Company	38,108	5,00,000
National Pension System (NPS) Optional - Company Contribution		13,200

The aforementioned perquisites are subject to alteration and amendment.

* Eligibility for Gratuity is as per Payment of Gratuity Act 1972

** The actual variable pay amount will depend upon the company goal achievements. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus if applicable to you.

This is a system-generated letter. No signature is required.

OFFER LETTER

Date: 03/01/2022

Name	Email	Contact
Britney Jennifer R	jenniferramesh2808@gmail.com	7010344215

Dear Britney,

Congratulations. Welcome to the exciting world of Data Science!

We are pleased to confirm your offer for the position of **Data Analyst**.

This offer comes to you as the culmination of a rigorous selection process, and you are sure to find a challenging peer group at Ganit. We are positive you will find the work environment stimulating and conducive to help realize your goals.

At Ganit, all Data Analysts mandatorily undergo a training period of 2 months, during which you will be called a Data Analyst-Trainee.

You will be offered an annual compensation (CTC) of INR 6,00,000/- (Rupees Six Lakhs only).

We are confident that you will add tremendous value to Ganit and also strengthen Ganit's values. Please endorse your acceptance by duly signing the duplicate copy of this letter at the earliest.

Welcome aboard, and best wishes!

Yours Sincerely,



Ashok Harwani
Co-Founder



Annexure 1

Compensation

Breakup Details-

CTC (Per Annum)		₹	6,00,000
<u>Fixed Components</u>			
1	Basic Pay	21,086	2,53,032
2	House Rent Allowances	10,543	1,26,516
3	City Compensatory Allowances	10,542	1,26,504
4	Other Allowances		₹ -
Gross Salary		₹ 42,171	₹ 5,06,052
<u>Other Components (Annual)</u>			
1	Variable Pay		₹ 60,000
Total Other Component			₹ 60,000
<u>Other Benefits</u>			
1	PF - Employer Contribution	1,950	23,400
2	ESI - Employer Contribution	-	-
3	Gratuity Benefits	879	10,548
4	Other Benefits		-
Total Benefit Component		2,829	33,948



13-Jan-2022

Dinesh Kumar R
B.E. Electrical & Electronics Engineering
Government College of Technology, Coimbatore

Dear Dinesh Kumar 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.



11-Apr-2022

Dear Gowsalya M,
B.E., Electrical & Electronics Engineering
Government College of Technology, Coimbatore

Candidate ID – 19727592

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



08-Mar-2022

Dear Janani M,
B.E., Electrical & Electronics Engineering
Government College of Technology, Coimbatore

Candidate ID – 19727585

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

Compensation and Benefits

Name: Janani 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



08-Mar-2022

Dear Keerthika S,
B.E., Electrical & Electronics Engineering
Government College of Technology, Coimbatore

Candidate ID – 19727596

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

Compensation and Benefits

Name: Keerthika 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

20th Sep 2021

KISHORE RAJU K
No:5, BHARATHI NAGAR,
Anaimalai (TK), POLLACHI,
COIMBATORE - 642104

Subject: Offer Letter and Terms of Employment

Dear Mr. Kishore Raju,

Congratulations! With reference to your application and subsequent discussions, we are pleased to offer you an employment with MBIT Wireless Private Limited for the position of **Development Engineer**.

You will be paid a Total Annual Compensation, **Cost to the company (CTC)** of **₹7,50,000.00 (Rupees Seven Lakhs and Fifty Thousand only)** per annum. Kindly refer Annexure - 1 for the complete breakup of your CTC.

You will be provided **Company's Family Medical Insurance for ₹3,00,000 and Employee Accidental Insurance Plan for ₹10,00,000.**

You will be on probation for a period of Eighteen (18) months from the date of joining and your performance will be reviewed at the end of each quarter during the probation period.

This offer, unless extended in writing, will automatically expire on 24th Sep 2021. Kindly confirm your acceptance of this offer by 24th Sep 2021. If we do not receive your acceptance by the expiry date, this offer is liable to lapse at the discretion of the Company.

Terms of Employment:

1. This offer of employment is subject to your completion of B.E or B.Tech degree course and successfully completing the Graduate Engineer training in our organization.
2. You will be on probation for a period of Eighteen (18) months from the date of joining. Your performance will be reviewed on a periodic basis. Your probation can be extended, if your performance is not up to the desired level or any unplanned leaves ("loss of pay"), vacation taken during the probation period. The terms and conditions of the probation will be governed by the Company's probation policy.
3. As part of the joining formalities, you are required to sign a confidentiality agreement, which aims to protect the intellectual property rights and business information of the Company.

Annexure - 1

CTC Breakup Structure		
Component category	Monthly	Annual
Fixed Compensation		
Basic Salary	12,666	1,51,992
Bouquet of Benefits	14,792	1,77,504
Annual Components/Retirals		
Performance Pay*	4,167	50,000
Health Insurance**	1,625	19,500
Provident Fund	1,974	23,688
Gratuity***	609	7,316
Total of Annual Components & Retirals	8,375	1,00,504
Retention Component****	26,667	3,20,000
TOTAL CTC	62,499	7,50,000

OTHER INFORMATION
All salary components/benefits are governed by the latest company policies and statutory guidelines.
Income tax will be deducted as per applicable rules of the Income Tax Act.
Professional tax will be deducted as per rates specified by the Corporation authorities
* Performance Component (PC): This component will be paid after successful completion of one Year in the following quarter. Your performance will be evaluated by your reporting manager. If your yearly performance is greater than 95%, you will get 100% of eligible performance component otherwise you will not be eligible for that year PC. Also, if you are under notice period, you will not be eligible for PC and will not be paid PC.
**Company's Family Medical Insurance for Rs. 3,00,000 and Employee Accidental Insurance Plan for Rs. 10,00,000. These benefits are optional and subject to change.
*** Gratuity payment will be in accordance with Statutory Acts and Norms.
****Retention Component (RC): Retention component will be paid after successful completion of probation period within a succeeding year by two installments on 6 months gap. If you are under notice period, you will not be eligible for RC and will not be paid RC.
Please Note: This compensation plan is confidential not to be discussed with anyone except HR & Finance officials of the Company.

*** Personal and Confidential ***

Mr. Mohamed Suhail M Z

GCT, Coimbatore,

Candidate ID: 3788437

**Bosch Global Software
Technologies Private Limited,
123 Industrial Layout, Hosur
Road, Koramangala, Bangalore
- 560 095, India. Tel: +91 80 6657
5757 Fax. +91 80 6657 1404 CIN:
U72400KA1997PTC023164
www.bosch-india-software.com**

Our reference: TN/55106/2022

Date: 14-May-2022

Dear **Mr. Mohamed Suhail M Z**,

This has reference to your application and the subsequent interviews you had with us. We are pleased to appoint you as '**Associate Software Engineer**' at BGSW in "**Level 50**" as detailed below.

1. Compensation

- a. Your annual CTC (Cost to Company) will be Rs.**5,00,000/-** (Rupees **Five Lakhs** only) per annum. In addition you will be entitled to benefits as detailed below, **Annexure I**.
- b. Please refer to **Annexure I** to know more details about your compensation package.
- c. The variable portion of your compensation shall depend upon achievement of company goals. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus, if applicable to you.

Your remuneration is strictly confidential between you and the Company and has been arrived on the basis of your specific background and professional merit. You are obliged to maintain absolute secrecy of the terms and conditions; failure to do so will invite disciplinary action and may even result in termination of your services.

2. Retirement

You will retire from the services of the company on attaining the age of retirement. The retirement age is 58 years with an option to retire at 55 years, basis mutual discussion and agreement subject to company retirement policy.

Annexure I

Personal and Confidential		
		14-May-2022
Compensation and Benefits Plan		
Name:	Mr. Mohamed Suhail M Z	
Qualification:	B.E / B.Tech	
Designation:	Associate Software Engineer	
Level:	50	
Components	Per Month	Per Annum
	Rs.	Rs.
Cash Components		
Basic Salary	15,000	1,80,000
Buffet of Benefitt (HRA, Conveyance, Medical, LTA, SAF Contribution, etc)	20,586	2,47,038
Gross Salary	35,586	4,27,038
Retirals / Statutory Contribution		
Company Contribution towards Provident Fund (12% of Basic Salary)	1,800	21,600
Gratuity (4.81% of Basic Salary)*	722	8,658
Total Retirals / Statutory Contribution	2,522	30,258
Variable Pay**		
Company Performance related Pay - CPrP at factor 1.0 company achievement		42,704
Total Cost to Company	38,108	5,00,000
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The aforementioned perquisites are subject to alteration and amendment.

* Eligibility for Gratuity is as per Payment of Gratuity Act 1972

** The actual variable pay amount will depend upon the company goal achievements. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus if applicable to you.

This is a system-generated letter. No signature is required.



Calibraint Technologies - Offer of Employment

1 message

Rini JB <rini@calibraint.com>
To: monisha020501@gmail.com
Cc: HR TEAM <hr@calibraint.com>

Mon, Oct 11, 2021 at 3:26 PM

Dear Monisha,

Thank you for your interest in working for our organization. Having successfully passed the interviews we are pleased to offer you a position with Calibraint Technologies. It is my pleasure to extend the following offer of employment to you on behalf of Calibraint Technologies. If you accept this offer you will be designated as an **Associate Software Developer - Trainee** and you will join us at our Chennai office.

Your joining date for training will be on 18th October 2021.

Please find the below details we would like to put forward

- We are expecting you to join on the date we mention where you will be having one to two month training to prove yourself where you will be receiving a stipend of Rs.10,000/-per month in the second month training.
- Once after the completion of your training, you will be offered as the employee with the compensation of **3.5 Lakhs Per Annum** based on the performance during the probation period.

If you are unable to report for joining on the said date you are requested to inform the company in writing. If there's any changes from our side it will be informed to you through mail or call. The following documents are required to be produced at the time of joining. Please provide originals and self-attested photostat copies; originals will be returned after verification.

1. Proof of Academic Qualification (Class 10th Equivalent and above):

- 10th & 12th mark lists
- Undergraduate/degree mark list and degree certificates
- Post-graduation mark list and degree certificates (if any)
- Other qualifications - mark lists and certificates (if any)

2. Proof of identity photocopy i.e. PAN card, Aadhar Card, Driving license/Voter ID

3. Photographs (2 copies)

We take great pleasure in welcoming you to our Organization and sincerely hope that your period of service with us will be long, pleasant and of mutual benefit. We hope you will find this offer acceptable and wait to welcome you to the Calibraint Technologies family.

Venue: TICEL Bio Park
Block II, 5th floor
Taramani Road, Taramani,
Chennai,
Tamil Nadu 600113

Map: <https://goo.gl/maps/TWKnFpJZW1y>

Office Timing: 9:00AM to 6:30PM

If There's any doubt or emergency contact :

Rini : 9790748922

For hostel guidance you can contact
Kesav : 7397711246
Anni : 9566322978

If you need any clarification you can reach me through mail or call.

Thanks & Regards

RINI J B

Manager - Human Resource

Calibraint Technologies



Private and Confidential

May 19, 2022
Nagpradheep N

Dear **Nagpradheep**

We take great pleasure in offering you an opportunity for full-time employment position with Synopsys (India) Private Limited ("Synopsys India" or the "Company"), in the position of **Applications Engineer, I in Job Grade 64**

Please refer to the following attachments:

Annexure I: Target employment cost

Annexure II: Summary of currently applicable benefits

Annexure III: Terms and conditions of employment with Synopsys India

The validity of this offer is contingent to your Medical Fitness and the Company verifying accuracy of the information provided by you. In this regard, you authorize the Company (by signing a copy of this letter to appoint an agency of its choice to conduct such verification) to investigate your references, work records, education and other matters pertaining to your employment, at any time during your tenure.

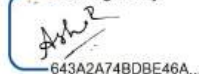
Please acknowledge the acceptance of the conditional offer by signing the duplicate copy and handing it over to us. This offer is valid only up till **May 29, 2022** and shall automatically lapse and considered as withdrawn / revoked unless we receive your acceptance by such date. We look forward to you having a long and fruitful relationship with Synopsys.

Please note that the validity of this offer is subject to you returning the enclosed application blank, duly filled, and providing your acceptance of this offer in the space provided below. An appointment letter will be issued on the date of joining, subject to receipt of the filled-in Application Blank and photocopies of the first two and the last two pages of your Passport, at least 7 days before the intended start date at Synopsys India.

In case you have any questions or would like to discuss the terms and/or conditions of this offer, please feel free to get in touch with me.

Sincerely,

DocuSigned by:

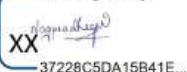


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Ramachandran, Asha (rasha-IN-HR)

Regd. Office : 5th Floor, Tower 'A', RMZ Infinity, Municipal # 3, Old Madras Road, Benniganahalli, Bangalore - 560 016, India.
Phone : +91-80-40188000, Fax : +91-80-30523800

DocuSigned by:



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Annexure I

Name	Nagpradheep N		
Business Group	SRG		
Grade	64		
Designation	Applications Engineer, I		
	Monthly	Annual	
Basic	39,167	4,70,000	
HRA	19,583	2,35,000	
FBP	34,467	4,13,600	
PF (Employer Part)	4,700	56,400	12% of basic
Annual Base Salary (A)	97,917	11,75,000	
CIP @ 8% (B)		94,000	
TCOMP (A+B)		12,69,000	

Benefits

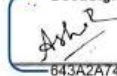
Gratuity		39,167	1 month basic
Lunch & Snacks		31,000	
Mediclaime Hospitalization Ins, P.A cover, Group Life ins cover.		34,750	
Interest free loan Subsidy		19,000	Approx
Earn Leave Encashment		66,761	Encashed on separation
Wellness Program		20,000	
ESPP Returns		28,553	15% discount
Total Benefits		2,39,231	

All payments and benefits shall be subject to tax to be deducted at source by Synopsys India. In case of any shortfall in tax withholding, you shall be responsible to pay the differential amounts. Synopsys India reserves the right to revise salary and/or your compensation structure from time to time. In addition, Synopsys India reserves the right to increase the amount of contributions / deductions (including provident fund contributions), as required by applicable law, in which the salary / Target Employee Cost components shall be reduced proportionately.

** Subject to the terms of the variable compensation plan. Please note that the amount is payable at the sole discretion of the Company and subject to achievement of the parameters as laid down in the variable compensation plan.


*** This is only an estimated valuation of the some of the currently applicable benefits. The amounts indicated are the costs that the Company is likely to incur in relation to each benefit, and may not be payable by the Company to you. It is further clarified that the benefits do not form part of the employee's salary / compensation and accordingly cannot be claimed by an employee. Please refer to **Annexure II** (read along with relevant Company policy) for more information on some of the benefits listed herein.

DocuSigned by:


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Regd. Office : 5th Floor, Tower 'A', RMZ Infinity, Municipal # 3, Old Madras Road, Benniganahalli, Bangalore - 560 016, India.
Phone : +91-80-40188000, Fax : +91-80-30523800

DocuSigned by:


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17th Sep 2021

NAGPRADHEEP N
9-1-43A, Ramunni Nagar, Kalligudi Road,
Opptp SBI Branch, T.Kallupatti Peraiyur (TK),
Madurai, Tamil Nadu - 625702

Subject: Offer Letter and Terms of Employment**Dear Mr. Nagpradheep,**

Congratulations! With reference to your application and subsequent discussions, we are pleased to offer you an employment with MBIT Wireless Private Limited for the position of **Development Engineer**.

You will be paid a Total Annual Compensation, **Cost to the company (CTC)** of **₹7,50,000.00 (Rupees Seven Lakhs and Fifty Thousand only)** per annum. Kindly refer Annexure - 1 for the complete breakup of your CTC.

You will be provided **Company's Family Medical Insurance for ₹3,00,000 and Employee Accidental Insurance Plan for ₹10,00,000.**

You will be on probation for a period of Eighteen (18) months from the date of joining and your performance will be reviewed at the end of each quarter during the probation period.

This offer, unless extended in writing, will automatically expire on 24th Sep 2021. Kindly confirm your acceptance of this offer by 24th Sep 2021. If we do not receive your acceptance by the expiry date, this offer is liable to lapse at the discretion of the Company.

Terms of Employment:

1. This offer of employment is subject to your completion of B.E or B.Tech degree course and successfully completing the Graduate Engineer training in our organization.
2. You will be on probation for a period of Eighteen (18) months from the date of joining. Your performance will be reviewed on a periodic basis. Your probation can be extended, if your performance is not up to the desired level or any unplanned leaves ("loss of pay"), vacation taken during the probation period. The terms and conditions of the probation will be governed by the Company's probation policy.
3. As part of the joining formalities, you are required to sign a confidentiality agreement, which aims to protect the intellectual property rights and business information of the Company.

Nagpradheep N

Annexure - 1

CTC Breakup Structure		
Component category	Monthly	Annual
Fixed Compensation		
Basic Salary	12,666	1,51,992
Bouquet of Benefits	14,792	1,77,504
Annual Components/Retirals		
Performance Pay*	4,167	50,000
Health Insurance**	1,625	19,500
Provident Fund	1,974	23,688
Gratuity***	609	7,316
Total of Annual Components & Retirals	8,375	1,00,504
Retention Component****	26,667	3,20,000
TOTAL CTC	62,499	7,50,000

OTHER INFORMATION
All salary components/benefits are governed by the latest company policies and statutory guidelines.
Income tax will be deducted as per applicable rules of the Income Tax Act.
Professional tax will be deducted as per rates specified by the Corporation authorities
* Performance Component (PC): This component will be paid after successful completion of one Year in the following quarter. Your performance will be evaluated by your reporting manager. If your yearly performance is greater than 95%, you will get 100% of eligible performance component otherwise you will not be eligible for that year PC. Also, if you are under notice period, you will not be eligible for PC and will not be paid PC.
**Company's Family Medical Insurance for Rs. 3,00,000 and Employee Accidental Insurance Plan for Rs. 10,00,000. These benefits are optional and subject to change.
*** Gratuity payment will be in accordance with Statutory Acts and Norms.
****Retention Component (RC): Retention component will be paid after successful completion of probation period within a succeeding year by two installments on 6 months gap. If you are under notice period, you will not be eligible for RC and will not be paid RC.
Please Note: This compensation plan is confidential not to be discussed with anyone except HR & Finance officials of the Company.

*** Personal and Confidential ***

Ms. Nanmathi D N

GCT, Coimbatore,

Candidate ID: 3788463

**Bosch Global Software
Technologies Private Limited,
123 Industrial Layout, Hosur
Road, Koramangala, Bangalore
- 560 095, India. Tel: +91 80 6657
5757 Fax. +91 80 6657 1404 CIN:
U72400KA1997PTC023164
www.bosch-india-software.com**

Our reference: TN/55100/2022

Date: 14-May-2022

Dear **Ms. Nanmathi D N**,

This has reference to your application and the subsequent interviews you had with us. We are pleased to appoint you as '**Associate Software Engineer**' at BGSW in "**Level 50**" as detailed below.

1. Compensation

- a. Your annual CTC (Cost to Company) will be Rs. **5,00,000/-** (Rupees **Five Lakhs** only) per annum. In addition you will be entitled to benefits as detailed below, **Annexure I**.
- b. Please refer to **Annexure I** to know more details about your compensation package.
- c. The variable portion of your compensation shall depend upon achievement of company goals. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus, if applicable to you.

Your remuneration is strictly confidential between you and the Company and has been arrived on the basis of your specific background and professional merit. You are obliged to maintain absolute secrecy of the terms and conditions; failure to do so will invite disciplinary action and may even result in termination of your services.

2. Retirement

You will retire from the services of the company on attaining the age of retirement. The retirement age is 58 years with an option to retire at 55 years, basis mutual discussion and agreement subject to company retirement policy.

Annexure I

Personal and Confidential		
		14-May-2022
Compensation and Benefits Plan		
Name:	Ms. Nanmathi D N	
Qualification:	B.E / B.Tech	
Designation:	Associate Software Engineer	
Level:	50	
Components	Per Month	Per Annum
	Rs.	Rs.
Cash Components		
Basic Salary	15,000	1,80,000
Buffet of Benefitt (HRA, Conveyance, Medical, LTA, SAF Contribution, etc)	20,586	2,47,038
Gross Salary	35,586	4,27,038
Retirals / Statutory Contribution		
Company Contribution towards Provident Fund (12% of Basic Salary)	1,800	21,600
Gratuity (4.81% of Basic Salary)*	722	8,658
Total Retirals / Statutory Contribution	2,522	30,258
Variable Pay**		
Company Performance related Pay - CPrP at factor 1.0 company achievement		42,704
Total Cost to Company	38,108	5,00,000
National Pension System (NPS) Optional - Company Contribution		13,200

The aforementioned perquisites are subject to alteration and amendment.

* Eligibility for Gratuity is as per Payment of Gratuity Act 1972

** The actual variable pay amount will depend upon the company goal achievements. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus if applicable to you.

This is a system-generated letter. No signature is required.

*** Personal and Confidential ***

Ms. Nivetha M

GCT, Coimbatore,

Candidate ID: 3788483

**Bosch Global Software
Technologies Private Limited,
123 Industrial Layout, Hosur
Road, Koramangala, Bangalore
- 560 095, India. Tel: +91 80 6657
5757 Fax. +91 80 6657 1404 CIN:
U72400KA1997PTC023164
www.bosch-india-software.com**

Our reference: TN/55102/2022

Date: 14-May-2022

Dear **Ms. Nivetha M**,

This has reference to your application and the subsequent interviews you had with us. We are pleased to appoint you as '**Associate Software Engineer**' at BGSW in "**Level 50**" as detailed below.

1. Compensation

- a. Your annual CTC (Cost to Company) will be Rs.**5,00,000/-** (Rupees **Five Lakhs** only) per annum. In addition you will be entitled to benefits as detailed below, **Annexure I**.
- b. Please refer to **Annexure I** to know more details about your compensation package.
- c. The variable portion of your compensation shall depend upon achievement of company goals. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus, if applicable to you.

Your remuneration is strictly confidential between you and the Company and has been arrived on the basis of your specific background and professional merit. You are obliged to maintain absolute secrecy of the terms and conditions; failure to do so will invite disciplinary action and may even result in termination of your services.

2. Retirement

You will retire from the services of the company on attaining the age of retirement. The retirement age is 58 years with an option to retire at 55 years, basis mutual discussion and agreement subject to company retirement policy.

Annexure I

Personal and Confidential		
		14-May-2022
Compensation and Benefits Plan		
Name:	Ms. Nivetha M	
Qualification:	B.E / B.Tech	
Designation:	Associate Software Engineer	
Level:	50	
Components	Per Month	Per Annum
	Rs.	Rs.
Cash Components		
Basic Salary	15,000	1,80,000
Buffet of Benefit (HRA, Conveyance, Medical, LTA, SAF Contribution, etc)	20,586	2,47,038
Gross Salary	35,586	4,27,038
Retirals / Statutory Contribution		
Company Contribution towards Provident Fund (12% of Basic Salary)	1,800	21,600
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Total Retirals / Statutory Contribution	2,522	30,258
Variable Pay**		
Company Performance related Pay - CPrP at factor 1.0 company achievement		42,704
Total Cost to Company	38,108	5,00,000
National Pension System (NPS) Optional - Company Contribution		13,200

The aforementioned perquisites are subject to alteration and amendment.

* Eligibility for Gratuity is as per Payment of Gratuity Act 1972

** The actual variable pay amount will depend upon the company goal achievements. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus if applicable to you.

This is a system-generated letter. No signature is required.



13-Jan-2022

Pavithra K
B.E. Electrical & Electronics Engineering
Government College of Technology, Coimbatore

Dear Pavithra K,

Further to our Letter of Intent / Offer for the position of Programmer Analyst Trainee / Programmer Analyst aligned to the hiring category and in response to your subsequent confirmation for Internship Program with us, we are pleased to offer you an Internship with us for a **period of 3 to 6 months**, starting Dec 2021.

During this period, you will be provided with a stipend of INR 12,000 per month equated to the planned duration of the Internship curriculum and will be paid only subject to successful completion of milestones as defined in the curriculum prior to the monthly stipend processing window for a given month based on your performance and attendance.

Actual commencement of Internship dates and duration would be shortly communicated to you and the internship would be based on the business demand aligned to your skill tracks.

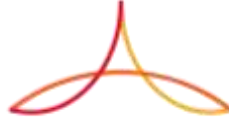
Though Cognizant Internship being a pre-requisite skill and capability development program, it does not guarantee employment. However, the successful completion of internship will form a critical part of your employment with Cognizant if an opportunity arises in future.

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

Prior to joining on the rolls of Cognizant, you must have successfully completed the prescribed Internship program. In the event of unsatisfactory Internship, Cognizant reserves rights at its sole discretion to revoke its employment offer.

Please also note that:

- The Internship timings would be for 9 hours per day from Monday through Friday aligned to the working timings followed in Cognizant
- Interns are covered under Cognizant's calendar holidays of the respective location of internship and you would need to adhere with minimum attendance requirements. Prior approvals are must towards any unavoidable leave or break requests during the program.
- There would be zero tolerance to plagiarisms and misconduct during the internship. Any such incident reported will lead to immediate cancellation of internship without any notice.
- You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions.
- You may be required, to travel to other locations within India if there is a business need as per your internship program
- Cognizant reserves rights regarding IT infra as applicable and access to information and material of Cognizant during the internship period and may modify or amend the Cognizant GenC program terms and conditions from time to time
- Stipend payment will be done for the prescribed Internship Curriculum period only and no additional payment will be done for any delay in completion.
- Attendance and successful completion of Milestone(s) are the eligible factors for processing stipend payment and tenure spent will not guarantee your monthly stipend payment.



Ms. Pavithra Krishnamoorthi
No 3/242 NK Colony
Ammampalayam
Attur
Salem – 636141
Contact Number: +91- 9344409737

Chengalpattu, May 31, 2022
HR/17411/May2022

Dear Pavithra Krishnamoorthi,

Congratulations!

We are pleased to offer you the position of **Trainee (Graduate Engineer)** with Renault Nissan Technology & Business Centre India Pvt. Ltd. Your location for reporting is Chennai (Mahindra World City), India and the scheduled date of joining is on or before **July 11, 2022**. The offer stands withdrawn thereafter unless the date is extended or communicated to you in writing.

The eligibility criteria prescribed for the above position is a pass in the **8th** semester of **Bachelor of Engineering (EEE)** exam and overall grade /percentage of minimum 70% in academics. This Offer and appointment, if any, pursuant to the above is provisional, subject to you securing a pass in the above **8th** semester of **Bachelor of Engineering (EEE)** exam and overall grade/percentage of minimum 70% in academics and you providing us the consolidated mark sheets or Provisional certificates, to our satisfaction, on or before 30th October 2022. Any failure, on your part, in this regard, shall automatically disentitle you to continue in the services of the Company.

Your annual gross salary will be **Rs.4,25,000-(Rupees Four Lakhs Twenty Five Thousand Only)** as detailed in Annexure 1. You will also be covered under the Company Group Insurance Scheme as per policy terms agreed by the company.

Your terms and conditions of employment are as mentioned in Annexure 3. You will be governed by the terms and conditions of the company and subject to any further amendments from time to time. You are advised to read the Annexures carefully and if the terms and conditions are acceptable to you please sign the duplicate copy as a token of you having understood and accepted the same.

In case of further clarifications with reference to your joining, please get in touch with our Joining Cell on Email: ask.hrssc@rntbci.com and you are requested to submit the copies of self attested document as per Annexure 2 at the time of joining.

Renault Nissan Technology & Business Centre India (RNTBCI) family welcomes and wishes you for a rewarding career.

'In line with Government of India regulations, you need to possess Aadhaar or an Aadhaar enrollment number in order to complete your joining formalities. In case your Aadhaar card contains only year of birth, please use the Self-service update portal (SSUP) or approach an enrollment center to update your date of birth. We require the Aadhaar or Aadhaar enrollment number with your date of birth included'.

Acceptance of Offer

Sincerely

Pavithra Krishnamoorthi

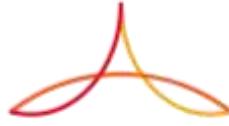
Venkata Subramanian
Head – Talent Acquisition
RNTBCI

Encl : Annexure 1(Salary structure), **Annexure 2**(Check list of documents), **Annexure 3**(Terms & Conditions of Employment), **Annexure 4**(Mandatory Medical Checkup), **Annexure 5**(Covering Letter for Medical Checkup), **Annexure 6**(Pre Test Requirement)

RENAULT NISSAN TECHNOLOGY BUSINESS CENTRE INDIA
PRIVATE LIMITED
Ascendas IT Park, Mahindra World City, SEZ
No. T P 2/1, Natham Sub Post Office, Chengalpattu District,
Tamil Nadu – 603 004.
India
CIN: U50401TN2007PTC064840

T +91 44 67481000
F +91 44 67481150

Confidential C



**Annexure 1
(Salary Structure)**

Name	Pavithra Krishnamoorthi	
Designation	Trainee (Graduate Engineer)	
Department	EE & SYSTEM 3	
Location	Chennai	Mahindra World City
Item	Monthly	Annual
Basic	15,000	1,80,000
PF (Employer Contribution)	1,800	21,600
PF (Employee Contribution)	1,800	21,600
Gratuity	722	8,658
Sub Total – A	19,322	2,31,858
Benefit Basket – B		
1) Voluntary Provident Fund	The employee will have the benefit of choosing the option	
2) Employer NPS		
3) HRA		
4) Children Education Allowance		
5) Children Hostel Allowance		
6) LTA		
7) Food coupons		
8) Mobile Reimbursement		
9) Car Maintenance Reimbursement		
Sub Total - B	Total of Benefit basket	
Special Allowance (Excess of 1 to 9 will be put here) – C (If Any)		
Gross Salary = A+B+C	35,417	4,25,000

→ In Addition to the Gross Salary indicated above, your CTC (Cost to Company) includes other benefits applicable as per RNTBCI designation band.

→ If your basic salary is lower than Rs 21,000 per month, you will be entitled to Bonus as per the provisions of the Payment of Bonus Act, 1965.

→ **Benefits**

* Company Group Insurance Scheme

- Group Mediclaim Policy - for Self & nuclear family (Spouse & 2 children)
- Group Term Life Insurance - for Self
- Group Accidental Policy - for Self

* Retirals

- Employee's Group Gratuity Assurance Scheme linked to LIC (Life Insurance Corporation of India)

HR/17411/May2022
Pavithra Krishnamoorthi

07th February 2022

Ref NT/OFL/SAS/2022/005

To
Mr. Prashanth A (Reg.No: 1813134),
B.E., Electrical and Electronics Engineering,
Government College of Technology,
Coimbatore,
Tamil Nadu.

Dear Mr. Prashanth,

Further to your application for the employment with our organization and the subsequent discussions you had with us, we are pleased to offer you the position of Substation Automation Engineer – Trainee in our company based at our office in Bangalore.

Your appointment is on the following terms and conditions:

You will be on probation for a period of twelve months from the date you join our organization. On satisfactory completion of probation, you will be confirmed in your appointment.

1. Salary Authorization Form (SAF).

The compensation and benefits you are entitled to, have been detailed in the Salary Authorization Form (SAF) attached herewith as Annexure “A”. The entitlements details in the SAF are subject to change from time to time. Any changes in your compensation and benefits will be communicated to you by the company in writing by issuing you a revised SAF.

2. An employee's leave entitlement and the procedure thereof are governed by the company's leave policy and the terms of appointment. All leave requirements should be duly authorized by respective superior. You are eligible for 14 Days (CL) and 7 days (SL).

3. Reimbursement and Expenses

You will reimburse the company for “out-of-pocket” expenses incurred by you in accordance with the company polices in effect from time to time.

4. Taxes

Income Tax as per statutory rules applicable will be recovered from your salary/bonus

5. Other Terms and conditions of your employment are as under:

Salary Authorization Form (SAF)

Annexure -A to the appointment letter dated 07th February 2022

Name: Mr. Prashanth A

Department: SAS

Designation: Substation Automation Engineer-Trainee

Due date for confirmation: 12 months from date of joining

Proposed Structure for Employees

Salary

Cost to company (INR)/Year

Rs.2,16,000

Salary structure

Basic	1,08,000
DA	32,400
HRA	56,160
ESI	8,640
Special Allowance	10,800
Total	2,16,000

For Nu-Tek Power Controls and Automation



Authorized Signatory



Offer: Computer Consultancy

Ref: TCSL/CT20213640568/Chennai

Date: 04/11/2021

Mr. Praveenkumar R
6/58, Kuttakadu Rainbow Matriculation School Near,
Govindampalayam, Kannurpatti(Po),
Namakkal-637014,
Tamilnadu.
Tel# 91-9942695816

Dear Praveenkumar 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 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 &

TCS Confidential

TCSL/CT20213640568

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 Career's Serviceline: 1800 209 3111 Email: careers@tcs.com



GROSS SALARY SHEET

Annexure 1

Name	Praveenkumar R
Designation	Assistant System Engineer-Trainee
Institute Name	Government College Of Technology, Coimbatore

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



12-Apr-2022

Dear Punitha S,
B.E., Electrical & Electronics Engineering
Government College of Technology, Coimbatore

Candidate ID – 19604250

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. In addition, there will be an one time skill bonus of INR **25,000/-** given based on your skill proficiency. 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.

Compensation and Benefits

Name: Punitha 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



23-Apr-2022

Dear Sahid Ahamed,
B.E., Electrical
Government College of Technology, Coimbatore

Candidate ID – 19727536

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

Compensation and Benefits

Name: Sahid Ahamed **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

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



Letter of Intent (LOI)

Superset ID: 1340270

November 02, 2021

Dear SAHID AHAMED B,

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("**Cognizant**") and subsequent discussions. Basis the information and representation provided by you, we are pleased to inform you that we have found you suitable for the role you applied and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued.

Your annual total remuneration will be **INR 401,988/-**. This includes an annual incentive target of **INR 22,500/-**. This amount may vary depending on individual and Cognizant's performance. The detailed information on compensation and benefits will be provided in your Offer Letter.

This LOI expresses only our intent to enter into a definitive Employment Agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon you and Cognizant, and as such does not constitute any contractually binding relationship between you and Cognizant.

This LOI from Cognizant is valid for 3 weeks from the date of the LOI. Hence, you are requested to accept or decline the LOI within 3 weeks from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered for purposes of joining Cognizant. For all onboarding formalities, the definitive Employment Agreement is required.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link.

Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).

<https://campus2cognizant.cognizant.com/Pages/Prelogin>

Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For **Cognizant Technology Solutions India Pvt. Ltd.**

Maya Sreekumar

Vice President - Human Resources



13-Jan-2022

Sindhuja B
B.E. Electrical & Electronics Engineering
Government College of Technology, Coimbatore

Dear Sindhuja B,

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.

28 March 2022

**SUDHARSHAN P
175 RATHNA COLONY
LF ROAD ARUMUGANERI
TOOTHUKUDI DIST
PIN 628202**

Subject: Offer Letter and Terms of Employment

Dear Mr. Sudharshan P,

Congratulations! With reference to your application and subsequent discussions, we are pleased to offer you an employment with MBIT Wireless Private Limited for the position of **Associate Engineer**.

You will be paid a Total Annual Compensation, **Cost to the company (CTC)** of **(₹5,00,000.00 (Rupees Five Lakhs only))** per annum. Kindly refer Annexure - 1 for the complete breakup of your CTC.

You will be provided **Company's Family Medical Insurance for ₹3,00,000 and Employee Accidental Insurance Plan for ₹10,00,000.**

You will be on probation for a period of twelve (12) months from the date of joining and your performance will be reviewed at the end of each quarter during the probation period.

This offer, unless extended in writing, will automatically expire on 01-April-2022. Kindly confirm your acceptance of this offer by 31-Mar-2022. If we do not receive your acceptance by the expiry date, this offer is liable to lapse at the discretion of the Company.

Terms of Employment:

1. This offer of employment is subject to your completion of B.E or B.Tech degree course.
2. You will be on probation for a period of twelve (12) months from the date of joining. Your performance will be reviewed on a periodic basis. Your probation can be extended, if your performance is not up to the desired level or any unplanned leaves ("loss of pay"), vacation taken during the probation period. The terms and conditions of the probation will be governed by the Company's probation policy.
3. As part of the joining formalities, you are required to sign a confidentiality agreement, which aims to protect the intellectual property rights and business information of the Company.

Annexure-I

CTC Breakup Structure		
Component category	Monthly	Annual
Fixed Compensation		
Basic Salary	12,666	1,51,992
Bouquet Of Benefits	14,792	1,77,504
Annual Components/Retirals		
Performance Pay*	4,167	50,000
Health Insurance**	1,625	19,500
Provident Fund	1,974	23,688
Gratuity***	609	7,316
Total of Annual Components & Retirals	8,375	1,00,504
Retention Component****	5,833	70,000
TOTAL CTC	41,666	5,00,000

OTHER INFORMATION
All salary components/benefits are governed by the latest company policies and statutory guidelines.
Income tax will be deducted as per applicable rules of the Income Tax Act.
Professional tax will be deducted as per rates specified by the Corporation authorities
* Performance Component (PC): This component will be paid after successful completion of one Year in the following quarter. Your performance will be evaluated by your reporting manager. If your yearly performance is greater than 95%, you will get 100% of eligible performance component otherwise you will not be eligible for that year PC. Also, if you are under notice period, you will not be eligible for PC and will not be paid PC.
**Company's Family Medical Insurance for Rs. 3,00,000 and Employee Accidental Insurance Plan for Rs. 10,00,000. These benefits are optional and subject to change.
*** Gratuity payment will be in accordance with Statutory Acts and Norms.
****Retention Component (RC): Retention component will be paid after successful completion of probation period within a succeeding year by two installments on 6 months gap. If you are under notice period, you will not be eligible for RC and will not be paid RC.
Please Note: This compensation plan is confidential not to be discussed with anyone except HR & Finance officials of the Company.



Offer: Computer Consultancy

Ref: TCSL/CT20213640715/Chennai

Date: 04/11/2021

Mr. Sudharshan P
175 Rathna Colony L F Road,
Arumuganeri,
Thoothukudi-628202,
Tamil Nadu.
Tel# 91-6381431250

Dear Sudharshan P,

Sub: Letter of Offer

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

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

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

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

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

TCS Confidential

TCSL/CT20213640715

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 Career's Serviceline: 1800 209 3111 Email: careers@tcs.com



GROSS SALARY SHEET

Annexure 1

Name	Sudharshan P
Designation	Assistant System Engineer-Trainee
Institute Name	Government College Of Technology, Coimbatore

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

Name: Thamizh Malar Mathi T**Letter of Intent**

Dear Thamizh Malar Mathi T

Greeting from L&T Technology Services Ltd.!

We are pleased to share with you this Letter of intent for the position of **Associate Engineer (Trainee)**. We trust that this opportunity finds you mutually excited about your new employment with L&T Technology Services (hereinafter referred as "Company"). We reiterate that you have made the right decision and we are certain that you will have a great career with us!

Upon your acceptance of this Letter of Intent and subject to you meeting all the applicable requirements under this Letter of Intent, we shall share a detailed Appointment Letter, which will outline the specific employment terms, conditions and detailed breakup of remuneration. Please note this Letter of Intent is not an offer or offer of employment or a legally binding contract of employment.

The content of this Letter of Intent is strictly between you and the Company. Please treat this Letter of Intent and the contents here as personal and confidential.

This Letter of Intent is valid subject to you

- Having secured more than 60% in SSC / X and HSC / XII std (10th and 12th).
- Having secured 60% aggregate in Engineering Graduation
- Found medically fit by the Company authorized doctors.
- **Submitting a Service Agreement, agreeing to serve the company for a period of up to 2 years and 3 months from the date of commencement of training cum employment.**
- Submitting all necessary documents at the time of joining
- No drop in any semester/ year throughout the course

If any information provided by you during the selection process is found to be incorrect and / or false, the Company reserves the right to revoke this Letter of Intent without any notice.

This Letter of Intent is also contingent upon us working together to determine an appropriate start date for your employment. The date of commencement of training cum employment and venue for reporting will be intimated to you at a later date.

You will be continuously assessed during your training cum employment. If you do not complete the class room / on the job training to our satisfaction, your appointment automatically stand cancelled.

During your employment with LTTS, you will be paid a Total Compensation of INR 4,00,000/- per annum. A detailed compensation sheet will be shared along with the appointment letter.

During your period of Training cum Employment, you can be posted / transferred to any of our SEZ / STPI sites across India. Your employment will be governed by the rules, regulations and policies of the company.



Offer: Computer Consultancy

Ref: TCSL/CT20213641712/Chennai

Date: 03/11/2021

Ms. Thamizh Manju Murugesan
5/20a, Main Road, Voc Nagar, Devamangalam, Udayarpalayam Tk, Ariyalur Dt.,
Near Bus Stop,
Jayankondam-612902,
Tamil Nadu.
Tel# 91-7812834859

Dear Thamizh Manju Murugesan,

Sub: Letter of Offer

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

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

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

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

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

TCS Confidential

TCSL/CT20213641712

TATA CONSULTANCY SERVICES

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TCS Career's Serviceline: 1800 209 3111 Email: careers@tcs.com



GROSS SALARY SHEET

Annexure 1

Name	Thamizh Manju Murugesan
Designation	Assistant System Engineer-Trainee
Institute Name	Government College Of Technology, Coimbatore

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



Name: Thottatharani I

Letter of Intent

Dear Thottatharani I

Greeting from L&T Technology Services Ltd.!

We are pleased to share with you this Letter of intent for the position of **Associate Engineer (Trainee)**. We trust that this opportunity finds you mutually excited about your new employment with L&T Technology Services (hereinafter referred as "Company"). We reiterate that you have made the right decision and we are certain that you will have a great career with us!

Upon your acceptance of this Letter of Intent and subject to you meeting all the applicable requirements under this Letter of Intent, we shall share a detailed Appointment Letter, which will outline the specific employment terms, conditions and detailed breakup of remuneration. Please note this Letter of Intent is not an offer or offer of employment or a legally binding contract of employment.

The content of this Letter of Intent is strictly between you and the Company. Please treat this Letter of Intent and the contents here as personal and confidential.

This Letter of Intent is valid subject to you

- Having secured more than 60% in SSC / X and HSC / XII std (10th and 12th).
- Having secured 60% aggregate in Engineering Graduation
- Found medically fit by the Company authorized doctors.
- **Submitting a Service Agreement, agreeing to serve the company for a period of up to 2 years and 3 months from the date of commencement of training cum employment.**
- Submitting all necessary documents at the time of joining
- No drop in any semester/ year throughout the course

If any information provided by you during the selection process is found to be incorrect and / or false, the Company reserves the right to revoke this Letter of Intent without any notice.

This Letter of Intent is also contingent upon us working together to determine an appropriate start date for your employment. The date of commencement of training cum employment and venue for reporting will be intimated to you at a later date.

You will be continuously assessed during your training cum employment. If you do not complete the class room / on the job training to our satisfaction, your appointment automatically stand cancelled.

During your employment with LTTS, you will be paid a Total Compensation of INR 4,00,000/- per annum. A detailed compensation sheet will be shared along with the appointment letter.

During your period of Training cum Employment, you can be posted / transferred to any of our SEZ / STPI sites across India. Your employment will be governed by the rules, regulations and policies of the company.

*** Personal and Confidential ***

Mr. Vinu Karthik P

GCT, Coimbatore,

Candidate ID: 3788517

**Bosch Global Software
Technologies Private Limited,
123 Industrial Layout, Hosur
Road, Koramangala, Bangalore
- 560 095, India. Tel: +91 80 6657
5757 Fax. +91 80 6657 1404 CIN:
U72400KA1997PTC023164
www.bosch-india-software.com**

Our reference: TN/55107/2022

Date: 14-May-2022

Dear **Mr. Vinu Karthik P**,

This has reference to your application and the subsequent interviews you had with us. We are pleased to appoint you as '**Associate Software Engineer**' at BGSW in "**Level 50**" as detailed below.

1. Compensation

- a. Your annual CTC (Cost to Company) will be Rs.**5,00,000/-** (Rupees **Five Lakhs** only) per annum. In addition you will be entitled to benefits as detailed below, **Annexure I**.
- b. Please refer to **Annexure I** to know more details about your compensation package.
- c. The variable portion of your compensation shall depend upon achievement of company goals. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus, if applicable to you.

Your remuneration is strictly confidential between you and the Company and has been arrived on the basis of your specific background and professional merit. You are obliged to maintain absolute secrecy of the terms and conditions; failure to do so will invite disciplinary action and may even result in termination of your services.

2. Retirement

You will retire from the services of the company on attaining the age of retirement. The retirement age is 58 years with an option to retire at 55 years, basis mutual discussion and agreement subject to company retirement policy.

Annexure I

Personal and Confidential		
		14-May-2022
Compensation and Benefits Plan		
Name:	Mr. Vinu Karthik P	
Qualification:	B.E / B.Tech	
Designation:	Associate Software Engineer	
Level:	50	
Components	Per Month	Per Annum
	Rs.	Rs.
Cash Components		
Basic Salary	15,000	1,80,000
Buffet of Benefit (HRA, Conveyance, Medical, LTA, SAF Contribution, etc)	20,586	2,47,038
Gross Salary	35,586	4,27,038
Retirals / Statutory Contribution		
Company Contribution towards Provident Fund (12% of Basic Salary)	1,800	21,600
Gratuity (4.81% of Basic Salary)*	722	8,658
Total Retirals / Statutory Contribution	2,522	30,258
Variable Pay**		
Company Performance related Pay - CPrP at factor 1.0 company achievement		42,704
Total Cost to Company	38,108	5,00,000
National Pension System (NPS) Optional - Company Contribution		13,200

The aforementioned perquisites are subject to alteration and amendment.

* Eligibility for Gratuity is as per Payment of Gratuity Act 1972

** The actual variable pay amount will depend upon the company goal achievements. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus if applicable to you.

This is a system-generated letter. No signature is required.

*** Personal and Confidential ***

Ms. Vishwalekha D

GCT, Coimbatore,

Candidate ID: 3788527

**Bosch Global Software
Technologies Private Limited,
123 Industrial Layout, Hosur
Road, Koramangala, Bangalore
- 560 095, India. Tel: +91 80 6657
5757 Fax. +91 80 6657 1404 CIN:
U72400KA1997PTC023164
www.bosch-india-software.com**

Our reference: TN/55103/2022

Date: 14-May-2022

Dear **Ms. Vishwalekha D**,

This has reference to your application and the subsequent interviews you had with us. We are pleased to appoint you as '**Associate Software Engineer**' at BGSW in "**Level 50**" as detailed below.

1. Compensation

- a. Your annual CTC (Cost to Company) will be Rs. **5,00,000/-** (Rupees **Five Lakhs** only) per annum. In addition you will be entitled to benefits as detailed below, **Annexure I**.
- b. Please refer to **Annexure I** to know more details about your compensation package.
- c. The variable portion of your compensation shall depend upon achievement of company goals. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus, if applicable to you.

Your remuneration is strictly confidential between you and the Company and has been arrived on the basis of your specific background and professional merit. You are obliged to maintain absolute secrecy of the terms and conditions; failure to do so will invite disciplinary action and may even result in termination of your services.

2. Retirement

You will retire from the services of the company on attaining the age of retirement. The retirement age is 58 years with an option to retire at 55 years, basis mutual discussion and agreement subject to company retirement policy.

Annexure I

Personal and Confidential		
		14-May-2022
Compensation and Benefits Plan		
Name:	Ms. Vishwalekha D	
Qualification:	B.E / B.Tech	
Designation:	Associate Software Engineer	
Level:	50	
Components	Per Month	Per Annum
	Rs.	Rs.
Cash Components		
Basic Salary	15,000	1,80,000
Buffet of Benefit (HRA, Conveyance, Medical, LTA, SAF Contribution, etc)	20,586	2,47,038
Gross Salary	35,586	4,27,038
Retirals / Statutory Contribution		
Company Contribution towards Provident Fund (12% of Basic Salary)	1,800	21,600
Gratuity (4.81% of Basic Salary)*	722	8,658
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The aforementioned perquisites are subject to alteration and amendment.

* Eligibility for Gratuity is as per Payment of Gratuity Act 1972

** The actual variable pay amount will depend upon the company goal achievements. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus if applicable to you.

This is a system-generated letter. No signature is required.



Date: 10-Jan-2022

To

Mr.KARTHIKEYAN S,
1-4-16, NORTH NEW STREET,
JAKKAMPATTY, ANDIPATTY,
THENI-625512, TAMIL NADU.

Dear **Mr.KARTHIKEYAN S,**

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

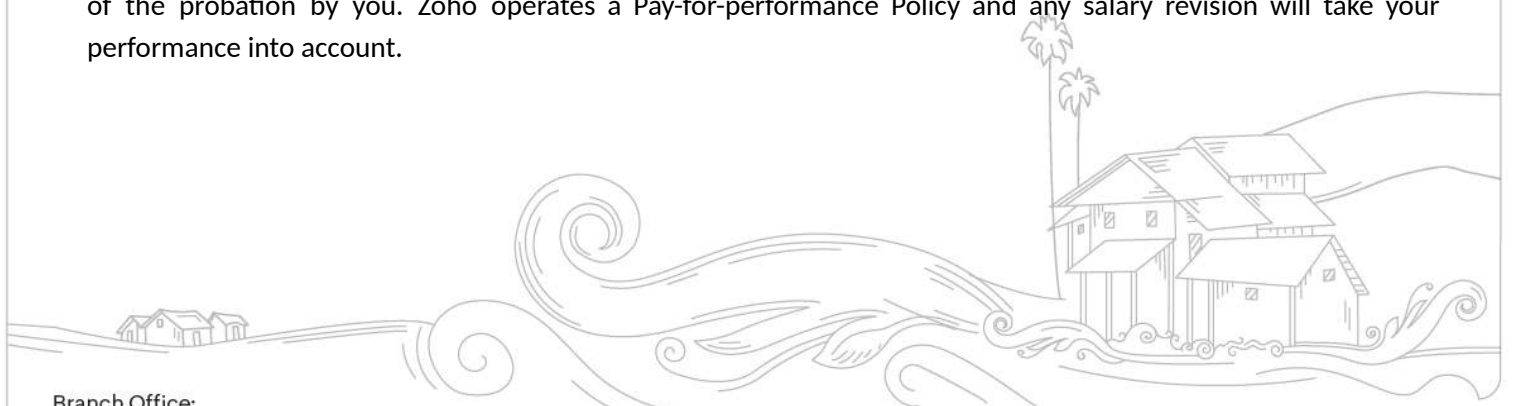
Your date of appointment is effective from your date of joining after successful completion of your curriculum.

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.





ANNEXURE A

NAME : KARTHIKEYAN S
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.





*** Private & Confidential ***

Ms. Shanmugapriya K
GCT, Coimbatore

Our Reference
TN/42833/2022/B.E/B.Tech

Bosch Global Software
Technologies Private Limited
(CIN:
U72400KA1997PTC023164)
123, Industrial Layout,
Hosur Road, Koramangala
Bengaluru 560095 INDIA
Tel +91 80 6657-5757
Fax +91 80 6657-1404
www.boschglobalsoftware.com

Dear Ms. Shanmugapriya K

Date: 16.01.2022

SUB: LETTER OF ENGAGEMENT AS 'PROJECT TRAINEE'

With reference to your application and the interview you had with us, we are pleased to inform you that you have been selected as a **"Project Trainee"** in our organization on the following terms and conditions:

1. Nature of Engagement:

You will be engaged as a Project Trainee in our establishment in the area of **"MS/ECU-PS"** and during the course of Engagement, you shall be under the guidance of **Basak Surajit (MS/ECU7-PS)**. You may be required to undergo training in different shifts if necessary to enable you to get adequate exposure of the functioning of the different departments. Your hours of engagement will be as per the project requirements. You will observe weekly holiday and other holidays at par with regular employees. You shall follow rules and regulations of the work place during the period of engagement.

2. Duration of Engagement:

The engagement period will be 07.02.2022 to 31.05.2022 unless the company extends the period of your engagement in writing, your engagement shall automatically stand terminated on the end date.

3. Scholarship:

You will be paid a scholarship of Rs. 25000 per month (Rupees Twenty Five Thousand Only), during the period of engagement. Other than the above, you will not be entitled to receive any other payment/allowance.

pki, BOSCH,
APAC, B, E,
Bellur.Mohan
Date: 2022.01.27 18:46:22
+05'30'

pki, BOSCH,
APAC, K, A,
Karthik.Rajapaul
Date: 2022.01.27
14:59:58 +05'30'

Registered Office: Bosch Global Software Technologies Private Limited - (CIN: U72400KA1997PTC023164)
(Formerly known as Robert Bosch Engineering and Business Solutions Pvt. Ltd.)
123, Industrial Layout, Hosur Road, Koramangala, Bengaluru - 560095, India
Managing Director: Mr. Dattatri Salagame
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exploitation, reproduction, editing, distribution, as well as in the event of applications for industrial property rights.
Contact: connect@in.bosch.com

HCL TECHNOLOGIES LTD.

Corporate Identity Number: L74140DL1991PLC046369

Technology Hub, Special Economic Zone

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

T +91 120 6125000 F +91 120 4683030

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

www.hcltech.com

www.hcl.com

7 February 2022

Kaviyaran P
537, South Street, Peraiyur, Mannargudi,
Thiruvarur, Tamil Nadu 614018

Re.: Internship with HCL Technologies Limited

Dear **Kaviyaran P,**

Congratulations!

This is in response to your application for internship dated **22 February 2022**.

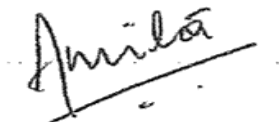
We are pleased to offer you an internship in **HCL Technologies Limited** ("HCL" or "Company").

You are required to report to **Sunil Kumar Singh** at the following Address **HCL Technologies Ltd, ChennaiSEZ-SDB1-U10-4F:1B,1D,2A,2B,2C** on **22 February 2022** at **9:00 AM**.

The internship shall be governed by the terms and conditions as laid down hereunder in this internship agreement as stated in **ANNEXURE 1**.

We extend a warm welcome to you as an 'intern' in our establishment.

For HCL Technologies Limited,



Amrita Das
Senior Vice President, Head-Global Rewards



www.bigyellowfish.io

BIGYELLOWFISH TECHNOLOGIES PVT. LTD.

16th Septemeber 2022

Astin Johnson E

No.33, Kamatchi Nagar,
Chinna Thirupathi,
Salem - 636008.

Dear Astin,

We are pleased to offer you the role of Software Engineer in our company. The compensation details, Key role and responsibilities and terms and conditions of the offers are herewith enclosed as Annexure I and II hereto.

We wish you a long and successful association with Bigyellowfish.

Please endorse your acceptance by duly signing the duplicate copy of this letter on all sheets at the bottom on the right corner and return to the undersigned by either mailing it or handing it over to us at the earliest. Your joining date will be 19th September, 2022. A separate employment agreement shall be signed between us at the time of your joining.

Best wishes.

Yours sincerely

For Bigyellowfish Technologies Pvt. Ltd

ACCEPTED

Soma & Kunal

Directors & Cofounders

Astin Johnson E

*** Personal and Confidential ***

Mr. Bharath R

GCT, Coimbatore,

Candidate ID: 3788435

**Bosch Global Software
Technologies Private Limited,
123 Industrial Layout, Hosur
Road, Koramangala, Bangalore
- 560 095, India. Tel: +91 80 6657
5757 Fax. +91 80 6657 1404 CIN:
U72400KA1997PTC023164
www.bosch-india-software.com**

Our reference: TN/55104/2022

Date: 14-May-2022

Dear **Mr. Bharath R**,

This has reference to your application and the subsequent interviews you had with us. We are pleased to appoint you as '**Associate Software Engineer**' at BGSW in "**Level 50**" as detailed below.

1. Compensation

- a. Your annual CTC (Cost to Company) will be Rs.**5,00,000/-** (Rupees **Five Lakhs** only) per annum. In addition you will be entitled to benefits as detailed below, **Annexure I**.
- b. Please refer to **Annexure I** to know more details about your compensation package.
- c. The variable portion of your compensation shall depend upon achievement of company goals. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus, if applicable to you.

Your remuneration is strictly confidential between you and the Company and has been arrived on the basis of your specific background and professional merit. You are obliged to maintain absolute secrecy of the terms and conditions; failure to do so will invite disciplinary action and may even result in termination of your services.

2. Retirement

You will retire from the services of the company on attaining the age of retirement. The retirement age is 58 years with an option to retire at 55 years, basis mutual discussion and agreement subject to company retirement policy.

Annexure I

Personal and Confidential		
		14-May-2022
Compensation and Benefits Plan		
Name:	Mr. Bharath R	
Qualification:	B.E / B.Tech	
Designation:	Associate Software Engineer	
Level:	50	
Components	Per Month	Per Annum
	Rs.	Rs.
Cash Components		
Basic Salary	15,000	1,80,000
Buffet of Benefit (HRA, Conveyance, Medical, LTA, SAF Contribution, etc)	20,586	2,47,038
Gross Salary	35,586	4,27,038
Retirals / Statutory Contribution		
Company Contribution towards Provident Fund (12% of Basic Salary)	1,800	21,600
Gratuity (4.81% of Basic Salary)*	722	8,658
Total Retirals / Statutory Contribution	2,522	30,258
Variable Pay**		
Company Performance related Pay - CPrP at factor 1.0 company achievement		42,704
Total Cost to Company	38,108	5,00,000
National Pension System (NPS) Optional - Company Contribution		13,200

The aforementioned perquisites are subject to alteration and amendment.

* Eligibility for Gratuity is as per Payment of Gratuity Act 1972

** The actual variable pay amount will depend upon the company goal achievements. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus if applicable to you.

This is a system-generated letter. No signature is required.

*** Personal and Confidential ***

Ms. Brindha T
GCT, Coimbatore,
Candidate Id: 4415539

Bosch Global Software Technologies
Private Limited, 123 Industrial Layout,
Hosur Road, Koramangala, Bangalore -
560 095, India. Tel: +91 80 6657 5757
Fax: +91 80 6657 1404 CIN:
U72400KA1997PTC023164
www.bosch-softwaretechnologies.com

Our reference: TN/61185/2022

Date: 04-Jul-2022

Dear **Ms. Brindha T**,

This has reference to your application and the subsequent interviews you had with us. We are pleased to appoint you as '**Associate Software Engineer**' at BGSW in "**Level 50**" as detailed below.

1. Compensation

- a. Your annual CTC (Cost to Company) will be Rs. **5,00,000/-** (Rupees **Five Lakhs** only) per annum. In addition you will be entitled to benefits as detailed below, **Annexure I**.
- b. Please refer to **Annexure I** to know more details about your compensation package.
- c. The variable portion of your compensation shall depend upon achievement of company goals. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus, if applicable to you.

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2. Retirement

You will retire from the services of the company on attaining the age of retirement. The retirement age is 58 years with an option to retire at 55 years, basis mutual discussion and agreement subject to company retirement policy.

Annexure I

Personal and Confidential		
		04-Jul-2022
Compensation and Benefits Plan		
Name:	Ms. Brindha T	
Qualification:	B.Tech/B.E	
Designation:	Associate Software Engineer	
Level:	50	
Components	Per Month	Per Annum
	Rs.	Rs.
Cash Components		
Basic Salary	15,000	1,80,000
Buffet of Benefit (HRA, Conveyance, Medical, LTA, SAF Contribution, etc)	20,586	2,47,038
Gross Salary	35,586	4,27,038
Retirals / Statutory Contribution		
Company Contribution towards Provident Fund (12% of Basic Salary)	1,800	21,600
Gratuity (4.81% of Basic Salary)*	722	8,658
Total Retirals / Statutory Contribution	2,522	30,258
Variable Pay**		
Company Performance related Pay - CPrP at factor 1.0 company achievement		42,704
Total Cost to Company	38,108	5,00,000
National Pension System (NPS) Optional - Company Contribution		13,200

The aforementioned perquisites are subject to alteration and amendment.

* Eligibility for Gratuity is as per Payment of Gratuity Act 1972

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This is a system-generated letter. No signature is required.



Offer: Computer Consultancy

Ref: TCSL/CT20213642458/Chennai

Date: 03/09/2021

Ms. Brindha T
21/8, Type 2, Camp 1 Thermal Nagar,
Thoothukudi,
Tutucorin-628006,
Tamil Nadu.
Tel# -9095475263

Dear Brindha T,

Sub: Letter of Offer

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

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

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

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

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

TCS Confidential

TCSL/CT20213642458

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 Career's Serviceline: 1800 209 3111 Email: careers@tcs.com



GROSS SALARY SHEET

Annexure 1

Name	Brindha T
Designation	Assistant System Engineer-Trainee
Institute Name	Government College Of Technology, Coimbatore

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

*** Personal and Confidential ***

Ms. Britney Jennifer R

GCT ,Coimbatore,

Candidate ID : 3788445

Bosch Global Software Technologies
Private Limited, 123 Industrial Layout,
Hosur Road, Koramangala, Bangalore -
560 095, India. Tel: +91 80 6657 5757
Fax. +91 80 6657 1404 CIN:
U72400KA1997PTC023164
www.bosch-softwaretechnologies.com

Our reference: TN/66597/2022

Date: 25-Aug-2022

Dear **Ms. Britney Jennifer R,**

This has reference to your application and the subsequent interviews you had with us. We are pleased to appoint you as '**Associate Software Engineer**' at BGSW in "**Level 50**" as detailed below.

1. Compensation

- a. Your annual CTC (Cost to Company) will be Rs.**5,00,000/-** (Rupees **Five Lakhs** only) per annum. In addition you will be entitled to benefits as detailed below, **Annexure I**.
- b. Please refer to **Annexure I** to know more details about your compensation package.
- c. The variable portion of your compensation shall depends upon achievement of company goals. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus, if applicable to you.

Your remuneration is strictly confidential between you and the Company and has been arrived on the basis of your specific background and professional merit. You are obliged to maintain absolute secrecy of the terms and conditions; failure to do so will invite disciplinary action and may even result in termination of your services.

2. Retirement

You will retire from the services of the company on attaining the age of retirement. The retirement age is 58 years with an option to retire at 55 years, basis mutual discussion and agreement subject to company retirement policy.

Personal and Confidential		
		25-Aug-2022
Compensation and Benefits Plan		
Name:	Ms. Britney Jennifer R	
Qualification:	B.E/B.Tech	
Designation:	Associate Software Engineer	
Level:	50	
Components	Per Month	Per Annum
	Rs.	Rs.
Cash Components		
Basic Salary	15,000	1,80,000
Buffet of Benefitt (HRA, Conveyance, Medical, LTA, SAF Contribution, etc)	20,586	2,47,038
Gross Salary	35,586	4,27,038
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Gratuity (4.81% of Basic Salary)*	722	8,658
Total Retirals / Statutory Contribution	2,522	30,258
Variable Pay**		
Company Performance related Pay - CPrP at factor 1.0 company achievement		42,704
Total Cost to Company	38,108	5,00,000
National Pension System (NPS) Optional - Company Contribution		13,200

The aforementioned perquisites are subject to alteration and amendment.

* Eligibility for Gratuity is as per Payment of Gratuity Act 1972

** The actual variable pay amount will depend upon the company goal achievements. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus if applicable to you.

This is a system-generated letter. No signature is required.

Annexure 1: Salary Details 2022-2023

Chinnadurai M		CL 2 / TB 4		Senior Engineer	
Components			Annual Salary		
			INR Per Annum		
Basic			5,48,573		
HRA			2,74,287		
Management Allowance			1,81,029		
Special Allowance			3,66,765		
Annual Base Salary (A)			13,70,654		
Leave Travel Assistance			45,714		
Flexible Benefits (B)			45,714		
Provident Fund (Employer's Contribution)			65,829		
Gratuity (As per Act)			26,374		
Retirals (C)			92,203		
Company Bonus (payable in October pro-rata)			91,429		
Company Bonus* (D)			91,429		
Annual Gross Salary (AGS) (A+B+C+D)			16,00,000		
Retention Bonus**			5,00,000		
Relocation***			35,000		
Incentives (E)			5,35,000		
Total Target Compensation (AGS +E)			21,35,000		

*Company Bonus is targeted to be paid at 200% of Monthly Basic and will be paid in the month of October. However, the actual payout may vary as per the performance of the Company and as decided by the Management. Payment shall be on pro-rata basis and is subject to income tax deduction as applicable. Please note that an employee must be on company's payroll on the day of salary/bonus disbursement to be entitled for such bonus payments

**Retention Bonus (RB) will be paid for the first 2 years. RB for the first year is INR 300,000 which will be paid in 2 equal instalments: (a) On completion of 6 months (b) On completion of one year. RB for second year is INR 200,000 which will be paid in 2 equal instalments (January & July). In the event of the employee's separation from the company for any reason, any retention bonus paid in the preceding 12 months from the date of resignation would be recoverable.

***Relocation Allowance is a one-time grant for the purpose of settling-in Bangalore and shall be paid to employee in the monthly payroll. Relocation Allowance shall be recoverable in the event employee is separated from the organisation before the completion of one year from the date of joining.

All payments shall be subject to tax in accordance with Income Tax laws and regulations, as prevailing from time to time.

The content of this communication is strictly confidential and should not be shared with any person other than an authorized person of SSIR's HR Department.

For Samsung Semiconductor India Research ("SSIR"), a Division of Samsung R&D Institute India – Bangalore ("SRIB")

Naveen Kumar N

Naveen Kumar N
Associate Director

I Accept :
Date :



Offer: Computer Consultancy

Ref: TCSL/CT20213641712/Chennai

Date: 03/11/2021

Ms. Thamizh Manju Murugesan
5/20a,Main Road, Voc Nagar,Devamangalam, Udayarpalayam Tk, Ariyalur Dt.,
Near Bus Stop,
Jayankondam-612902,
Tamil Nadu.
Tel# 91-7812834859

Dear Thamizh Manju Murugesan,

Sub: Letter of Offer

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

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

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

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

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

TCS Confidential

TCSL/CT20213641712

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 Career's Serviceline: 1800 209 3111 Email: careers@tcs.com



GROSS SALARY SHEET

Annexure 1

Name	Thamizh Manju Murugesan
Designation	Assistant System Engineer-Trainee
Institute Name	Government College Of Technology, Coimbatore

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

*** Personal and Confidential ***

Mr. Dinesh Kumar R

GCT, Coimbatore,

Candidate Id: 3788409

Bosch Global Software Technologies
Private Limited, 123 Industrial Layout,
Hosur Road, Koramangala, Bangalore -
560 095, India. Tel: +91 80 6657 5757
Fax: +91 80 6657 1404 CIN:
U72400KA1997PTC023164
www.bosch-softwaretechnologies.com

Our reference: TN/61174/2022

Date: 04-Jul-2022

Dear **Mr. Dinesh Kumar R**,

This has reference to your application and the subsequent interviews you had with us. We are pleased to appoint you as '**Associate Software Engineer**' at BGSW in "**Level 50**" as detailed below.

1. Compensation

- a. Your annual CTC (Cost to Company) will be Rs. **5,00,000/-** (Rupees **Five Lakhs** only) per annum. In addition you will be entitled to benefits as detailed below, **Annexure I**.
- b. Please refer to **Annexure I** to know more details about your compensation package.
- c. The variable portion of your compensation shall depend upon achievement of company goals. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus, if applicable to you.

Your remuneration is strictly confidential between you and the Company and has been arrived on the basis of your specific background and professional merit. You are obliged to maintain absolute secrecy of the terms and conditions; failure to do so will invite disciplinary action and may even result in termination of your services.

2. Retirement

You will retire from the services of the company on attaining the age of retirement. The retirement age is 58 years with an option to retire at 55 years, basis mutual discussion and agreement subject to company retirement policy.

5.3. This employment offer is made based on the information given by you in the BGSW application form, but not limited to the education/ experience certificates and any other relevant documents submitted to us. In case company finds at any time, the information given by you is incorrect, untrue or incomplete, the company shall have the right to terminate the employment-at any time without notice or salary in lieu of notice period.

5.4. If the Company sends you on training including research and development activities, to another country or a place in India with a view to benefit the Company in pursuance of its business objectives, which will be at an additional cost to the Company, you agree not to accept employment in a company in competition with BGSW and / or undertake a business that is in competition with BGSW. In the event you leave the Company within **One year** after such training period as mentioned in this clause 5.2, the Company will be entitled to recover the costs from you, incurred by the Company towards such training.

5.5. Background Check : Company would be conducting a background and reference check of your employment details. Your appointment is contingent upon satisfactory report of the background check conducted by our company's approved agency.
If the outcome of the Background verification is not satisfactory, the company has the right to withdraw this Offer of appointment without any notice or Compensation in lieu of notice at its sole discretion. This includes the right to take any appropriate action against you, including, but not limited to termination of your employment.

6. Transferability

Initially you will be posted at our "**Bangalore/Coimbatore/Hyderabad/ Pune**" location, however you may be transferred to provide your services to any of our existing / future establishments of Bosch or at our client location situated within India or abroad depending upon the company's requirements on the same terms and conditions of this letter and any additional terms that may be applicable to you as per Company policies. In case you are deputed abroad, you will be required to fulfil the conditions regarding financial security and minimum service subsequent to such deputation as per the Company's Policy.

7. Termination

The notice period for termination of employment on either side shall be three months. Company shall have an option of making payment in lieu of notice period at its discretion.

When payment in lieu of notice is offered by the company, the notice pay shall mean only the basic salary and does not include cash equivalent of any allowances, etc.

Payment in lieu of notice shall be subject to acceptance of the same by the Company considering unfinished tasks, projects on hand, work in progress, etc. You shall not be deemed to have been relieved of your services except upon issue of a letter to that effect.

8. Training Period

You will be on training for a period of 2 months from the date of your joining the organization. The company may periodically evaluate your performance during the training period. If you fail to qualify as per the minimum prescribed performance standards, the company reserves the right to decide on the continuance of your employment.

9. Acceptance and Commencement

Your appointment will be confirmed upon receiving your acceptance to this offer letter. Your functional area, location and date of joining will be informed later.

To confirm your acceptance, you are requested to communicate the acceptance of this offer within 7 days from the date of receiving this letter. If you do not confirm your acceptance, this offer will be withdrawn.

Please note, you are not eligible for company sponsored accommodation, therefore, you are advised to identify your suitable accommodation facility in advance of your joining.

Annexure I

Personal and Confidential		
		04-Jul-2022
Compensation and Benefits Plan		
Name:	Mr. Dinesh Kumar R	
Qualification:	B.Tech/B.E	
Designation:	Associate Software Engineer	
Level:	50	
Components	Per Month	Per Annum
	Rs.	Rs.
Cash Components		
Basic Salary	15,000	1,80,000
Buffet of Benefitt (HRA, Conveyance, Medical, LTA, SAF Contribution, etc)	20,586	2,47,038
Gross Salary	35,586	4,27,038
Retirals / Statutory Contribution		
Company Contribution towards Provident Fund (12% of Basic Salary)	1,800	21,600
Gratuity (4.81% of Basic Salary)*	722	8,658
Total Retirals / Statutory Contribution	2,522	30,258
Variable Pay**		
Company Performance related Pay - CPrP at factor 1.0 company achievement		42,704
Total Cost to Company	38,108	5,00,000
National Pension System (NPS) Optional - Company Contribution		13,200

The aforementioned perquisites are subject to alteration and amendment.

* Eligibility for Gratuity is as per Payment of Gratuity Act 1972

** The actual variable pay amount will depend upon the company goal achievements. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus if applicable to you.

This is a system-generated letter. No signature is required.

OFFER & APPOINTMENT LETTER

Offer Release Date: February 27, 2023

Dear Divya R,
1/7 MATHESVARANKOVIL VATTAM
HUTTAMPATTI THUTTAMPATTI PO, SALEM,
Tamil Nadu, India, 636306
Document ID - ce3b4a3d-2fac-42ce-bc6e-570571abe419

Dear Divya R, service

Congratulations! With reference to the interviews conducted by **HCL Technologies Ltd. (herein referred as "HCL" or "Company")**, we are pleased to inform you that you have been selected for employment in our organization as Senior Software Engineer in band **E1.2**

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

You are requested to join us on **March 9, 2023**. Your joining would be subject to successful completion and compliance with the pre joining requirements as applicable.

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

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

Your Total Compensation will be **INR 600000** per annum, outlined in [Annexure I](#).

You will be required to sign a service agreement of **12 months** with a surety amount of **INR 50,000**. This amount shall be payable to the Company only on the event of your separation from the company before **12 months** from the date of Joining.

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

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

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

Signature of Employee:

HCL TECHNOLOGIES LTD.

Corporate Identity Number: L74140DL1991PLC046369

Technology Hub, Special Economic Zone

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

T +91 120 6125000 F +91 120 4683030

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

www.hcltech.com

www.hcl.com

7 February 2022

Divyapriya S
10/6,Pankajam School St,Kulalarpalayam,
Bodinayakanur, Theni, Tamil Nadu 625513

Re.: Internship with HCL Technologies Limited

Dear **Divyapriya S,**

Congratulations!

This is in response to your application for internship dated **22 February 2022.**

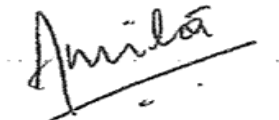
We are pleased to offer you an internship in **HCL Technologies Limited** (“HCL” or “Company”).

You are required to report to **Sunil Kumar Singh** at the following Address **HCL Technologies Ltd, ChennaiSEZ-SDB1-U10-4F:1B,1D,2A,2B,2C** on **22 February 2022** at **9:00 AM.**

The internship shall be governed by the terms and conditions as laid down hereunder in this internship agreement as stated in **ANNEXURE 1.**

We extend a warm welcome to you as an ‘intern’ in our establishment.

For HCL Technologies Limited,



Amrita Das
Senior Vice President, Head-Global Rewards

HCL TECHNOLOGIES LTD.

Corporate Identity Number: L74140DL1991PLC046389

Technology Hub, Special Economic Zone

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

T +91 120 6125000 F +91 120 4683030

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

www.hcltech.com

www.hcl.com

OFFER & APPOINTMENT LETTER

Offer Release Date: January 4, 2023

Dear P GUNASEKHAR,
New pharagoan,Port Blair, south Andaman, Port Blair,
Andaman & Nicobar, India, 744105

Dear P GUNASEKHAR, service

Congratulations! With reference to the interviews conducted by **HCL Technologies Ltd. (herein referred as “HCL” or “Company”)**, we are pleased to inform you that you have been selected for employment in our organization as **SENIOR SOFTWARE ENGINEER** in band **E1.2**

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

You are requested to join us on **February 6, 2023**. Your joining would be subject to successful completion and compliance with the pre joining requirements as applicable.

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

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

Your Total Compensation will be **INR 600000** per annum, outlined in [Annexure I](#).

You will be required to sign a service agreement of **12 months** with a surety amount of **INR 50,000**. This amount shall be payable to the Company only on the event of your separation from the company before **12 months** from the date of Joining.

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

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

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

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

*** Personal and Confidential ***

Mr. Jakathratchakan P

GCT, Coimbatore,

Candidate Id: 6771445

Bosch Global Software Technologies
Private Limited, 123 Industrial Layout,
Hosur Road, Koramangala, Bangalore -
560 095, India. Tel: +91 80 6657 5757
Fax: +91 80 6657 1404 CIN:
U72400KA1997PTC023164
www.bosch-softwaretechnologies.com

Our reference: TN/61187/2022

Date: 04-Jul-2022

Dear **Mr. Jakathratchakan P**,

This has reference to your application and the subsequent interviews you had with us. We are pleased to appoint you as '**Associate Software Engineer**' at BGSW in "**Level 50**" as detailed below.

1. Compensation

- a. Your annual CTC (Cost to Company) will be Rs. **5,00,000/-** (Rupees **Five Lakhs** only) per annum. In addition you will be entitled to benefits as detailed below, **Annexure I**.
- b. Please refer to **Annexure I** to know more details about your compensation package.
- c. The variable portion of your compensation shall depend upon achievement of company goals. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus, if applicable to you.

Your remuneration is strictly confidential between you and the Company and has been arrived on the basis of your specific background and professional merit. You are obliged to maintain absolute secrecy of the terms and conditions; failure to do so will invite disciplinary action and may even result in termination of your services.

2. Retirement

You will retire from the services of the company on attaining the age of retirement. The retirement age is 58 years with an option to retire at 55 years, basis mutual discussion and agreement subject to company retirement policy.

Annexure I

Personal and Confidential		
		04-Jul-2022
Compensation and Benefits Plan		
Name:	Mr. Jakathratchakan P	
Qualification:	B.Tech/B.E	
Designation:	Associate Software Engineer	
Level:	50	
Components	Per Month	Per Annum
	Rs.	Rs.
Cash Components		
Basic Salary	15,000	1,80,000
Buffet of Benefitt (HRA, Conveyance, Medical, LTA, SAF Contribution, etc)	20,586	2,47,038
Gross Salary	35,586	4,27,038
Retirals / Statutory Contribution		
Company Contribution towards Provident Fund (12% of Basic Salary)	1,800	21,600
Gratuity (4.81% of Basic Salary)*	722	8,658
Total Retirals / Statutory Contribution	2,522	30,258
Variable Pay**		
Company Performance related Pay - CPrP at factor 1.0 company achievement		42,704
Total Cost to Company	38,108	5,00,000
National Pension System (NPS) Optional - Company Contribution		13,200

The aforementioned perquisites are subject to alteration and amendment.

* Eligibility for Gratuity is as per Payment of Gratuity Act 1972

** The actual variable pay amount will depend upon the company goal achievements. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus if applicable to you.

This is a system-generated letter. No signature is required.



Ms.Janapriya R
4/45A, SABAPATHI KADU,
MUTHANAMPALAYAM,
S. NATTAMANGALAM(POST),
NAMAKKAL, TAMILNADU

Dear Janapriya,

I am delighted to offer you a role at CGI where we strive to create an environment in which we enjoy working together and, as owners, contribute to building a company we can be proud of. We are very excited about the prospect of having you join us, and look forward to welcoming you.

As part of the leading top 5 independent information technology companies in the world, there are many opportunities for growth and development, both individually and as part of a large professional community. I hope you will choose to be part of our CGI Global Community, a team of extraordinary people building a company that reflects their aspirations and is supported by our shared vision and values.

We are offering you the position of **Associate Software Engineer** and your Gross Compensation is **INR 375,000/-**

We will communicate to you the details of joining location, venue, date and time, basis business priorities. Your appointment will be effective on your joining date. If you do not confirm your acceptance within three working days, this offer will be withdrawn.

- To confirm your acceptance of this offer, you are required to communicate via email to your assigned Recruiter's CGI e-mail id and confirm your joining date. If you have questions, write to cgirecruitment.india@cgi.com
- Your reporting time on the joining date is 8:30 a.m. Kindly note that it is important to be on time to complete the joining formalities
- On your joining date, please bring the originals and one set of photocopies of the documents mentioned in Annexure-A
- Please contact us at 080-4194 0000 (Monday to Friday between 9:30 a.m. to 5:30 p.m.) or via the above-mentioned email-Id for any queries regarding your employment offer.

The terms and conditions governing your employment are as under:

- Your employment with the Company is at all times subject to you having and maintaining a valid work permit from the Government of India (if applicable). A copy of the work permit needs to be furnished by you on the date of on boarding failing which you will not be permitted to join
- You will be on Probation for a period of six (6) months from the date of appointment. You will be confirmed as a permanent employee at the end of the period of probation by a letter of confirmation, if your conduct and performance in the appointed position are found satisfactory during the period of probation. The Company shall have the right to extend the Probationary Period for a further period of six (6) months or a part thereof. The Probationary Period shall be deemed to have been extended unless notified otherwise in writing
- On joining, you will be part of various training programs devised by the Company to help you prepare for assignments as part of your employment with the Company. You acknowledge that the Company may incur considerable expenses to impart such training programs and consequently, you agree to serve the Company for a period of two (2) years effective from your date of appointment and execute a service agreement with the Company upon request. You will also have to sign the Employment Agreement with the Company
- You will be eligible for a performance revision as per company policy



- Your designation may be changed at the discretion of the Company depending on the work assigned to you
- Your **Total Experience** will be part of our professional records.

Total Experience	=	Relevant Experience	+	Weighted/ Non-relevant Experience
0.0 Yrs.	=	0.0 Yrs.	+	0.0 Yrs.
Relevant Experience	=	Total number of months the candidate has worked on the skill/role for which the candidate is being hired in CGI		
Weighted Experience	=	A weighted percentage is given to your <u>non-relevant</u> experience, either to your role or skill, for which you are being hired in CGI		

Any and all of the terms and conditions of service may be modified or changed at the Company’s discretion. Breach of any one of the conditions will render you liable to termination of your employment without notice.

This letter supersedes all oral or written communication exchanged between you and CGI, prior to the date of this letter and commitments, if any, made during the selection process. To confirm your acceptance of this offer letter on the terms and conditions specified herein, please sign in on all the pages & in the space specified below and return the signed copy to CGI on your boarding day.

HR\F\JD44706

Ms.Janapriya R

- Base Compensation Components:**

Designation	: Associate Software Engineer	
Effective	: June 22,2022	
Pay Components	Pay Components	Pay Components
Basic (Inclusive of D.A.)	21,500	258,000
Flexible Compensation Plan ¹	6,136	73,632
Base Compensation	27,636	331,632
Provident Fund <i>Company Contribution</i>	2,580	30,960
Gratuity Fund Contribution	1,034	12,408
Gross Compensation	31,250	375,000

In addition to the above you are eligible for:

- You will be eligible for billability incentive of INR 3500.00/-per month, starting from fourth month till 12 months from date of joining subject to you being deployed to billable project.
- Group Medical Insurance, Group Personal Accident Insurance and Group Term Insurance
- CGI will contribute towards **Share Purchase Plan (SPP)** upto 3.0% of Base Compensation ; matching your contribution. It puts into practice company’s philosophy of intrapreneurship through ownership. All regular full-time members are invited to participate upon their hiring. Only those members who enroll for this benefit are eligible for receiving the company contribution & will need to contribute an equal amount on a monthly basis towards the purchase of CGI shares
- Target **Profit Participation Plan (PPP)** at 2.0% of Base Compensation on pro rata basis. It is designed to encourage high-performance work culture. Actual PPP payouts are based on performance of CGI, performance of Business Units and performance of Individuals. All regular members employed as of June 30th of the reference fiscal year (Oct-Sept) are eligible. The Corporate guidelines of PPP may be amended from time to time

Eligible members will be paid statutory bonus as per the provisions of the Payment of Bonus Act, 1965. Where members are eligible for both statutory bonus as well as the PPP, the company shall deduct from the PPP allocated to a member the amount of statutory bonus payable under the Act for such corresponding period and the difference will be paid as the actual PPP

Note:

Flexible Compensaton Plan¹: Option includes components like Meal vouchers, conveyance, NPS, LTA, etc.

*** Personal and Confidential ***

Ms. Kalaiyarasi G

GOVERNMENT COLLEGE OF TECHNOLOGY, COIMBATORE,
CANDIDATE ID : 3788443

Bosch Global Software Technologies
Private Limited, 123 Industrial Layout,
Hosur Road, Koramangala, Bangalore -
560 095, India. Tel: +91 80 6657 5757
Fax. +91 80 6657 1404 CIN:
U72400KA1997PTC023164
www.bosch-softwaretechnologies.com

Our reference: TN/61456/2022

Date: 05-Jul-2022

Dear **Ms. Kalaiyarasi G**,

This has reference to your application and the subsequent interviews you had with us. We are pleased to appoint you as '**Associate Software Engineer**' at BGSW in "**Level 50**" as detailed below.

1. Compensation

- a. Your annual CTC (Cost to Company) will be Rs.**5,00,000/-** (Rupees **Five Lakhs** only) per annum. In addition you will be entitled to benefits as detailed below, **Annexure I**.
- b. Please refer to **Annexure I** to know more details about your compensation package.
- c. The variable portion of your compensation shall depends upon achievement of company goals. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus, if applicable to you.

Your remuneration is strictly confidential between you and the Company and has been arrived on the basis of your specific background and professional merit. You are obliged to maintain absolute secrecy of the terms and conditions; failure to do so will invite disciplinary action and may even result in termination of your services.

2. Retirement

You will retire from the services of the company on attaining the age of retirement. The retirement age is 58 years with an option to retire at 55 years, basis mutual discussion and agreement subject to company retirement policy.

Annexure I

Personal and Confidential		
		05-Jul-2022
Compensation and Benefits Plan		
Name:	Ms. Kalaiyarasi G	
Qualification:	B.Tech/B.E	
Designation:	Associate Software Engineer	
Level:	50	
Components	Per Month	Per Annum
	Rs.	Rs.
Cash Components		
Basic Salary	15,000	1,80,000
Buffet of Benefitt (HRA, Conveyance, Medical, LTA, SAF Contribution, etc)	20,586	2,47,038
Gross Salary	35,586	4,27,038
Retirals / Statutory Contribution		
Company Contribution towards Provident Fund (12% of Basic Salary)	1,800	21,600
Gratuity (4.81% of Basic Salary)*	722	8,658
Total Retirals / Statutory Contribution	2,522	30,258
Variable Pay**		
Company Performance related Pay - CPrP at factor 1.0 company achievement		42,704
Total Cost to Company	38,108	5,00,000
National Pension System (NPS) Optional - Company Contribution		13,200

The aforementioned perquisites are subject to alteration and amendment.

* Eligibility for Gratuity is as per Payment of Gratuity Act 1972

** The actual variable pay amount will depend upon the company goal achievements. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus if applicable to you.

This is a system-generated letter. No signature is required.

*** Personal and Confidential ***

Mr. Kishore Raju K

GCT, Coimbatore,

Candidate Id: 3788431

Bosch Global Software Technologies
Private Limited, 123 Industrial Layout,
Hosur Road, Koramangala, Bangalore -
560 095, India. Tel: +91 80 6657 5757
Fax. +91 80 6657 1404 CIN:
U72400KA1997PTC023164
www.bosch-softwaretechnologies.com

Our reference: TN/61175/2022

Date: 04-Jul-2022

Dear **Mr. Kishore Raju K**,

This has reference to your application and the subsequent interviews you had with us. We are pleased to appoint you as '**Associate Software Engineer**' at BGSW in "**Level 50**" as detailed below.

1. Compensation

- a. Your annual CTC (Cost to Company) will be Rs. **5,00,000/-** (Rupees **Five Lakhs** only) per annum. In addition you will be entitled to benefits as detailed below, **Annexure I**.
- b. Please refer to **Annexure I** to know more details about your compensation package.
- c. The variable portion of your compensation shall depend upon achievement of company goals. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus, if applicable to you.

Your remuneration is strictly confidential between you and the Company and has been arrived on the basis of your specific background and professional merit. You are obliged to maintain absolute secrecy of the terms and conditions; failure to do so will invite disciplinary action and may even result in termination of your services.

2. Retirement

You will retire from the services of the company on attaining the age of retirement. The retirement age is 58 years with an option to retire at 55 years, basis mutual discussion and agreement subject to company retirement policy.

Annexure I

Personal and Confidential		
		04-Jul-2022
Compensation and Benefits Plan		
Name:	Mr. Kishore Raju K	
Qualification:	B.Tech/B.E	
Designation:	Associate Software Engineer	
Level:	50	
Components	Per Month	Per Annum
	Rs.	Rs.
Cash Components		
Basic Salary	15,000	1,80,000
Buffet of Benefitt (HRA, Conveyance, Medical, LTA, SAF Contribution, etc)	20,586	2,47,038
Gross Salary	35,586	4,27,038
Retirals / Statutory Contribution		
Company Contribution towards Provident Fund (12% of Basic Salary)	1,800	21,600
Gratuity (4.81% of Basic Salary)*	722	8,658
Total Retirals / Statutory Contribution	2,522	30,258
Variable Pay**		
Company Performance related Pay - CPrP at factor 1.0 company achievement		42,704
Total Cost to Company	38,108	5,00,000
National Pension System (NPS) Optional - Company Contribution		13,200

The aforementioned perquisites are subject to alteration and amendment.

* Eligibility for Gratuity is as per Payment of Gratuity Act 1972

** The actual variable pay amount will depend upon the company goal achievements. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus if applicable to you.

This is a system-generated letter. No signature is required.

Name: Jakathratcakan P**Letter of Intent**

Dear Jakathratcakan P

Greeting from L&T Technology Services Ltd.!

We are pleased to share with you this Letter of intent for the position of **Associate Engineer (Trainee)**. We trust that this opportunity finds you mutually excited about your new employment with L&T Technology Services (hereinafter referred as "Company"). We reiterate that you have made the right decision and we are certain that you will have a great career with us!

Upon your acceptance of this Letter of Intent and subject to you meeting all the applicable requirements under this Letter of Intent, we shall share a detailed Appointment Letter, which will outline the specific employment terms, conditions and detailed breakup of remuneration. Please note this Letter of Intent is not an offer or offer of employment or a legally binding contract of employment.

The content of this Letter of Intent is strictly between you and the Company. Please treat this Letter of Intent and the contents here as personal and confidential.

This Letter of Intent is valid subject to you

- Having secured more than 60% in SSC / X and HSC / XII std (10th and 12th).
- Having secured 60% aggregate in Engineering Graduation
- Found medically fit by the Company authorized doctors.
- **Submitting a Service Agreement, agreeing to serve the company for a period of up to 2 years and 3 months from the date of commencement of training cum employment.**
- Submitting all necessary documents at the time of joining
- No drop in any semester/ year throughout the course

If any information provided by you during the selection process is found to be incorrect and / or false, the Company reserves the right to revoke this Letter of Intent without any notice.

This Letter of Intent is also contingent upon us working together to determine an appropriate start date for your employment. The date of commencement of training cum employment and venue for reporting will be intimated to you at a later date.

You will be continuously assessed during your training cum employment. If you do not complete the class room / on the job training to our satisfaction, your appointment automatically stand cancelled.

During your employment with LTTS, you will be paid a Total Compensation of INR 4,00,000/- per annum. A detailed compensation sheet will be shared along with the appointment letter.

During your period of Training cum Employment, you can be posted / transferred to any of our SEZ / STPI sites across India. Your employment will be governed by the rules, regulations and policies of the company.



Ref: LTTS/HR/ET/2022-23/10326

Date: 08th February 2022

Name: Sreevidhya B

Letter of Intent

Dear Sreevidhya B

Greeting from L&T Technology Services Ltd.!

We are pleased to share with you this Letter of intent for the position of **Associate Engineer (Trainee)**. We trust that this opportunity finds you mutually excited about your new employment with L&T Technology Services (hereinafter referred as "Company"). We reiterate that you have made the right decision and we are certain that you will have a great career with us!

Upon your acceptance of this Letter of Intent and subject to you meeting all the applicable requirements under this Letter of Intent, we shall share a detailed Appointment Letter, which will outline the specific employment terms, conditions and detailed breakup of remuneration. Please note this Letter of Intent is not an offer or offer of employment or a legally binding contract of employment.

The content of this Letter of Intent is strictly between you and the Company. Please treat this Letter of Intent and the contents here as personal and confidential.

This Letter of Intent is valid subject to you

- Having secured more than 60% in SSC / X and HSC / XII std (10th and 12th).
- Having secured 60% aggregate in Engineering Graduation
- Found medically fit by the Company authorized doctors.
- **Submitting a Service Agreement, agreeing to serve the company for a period of up to 2 years and 3 months from the date of commencement of training cum employment.**
- Submitting all necessary documents at the time of joining
- No drop in any semester/ year throughout the course

If any information provided by you during the selection process is found to be incorrect and / or false, the Company reserves the right to revoke this Letter of Intent without any notice.

This Letter of Intent is also contingent upon us working together to determine an appropriate start date for your employment. The date of commencement of training cum employment and venue for reporting will be intimated to you at a later date.

You will be continuously assessed during your training cum employment. If you do not complete the class room / on the job training to our satisfaction, your appointment automatically stand cancelled.

During your employment with LTTS, you will be paid a Total Compensation of INR 4,00,000/- per annum. A detailed compensation sheet will be shared along with the appointment letter.

During your period of Training cum Employment, you can be posted / transferred to any of our SEZ / STPI sites across India. Your employment will be governed by the rules, regulations and policies of the company.

Ref.: GET 2022/Electrical/TIIC-LT2022179174180952

15th September 2022

Ms. Thottatharani I
Government College Of Technology Coimbatore
Contact No. 9865185300

Dear Madam,

Sub: Appointment as Graduate Engineer Trainee

Hearty Congratulations on being selected for the position of Graduate Engineer Trainee through our rigorous selection process. We are pleased to attach the offer of your appointment as GET. We would advise you to sign online and submit your acceptance within 7 days from the date of this letter. In case we do not hear anything from you by that date, we will presume that you are not interested in our offer. Thereafter, this offer of appointment as Graduate Engineer Trainee shall lapse automatically.

You are hereby advised to complete the pre-employment medical checkup at the earliest. Please note that your offer of training will be strictly subject to your being medical fit by our Company's doctor.

Your training commences from **10th October 2022** with pre-joining activities on **09th October 2022**. Accordingly, you are required to report at Chennai Head Quarters Office on **08th October 2022**. Your place of posting and joining formalities will be intimated in due course and a detailed email will be sent to you on this separately on receipt of your acceptance of this offer. Please note that request for extension in joining time / Change of Department or Division or Location will not be entertained.

You are requested to bring the following required documents in original for verification, on the date of your physical joining. Also keep two photocopies of the following documents.

- S.S.L.C (10th Std) Certificate and Mark sheet - In Original
- H.S.C (12th Std) Certificate and Mark sheet - In Original
- Certificate & Mark sheets of Degree (Under Graduation) of all the semesters/years- In Original - [Attested copies of degree certificate and final year / semester mark sheets should be forwarded to us within 3 months of your joining].
- Course Completion Certificate (if your final semester/ final year result is not declared) - In Original (Mandatory)
- Good Conduct certificate issued by the College
- Photocopies of achievements in extra-curricular activities claimed (College / District / State /National/ International levels)
- 2 Passport size photographs (Mandatory photo should be taken in business formal in white background (for Men - Blazer and tie & Women - formal office wear).
- A Copy of your Aadhar Card & PAN Card
- Proof of age - either S.S.C or school leaving certificates
- Covid Vaccination Certificate

Please note that this offer of employment given to you is based on the educational qualification declared by you in your application for employment. This offer will stand automatically cancelled and withdrawn in case the information provided in the application is false or incorrect. In case of any clarification, kindly contact

HR Name	Contact Number	Mail ID
Mr. Ashwin Prabhu S S	9600693608	sashwinprabhu@lntecc.com
Ms. Gayatri	9920457454	gayatri.kelkar@lntecc.com

Yours faithfully,
for LARSEN & TOUBRO LIMITED



(SUKHENDU DUTTA)
HEAD – TALENT ACQUISITION
TRANSPORTATION INFRASTRUCTURE IC

HCL TECHNOLOGIES LTD.

Corporate Identity Number: L74140DL1991PLC046389

Technology Hub, Special Economic Zone

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

T +91 120 6125000 F +91 120 4683030

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

www.hcltech.com

www.hcl.com

OFFER & APPOINTMENT LETTER

Offer Release Date: August 26, 2022

**Dear PRASHANTH A,
114A/10, South street, Radhapuram,
Tirunelveli, Tamilnadu -627111, Tirunelveli,
Tamil Nadu, India, 627111**

Dear **PRASHANTH A,**

Congratulations! With reference to the interviews conducted by **HCL Technologies Ltd (herein referred as “HCL” or “Company”)**, we are pleased to inform you that you have been selected for employment in our organization as **GRADUATE ENGINEER TRAINEE (GET)** in band **E1.1**

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

You are requested to join us on **August 30, 2022** at 9:00 A.M at the following address **Coimbatore-RathinamTechnoPark,Blk B2, 1F.**Your joining would be subject to successful completion and compliance with the pre joining requirements as applicable.

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

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

Your Total Compensation will be **425000** per annum, outlined in **Annexure I.**

You will be required to sign a service agreement of **12 months** with a surety amount of **INR 50,000.** This amount shall be payable to the Company only on the event of your separation from the company before **12 months** from the date of Joining.

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

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

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

*** Personal and Confidential ***

Mr. Praveenkumar R

GCT, Coimbatore,

Candidate Id: 3788461

Bosch Global Software Technologies
Private Limited, 123 Industrial Layout,
Hosur Road, Koramangala, Bangalore -
560 095, India. Tel: +91 80 6657 5757
Fax: +91 80 6657 1404 CIN:
U72400KA1997PTC023164
www.bosch-softwaretechnologies.com

Our reference: TN/61179/2022

Date: 04-Jul-2022

Dear **Mr. Praveenkumar R**,

This has reference to your application and the subsequent interviews you had with us. We are pleased to appoint you as '**Associate Software Engineer**' at BGSW in "**Level 50**" as detailed below.

1. Compensation

- a. Your annual CTC (Cost to Company) will be Rs. **5,00,000/-** (Rupees **Five Lakhs** only) per annum. In addition you will be entitled to benefits as detailed below, **Annexure I**.
- b. Please refer to **Annexure I** to know more details about your compensation package.
- c. The variable portion of your compensation shall depend upon achievement of company goals. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus, if applicable to you.

Your remuneration is strictly confidential between you and the Company and has been arrived on the basis of your specific background and professional merit. You are obliged to maintain absolute secrecy of the terms and conditions; failure to do so will invite disciplinary action and may even result in termination of your services.

2. Retirement

You will retire from the services of the company on attaining the age of retirement. The retirement age is 58 years with an option to retire at 55 years, basis mutual discussion and agreement subject to company retirement policy.

Annexure I

Personal and Confidential		
		04-Jul-2022
Compensation and Benefits Plan		
Name:	Mr. Praveenkumar R	
Qualification:	B.Tech/B.E	
Designation:	Associate Software Engineer	
Level:	50	
Components	Per Month	Per Annum
	Rs.	Rs.
Cash Components		
Basic Salary	15,000	1,80,000
Buffet of Benefitt (HRA, Conveyance, Medical, LTA, SAF Contribution, etc)	20,586	2,47,038
Gross Salary	35,586	4,27,038
Retirals / Statutory Contribution		
Company Contribution towards Provident Fund (12% of Basic Salary)	1,800	21,600
Gratuity (4.81% of Basic Salary)*	722	8,658
Total Retirals / Statutory Contribution	2,522	30,258
Variable Pay**		
Company Performance related Pay - CPrP at factor 1.0 company achievement		42,704
Total Cost to Company	38,108	5,00,000
National Pension System (NPS) Optional - Company Contribution		13,200

The aforementioned perquisites are subject to alteration and amendment.

* Eligibility for Gratuity is as per Payment of Gratuity Act 1972

** The actual variable pay amount will depend upon the company goal achievements. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus if applicable to you.

This is a system-generated letter. No signature is required.

Schaeffler India Limited

Phone
+91 (4344) 228330

Fax
+91(4344)222296

Ref: HR/GET/40207019/2022

Date:31-Oct-22

To,
Mr.Sahid Ahamed
Pune, Maharashtra.

Appointment Letter

Dear Sahid,

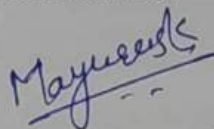
We are pleased to appoint you as a "**Graduate Engineer Trainee**" in our organization with effect from the date of your joining with us on the following terms and conditions...

1. You will be placed on training period of twelve months, from **31-Oct-22 to 30-Oct-23** at our R&D Center. However, in case there is any change in location of the office or your posting, you will be required to undergo training at the place designated by the Management. You will make at your own cost arrangement for travel between place of work and your residence.
2. Your salary, other allowances and benefits applicable to you will be in accordance with the enclosed compensation structure in Annexure-1.

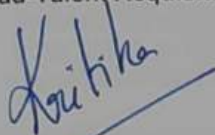
Please sign the duplicate copy of this letter as a token of your acceptance on the appointment letter along with annexure and attached terms & conditions. Kindly return the signed soft copy to your point of contact in HR.

We welcome you to our organization for undergoing a fruitful learning/training with us.

Yours faithfully,



Mayuresh Kusgaonkar
Lead-Talent Acquisition



Kritika Chauhan
Head - Human Resources

I hereby confirm that the terms and conditions of training mentioned in this letter are read, understood and acceptable to me unconditionally and I undertake to abide by the same.

Date: 31/oct/2022

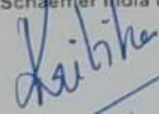
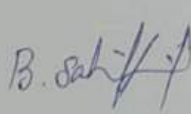
Place: pune

Signature of the trainee:



Name in full: SAHID AHAMED.B

Salary Annexure

Salary Annexure			
Name	Mr. Sahid Ahamed		
Designation	Graduate Engineer Trainee		
Grade	LL00		
Location	Pune		
Effective From	31-Oct-22		
SN	Salary Components	Monthly (INR)	Annual (INR)
1	Basic Salary	17,500	210,000
2	HRA	7,000	84,000
3	Education Allowance	200	2,400
4	Conveyance Allowance	1,600	19,200
5	Uniform Washing Allowance	2,000	24,000
6	Medical Reimbursement	1,250	15,000
7	Personal Allowance	12,150	145,799
8	In hand Superannuation	0	0
9	Annual Statutory Bonus Paid Monthly (Applicable to employees eligible for Bonus as per Bonus Act)	1,400	16,800
10	Other Allowance	0	0
A	Total (A)	43,100	517,199
Annual Components			
11	LTA	1,458	17,500
12	Annual Variable Pay	2,500	30,000
B	Total (B)	3,958	47,500
Retiral Benefits			
13	Superannuation Scheme membership	0	0
14	National Pension Scheme (NPS)	0	0
15	Employer Provident Fund @ 12% of Basic Salary	2,100	25,200
16	Gratuity @ 4.81% of Basic Salary	842	10,101
C	Total	2,942	35,301
CTC		50,000	600,000
Other Benefits :			
Transportation, Canteen Subsidy & Mobile Reimbursement (if applicable)		}	As per Company's Policy
Group Mediclaim Policy, Group Personnel Accident Policy & Group Term Life Insurance Policy			
Car Allowance & Fuel Reimbursement (if applicable)			
For Schaeffler India Ltd.			
 Kritika Chauhan, Head - Human Resources			

*** Personal and Confidential ***

Ms. Sreevidhya B

GOVERNMENT COLLEGE OF TECHNOLOGY, COIMBATORE,

CANDIDATE ID : 6771453

Bosch Global Software Technologies
Private Limited, 123 Industrial Layout,
Hosur Road, Koramangala, Bangalore -
560 095, India. Tel: +91 80 6657 5757
Fax. +91 80 6657 1404 CIN:
U72400KA1997PTC023164
www.bosch-softwaretechnologies.com

Our reference: TN/61452/2022

Date: 05-Jul-2022

Dear **Ms. Sreevidhya B**,

This has reference to your application and the subsequent interviews you had with us. We are pleased to appoint you as '**Associate Software Engineer**' at BGSW in "**Level 50**" as detailed below.

1. Compensation

- a. Your annual CTC (Cost to Company) will be Rs.**5,00,000/-** (Rupees **Five Lakhs** only) per annum. In addition you will be entitled to benefits as detailed below, **Annexure I**.
- b. Please refer to **Annexure I** to know more details about your compensation package.
- c. The variable portion of your compensation shall depend upon achievement of company goals. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus, if applicable to you.

Your remuneration is strictly confidential between you and the Company and has been arrived on the basis of your specific background and professional merit. You are obliged to maintain absolute secrecy of the terms and conditions; failure to do so will invite disciplinary action and may even result in termination of your services.

2. Retirement

You will retire from the services of the company on attaining the age of retirement. The retirement age is 58 years with an option to retire at 55 years, basis mutual discussion and agreement subject to company retirement policy.

Annexure I

Personal and Confidential		
		05-Jul-2022
Compensation and Benefits Plan		
Name:	Ms. Sreevidhya B	
Qualification:	B.Tech/B.E	
Designation:	Associate Software Engineer	
Level:	50	
Components	Per Month	Per Annum
	Rs.	Rs.
Cash Components		
Basic Salary	15,000	1,80,000
Buffet of Benefit (HRA, Conveyance, Medical, LTA, SAF Contribution, etc)	20,586	2,47,038
Gross Salary	35,586	4,27,038
Retirals / Statutory Contribution		
Company Contribution towards Provident Fund (12% of Basic Salary)	1,800	21,600
Gratuity (4.81% of Basic Salary)*	722	8,658
Total Retirals / Statutory Contribution	2,522	30,258
Variable Pay**		
Company Performance related Pay - CPrP at factor 1.0 company achievement		42,704
Total Cost to Company	38,108	5,00,000
National Pension System (NPS) Optional - Company Contribution		13,200

The aforementioned perquisites are subject to alteration and amendment.

* Eligibility for Gratuity is as per Payment of Gratuity Act 1972

** The actual variable pay amount will depend upon the company goal achievements. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus if applicable to you.

This is a system-generated letter. No signature is required.

HCL TECHNOLOGIES LTD.

Corporate Identity Number: L74140DL1991PLC046389

Technology Hub, Special Economic Zone

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

T +91 120 6125000 F +91 120 4683030

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

www.hcltech.com

www.hcl.com

OFFER & APPOINTMENT LETTER

Offer Release Date: January 4, 2023

**Dear SWETHA G,
4/267 B, THANGARAJ STREET, DHARMAPURI-636701, Dharmapuri,
Tamil Nadu, India, 636701**

Dear **SWETHA G**, service

Congratulations! With reference to the interviews conducted by **HCL Technologies Ltd. (herein referred as “HCL” or “Company”)**, we are pleased to inform you that you have been selected for employment in our organization as **SENIOR SOFTWARE ENGINEER** in band **E1.2**

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

You are requested to join us on **February 6, 2023**. Your joining would be subject to successful completion and compliance with the pre joining requirements as applicable.

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

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

Your Total Compensation will be **INR 600000** per annum, outlined in [Annexure I](#).

You will be required to sign a service agreement of **12 months** with a surety amount of **INR 50,000**. This amount shall be payable to the Company only on the event of your separation from the company before **12 months** from the date of Joining.

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

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

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

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

*** Personal and Confidential ***

Ms. Thamizh Manju M

GCT, Coimbatore,

Candidate Id: 3788487

Bosch Global Software Technologies
Private Limited, 123 Industrial Layout,
Hosur Road, Koramangala, Bangalore -
560 095, India. Tel: +91 80 6657 5757
Fax: +91 80 6657 1404 CIN:
U72400KA1997PTC023164
www.bosch-softwaretechnologies.com

Our reference: TN/61183/2022

Date: 04-Jul-2022

Dear **Ms. Thamizh Manju M**,

This has reference to your application and the subsequent interviews you had with us. We are pleased to appoint you as '**Associate Software Engineer**' at BGSW in "**Level 50**" as detailed below.

1. Compensation

- a. Your annual CTC (Cost to Company) will be Rs. **5,00,000/-** (Rupees **Five Lakhs** only) per annum. In addition you will be entitled to benefits as detailed below, **Annexure I**.
- b. Please refer to **Annexure I** to know more details about your compensation package.
- c. The variable portion of your compensation shall depend upon achievement of company goals. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus, if applicable to you.

Your remuneration is strictly confidential between you and the Company and has been arrived on the basis of your specific background and professional merit. You are obliged to maintain absolute secrecy of the terms and conditions; failure to do so will invite disciplinary action and may even result in termination of your services.

2. Retirement

You will retire from the services of the company on attaining the age of retirement. The retirement age is 58 years with an option to retire at 55 years, basis mutual discussion and agreement subject to company retirement policy.

Annexure I

Personal and Confidential		
		04-Jul-2022
Compensation and Benefits Plan		
Name:	Ms. Thamizh Manju M	
Qualification:	B.Tech/B.E	
Designation:	Associate Software Engineer	
Level:	50	
Components	Per Month	Per Annum
	Rs.	Rs.
Cash Components		
Basic Salary	15,000	1,80,000
Buffet of Benefitt (HRA, Conveyance, Medical, LTA, SAF Contribution, etc)	20,586	2,47,038
Gross Salary	35,586	4,27,038
Retirals / Statutory Contribution		
Company Contribution towards Provident Fund (12% of Basic Salary)	1,800	21,600
Gratuity (4.81% of Basic Salary)*	722	8,658
Total Retirals / Statutory Contribution	2,522	30,258
Variable Pay**		
Company Performance related Pay - CPrP at factor 1.0 company achievement		42,704
Total Cost to Company	38,108	5,00,000
National Pension System (NPS) Optional - Company Contribution		13,200

The aforementioned perquisites are subject to alteration and amendment.

* Eligibility for Gratuity is as per Payment of Gratuity Act 1972

** The actual variable pay amount will depend upon the company goal achievements. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus if applicable to you.

This is a system-generated letter. No signature is required.

DEPARTMENT OF ELECTRONICS AND COMMUNICATION ENGINEERING
GOVERNMENT COLLEGE OF TECHNOLOGY, COIMBATORE-13
2018-2022 BATCH PALCEMENT DETAILS

S.NO	REG NO	NAME OF STUDENTS	COMPANY NAME	PACKAGE	ON/OFF Campus	Any Higher Studies Plan
(1)	1814148	Somalatha C	Synopsys	14.5 LPA	OFF campus	NO
(2)	1814151	Sundararajan K	Synopsys	14.5 LPA	ON CAMPUS	NO
(3)	1814301	Harsha Balan M	Synopsys	14.5 LPA	ON CAMPUS	NO
(4)	1814302	Krishnakumari M S	Synopsys	14.5 LPA	On campus	NO
(5)	1814304	Vignesh V	Synopsys	14.5 LPA	ON CAMPUS	NO
(6)	1814120	Karthikeyan R	Zoho	8.4 LPA	ON CAMPUS	NO
(7)	1814143	Ramkumar R	TCS Digital	7 LPA	ON CAMPUS	NO
(8)	1814102	Agalya B	Mbit	7.5 LPA	ON CAMPUS	NO
(9)	1814107	Bhuvaneshwaran R	Mbit	7.5 LPA	ON CAMPUS	NO
(10)	1814110	Divya Bharathi B	Mbit	7.5 LPA	Off campus	NO
(11)	1814138	Poojasi A	Mbit	7.5 LPA	Off campus	NO
(12)	1814133	Narmatha M	Inecture Technology	6 LPA	On campus	NO
(13)	1814135	Nivas M	Zoho	5.6 LPA	ON CAMPUS	NO
(14)	1814131	Nandhini S	Zoho	5.6 LPA	ON CAMPUS	NO
(15)	1814114	Elakkiya J	Zoho	5.6 LPA	ON CAMPUS	NO
(16)	1814103	Anitha G	HCL	5.5 LPA	ON CAMPUS	NO
(17)	1814155	Vetriseivan T	HCL	5.5 LPA	ON CAMPUS	NO
(18)	1814501	Vigneshwaran B	HCL	5.5 LPA	ON CAMPUS	NO
(19)	1814127	Mohamed Asif S M	Taehyon Systems	5.4 LPA	ON CAMPUS	NO
(20)	1814145	Shama M	Tachyon Systems	5.4 LPA	ON CAMPUS	NO
(21)	1814303	Pooja Sri L	AstraZeneca	5 LPA	On campus	NO
(22)	1814112	Durgadharani K	Robert Bosch	5 LPA	ON CAMPUS	NO
(23)	1814123	Kowsalya P	Robert Bosch	5 LPA	ON CAMPUS	NO

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24	1814152	Tamilselvan M	Robert Bosch	5 LPA	ON CAMPUS	NO
25	1814153	Thangam P	Robert Bosch	5 LPA	OFF CAMPUS	NO
26	1814140	Poornika T	Mistral Solutions	5 LPA	ON CAMPUS	NO
27	1814111	Divya Priya R	IBM	5 LPA	On Campus	NO
28	1814124	Logeshwaran J	Robert Bosch	5 LPA	OFF CAMPUS	NO
29	1814105	Manohar P	Robert Bosch	5 LPA	ON CAMPUS	NO
30	1814126	Mithra B	Pricol	4.5 LPA	ON Campus	NO
31	1814112	Vijayaganath S	Pricol	4.5 LPA	OFF campus	NO
32	1814134	Nikitha E	HCL	4.5 LPA	on campus	NO
33	1814136	Pavithran T	Onebill	4 LPA	on campus	NO
34	1814111	Sureshkumar S	Onebill	4 LPA	On campus	NO
35	1814113	Easwar S R M	CTS (GENC)	4 LPA	Off campus	NO
36	1814116	Ilavarasi N	CTS (GENC)	4 LPA	On campus	NO
37	1814118	Indresh S T	CTS (GENC)	4 LPA	On Campus	NO
38	1814119	Janani P	CTS (GENC)	4 LPA	On campus	NO
39	1814122	Kishorekumar K	CTS (GENC)	4 LPA	on campus	NO
40	1814137	Pooja R	CTS (GENC)	4 LPA	On Campus	NO
41	1814144	Sathana M	CTS (GENC)	4 LPA	Off Campus	NO
42	1814150	Sri Maheswari S	CTS (GENC)	4 LPA	On Campus	NO
43	1814154	Veerakabijan A	CTS (GENC)	4 LPA	Off campus	NO
44	1814108	Ravivarman M	CTS (GENC)	4 LPA	Off campus	NO
45	1841109	Srinivasan M	CTS (GENC)	4 LPA	Off campus	NO
46	1814117	Indhu M S	LTTS	4 LPA	On campus	NO
47	1814149	Sowmya L	LTTS	4 LPA	On campus	NO
48	1814141	Priyadharshini R	Wipro	3.5 LPA	Off campus	NO
49	1814147	Sneka K	Wipro	3.5 LPA	Off campus	NO
50	1814145	Shamya M	Calibrant	3.5 LPA	On campus	NO
51	1814127	Mohammed Asif S M	Tachyon Systems	5.4 LPA	Off campus	NO
52	1814128	Mukul	Research Intern	1.5 LPA	On Campus	YES
53	1814104	Arunkumar S	WIPRO	3.5 LPA	Off Campus	NO
54	1814103	Dinesh A	Waviclec Data Solutions	5 LPA	Off Campus	NO

Government College of Technology, Coimbatore-13
Placement Statistics 2021-22

S. NO	NAME	COMPANY NAME 1	SALARY PACKAGE	COMPANY NAME 2	SALARY PACKAGE
1	NIVAS M	ZOHO	5.6LPA	-	-
2	MOHAMED ASIF S M	TCS	3.36LPA	-	-
3	POOJA SRIL	ASTRAZENECA	5LPA	-	-
4	KISHOREKUMAR K	CTS	4LPA	-	-
5	RAVIVARMAN M	TCS	3.36LPA	CTS	4LPA
6	ELAKKIYA J	TCS	3.36LPA	-	-
7	KARTHIKEYAN R	ZOHO	8.4LPA	-	-
8	POORNEKA T	MISTRAL SOLUTIONS	5LPA	-	-
9	DIVYA PRIYA R	IBM	4.25LPA	-	-
10	NARMATHA. M	INCTURE	6LPA	-	-
11	VEERAKABILANA	CTS	4LPA	-	-
12	SRI MAHESWARI S	CTS	4LPA	-	-
13	ILAVARASI N	CTS	4LPA	-	-
14	SNEKA K	WIPRO	3.5LPA	-	-
15	SURESHKUMAR S	ONEBILL	4LPA	-	-
16	AGALYA B	MBIT WIRELESS	7.5LPA	-	-
17	KRISHNAKUMARI M S	SYNOPSISYS	14LPA	-	-
18	SATHANA M	CTS	4LPA	-	-
19	DHIVYA BHARATHI B	MBIT WIRELESS	7.5LPA	-	-
20	SHAMA M	CALIBRAINT TECHNOLOG	3.5LPA	TCS	3.36 LPA
21	DURGADHARANI K	ROBERT BOSCH	5LPA	-	-
22	PRIYADHARSHINI R	WIPRO	3.5LPA	-	-
23	SUNDARARAJAN K	SYNOPSISYS	14LPA	-	-
24	SORNALATHA C	SYNOPSISYS	14LPA	-	-
25	PAVITHRAN T	ONEBILL	4LPA	-	-
26	JANANI P	CTS	4LPA	-	-
27	NANDHINI S	ZOHO	5.6LPA	-	-

28	THANGAM P	ROBERT BOSCH	5LPA		
29	VIGNESHWARAN B	HCL TECHNOLOGIES	4.75LPA	-	
30	TAMILSELVAN M	ROBERT BOSCH	5LPA		
31	SRINIVASAN M	CTS	4LPA	-	
32	VIGNESH V	SYNOPSYS	14LPA		
33	BHUVANESHWARAN R	MBIT WIRELESS	7.5LPA		
34	HARSHA BALAN M	SYNOPSYS	14LPA		
35	POOJA R	CTS	4LPA	-	
36	POOJASRI A	MBIT WIRELESS	7.5LPA	-	
37	INDIRESH S T	CTS	4LPA	-	
38	RAMKUMAR R	TCS	3.36LPA	-	
39	INDHU M S	LTTTS	4LPA		
40	SOWMIYA L	LTTTS	4LPA	-	
41	KOWSALYA P	ROBERT BOSCH	5LPA		
42	EASWAR S R M	CTS	4LPA		

Training and placement officer

(Signature)
 (Per. K. Ramani)

APPOINTMENT LETTER

7/4/2022

Somalatha C
EE No: 55917

Sri Srinivasa Pg For Ladies, 1St Cross, Opp. More, Gopalan Mall, Nagawava Palaya, Cv Raman Nagar, Bangalore-560093.

Dear Somalatha,

It is with great pleasure that we offer you an opportunity for a full-time employment in the position of **R&D Engineer, I**, in **Grade 64**, with Synopsys (India) Private Limited (hereinafter "Synopsys" or the "Company").

Please review this document (letter agreement) carefully. On your acceptance of our offer for employment, please sign and return this letter agreement to Human Resource Department. Upon doing so, it will become a binding contract between you and the Company.

1. RESPONSIBILITIES

Your primary responsibility will be as **R&D Engineer, I** in the **SRG**. The Company reserves the right to change your role, position, department, reporting structure, duties and/or responsibilities from time to time. The Company also reserves the right to change your work / shift timings as the Company may deem appropriate. This may include working in night shifts and/or during weekends.

2. SUBMISSION OF DOCUMENTS


You will be required to submit the documents listed in **Schedule A** to the Human Resources Department on or before your first day of employment with the Company.

3. COMMENCEMENT OF EMPLOYMENT

Should you accept our offer, your employment with the Company shall commence on such date as indicated by the Company and shall continue until terminated by either party.

4. LOCATION

Your initial appointment and location of employment will be at the office of the Company located in **Bangalore** and thereafter at locations as may be required by the Company from time to time. You hereby provide your consent to the Company to relocate or change your work to another location, department, project, branch or affiliate, as the Company may deem fit and necessary from time to time. The Company may also require you to make visits and travel both within India and overseas, as may be necessary for the proper discharge of your duties.



APPOINTMENT LETTER

7/4/2022

Sundararajan Kannan
EE No: 55931

No 6, Cauvery Block, Goodwill Apartments, Chandra Layout, Bengaluru - 560040

Dear Sundararajan,

It is with great pleasure that we offer you an opportunity for a full-time employment in the position of **Solutions Engineer, I**, in **Grade 64**, with Synopsis (India) Private Limited (hereinafter "Synopsis" or the "Company").

Please review this document (letter agreement) carefully. On your acceptance of our offer for employment, please sign and return this letter agreement to Human Resource Department. Upon doing so, it will become a binding contract between you and the Company.

1. RESPONSIBILITIES

Your primary responsibility will be as **Solutions Engineer, I** in the **SRG**. The Company reserves the right to change your role, position, department, reporting structure, duties and/or responsibilities from time to time. The Company also reserves the right to change your work / shift timings as the Company may deem appropriate. This may include working in night shifts and/or during weekends.

2. SUBMISSION OF DOCUMENTS

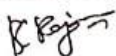
You will be required to submit the documents listed in **Schedule A** to the Human Resources Department on or before your first day of employment with the Company.

3. COMMENCEMENT OF EMPLOYMENT

Should you accept our offer, your employment with the Company shall commence on such date as indicated by the Company and shall continue until terminated by either party.

4. LOCATION

Your initial appointment and location of employment will be at the office of the Company located in **Bangalore** and thereafter at locations as may be required by the Company from time to time. You hereby provide your consent to the Company to relocate or change your work to another location, department, project, branch or affiliate, as the Company may deem fit and necessary from time to time. The Company may also require you to make visits and travel both within India and overseas, as may be necessary for the proper discharge of your duties.



APPOINTMENT LETTER

7/4/2022

Harsha Balan M
EE No: 55840

Door No. 7, 3Rd Floor, North Facing, No - 3/64, Gangappa Layout, 5Th Cross, Behind Tin Factory, Udayanagar, Bangalore - 560016.

Dear Harsha Balan,

It is with great pleasure that we offer you an opportunity for a full-time employment in the position of **R&D Engineer, I, in Grade 64**, with Synopsys (India) Private Limited (hereinafter "Synopsys" or the "Company").

Please review this document (letter agreement) carefully. On your acceptance of our offer for employment, please sign and return this letter agreement to Human Resource Department. Upon doing so, it will become a binding contract between you and the Company.

1. RESPONSIBILITIES

Your primary responsibility will be as **R&D Engineer, I** in the **SRG**. The Company reserves the right to change your role, position, department, reporting structure, duties and/or responsibilities from time to time. The Company also reserves the right to change your work / shift timings as the Company may deem appropriate. This may include working in night shifts and/or during weekends.

2. SUBMISSION OF DOCUMENTS

You will be required to submit the documents listed in **Schedule A** to the Human Resources Department on or before your first day of employment with the Company.

3. COMMENCEMENT OF EMPLOYMENT

Should you accept our offer, your employment with the Company shall commence on such date as indicated by the Company and shall continue until terminated by either party.

4. LOCATION

Your initial appointment and location of employment will be at the office of the Company located in **Bangalore** and thereafter at locations as may be required by the Company from time to time. You hereby provide your consent to the Company to relocate or change your work to another location, department, project, branch or affiliate, as the Company may deem fit and necessary from time to time. The Company may also require you to make visits and travel both within India and overseas, as may be necessary for the proper discharge of your duties.

M. Harsha Balan

APPOINTMENT LETTER

7/4/2022

Krishnakumari M S
EE No: 55883

Sri Srinivasa Pg For Ladies, 1St Cross, Opp. More, Gopalan Mall, Nagawava Patya, Cv Raman Nagar, Bangalore-560093

Dear Krishnakumari,

It is with great pleasure that we offer you an opportunity for a full-time employment in the position of **Applications Engineer, I**, in **Grade 64**, with Synopsys (India) Private Limited (hereinafter "Synopsys" or the "Company").

Please review this document (letter agreement) carefully. On your acceptance of our offer for employment, please sign and return this letter agreement to Human Resource Department. Upon doing so, it will become a binding contract between you and the Company.

1. RESPONSIBILITIES

Your primary responsibility will be as **Applications Engineer, I** in the SRG. The Company reserves the right to change your role, position, department, reporting structure, duties and/or responsibilities from time to time. The Company also reserves the right to change your work / shift timings as the Company may deem appropriate. This may include working in night shifts and/or during weekends.

2. SUBMISSION OF DOCUMENTS

You will be required to submit the documents listed in *Schedule A* to the Human Resources Department on or before your first day of employment with the Company.

3. COMMENCEMENT OF EMPLOYMENT

Should you accept our offer, your employment with the Company shall commence on such date as indicated by the Company and shall continue until terminated by either party.

4. LOCATION

Your initial appointment and location of employment will be at the office of the Company located in **Bangalore** and thereafter at locations as may be required by the Company from time to time. You hereby provide your consent to the Company to relocate or change your work to another location, department, project, branch or affiliate, as the Company may deem fit and necessary from time to time. The Company may also require you to make visits and travel both within India and overseas, as may be necessary for the proper discharge of your duties.

M.S. Krishnakumari

SYNOPSYS

Private and Confidential

November 05, 2021
Vignesh V

Dear Vignesh

We take great pleasure in offering you an opportunity for full-time employment position with Synopsys India ("Synopsys India" or the "Company"), in the position of R&D Engineer, I in Job Grade 64

- Please refer to the following attachments:
- Annexure I:** Target employment cost
- Annexure II:** Summary of currently applicable benefits
- Annexure III:** Terms and conditions of employment with Synopsys India

The validity of this offer is contingent to your Medical Fitness and the Company verifying accuracy of the information provided by you. In this regard, you authorize the Company (by signing a copy of this letter to appoint an agency of its choice to conduct such verification) to investigate your references, work records, education and other matters pertaining to your employment, at any time during your tenure.

Please acknowledge the acceptance of the conditional offer by signing the duplicate copy and handing it over to us. This offer is valid only up till November 15, 2021 and shall automatically lapse and considered as withdrawn / revoked unless we receive your acceptance by such date. We look forward to you having a long and fruitful relationship with Synopsys.

Please note that the validity of this offer is subject to you returning the enclosed application blank, duly filled, and providing your acceptance of this offer in the space provided below. An appointment letter will be issued on the date of joining, subject to receipt of the filled-in Application Blank and photocopies of the first two and the last two pages of your Passport, at least 7 days before the intended start date at Synopsys India.

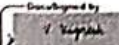
In case you have any questions or would like to discuss the terms and/or conditions of this offer, please feel free to get in touch with me.

Sincerely,

Digitally signed by

 Shri, Tanu (shritanu-IN-HR)

Regd. Office : 5th Floor, Tower 'A', RMZ Infinity, Municipal # 3, Old Madras Road, Bannerghatta, Bangalore - 560 016, India
Phone : +91-80-40188000, Fax : +91-80-30523800

Digitally signed by

 Vignesh

SYNOPSYS

Please note that as per Synopsys India policy, the terms of the offer (compensation details & the job grade) is strictly private and confidential. Breach of this policy in any form (to employees within Synopsys or to anyone outside the organization) would disqualify your candidature and eventually employment with the organization.

Acceptance:

I, **Vignesh V**, hereby accept the conditional offer of employment with Synopsys India and agree to the terms and conditions of this letter and the annexures hereto.

Signature: 

Name: VEGNESH V

V. Vignesh
29/7/22



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

Ph: +91 - 44 - 6744 7070

www.zohocorp.com

6

DTA UNIT

Date: 10-Jan-2022

To

Mr.KARTHIKEYAN R,
3/15, KARATTUR, EGAPURAM (PO),
SANKARI (T.K),
SALEM-637502, TAMIL NADU.

Dear Mr.KARTHIKEYAN R,

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.



④

Offer: Computer Consultancy
Ref: TCSL/CT20213639455/Chennai
Date: 10/06/2022

Mr. Ramkumar R
628 Middle Street,
Alambadi (Po),
Athamatham-606108,
Tamil Nadu.
Tel# 91-9994908901

Dear Ramkumar 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 of employment.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Systems Engineer in Grade C1**. You will be assigned a role in the **TCS Digital (TCS Digital) Unit**, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹7,00,022/-** 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 &

17th Sep 2021

AGALYA B
1067, South Street, Thuvankurichi,
Pattukottai,
Thanjavur-614613

Subject: Offer Letter and Terms of Employment

Dear Ms. Agalya,

Congratulations! With reference to your application and subsequent discussions, we are pleased to offer you an employment with MBIT Wireless Private Limited for the position of **Development Engineer**.

You will be paid a Total Annual Compensation, Cost to the company (CTC) of **₹7,50,000.00 (Rupees Seven Lakhs and Fifty Thousand only)** per annum. Kindly refer Annexure - 1 for the complete breakup of your CTC.

You will be provided Company's Family Medical Insurance for **₹3,00,000** and Employee Accidental Insurance Plan for **₹10,00,000**.

You will be on probation for a period of Eighteen (18) months from the date of joining and your performance will be reviewed at the end of each quarter during the probation period.

This offer, unless extended in writing, will automatically expire on 24th Sep 2021. Kindly confirm your acceptance of this offer by 24th Sep 2021. If we do not receive your acceptance by the expiry date, this offer is liable to lapse at the discretion of the Company.

Terms of Employment:

1. This offer of employment is subject to your completion of B.E or B.Tech degree course and successfully completing the Graduate Engineer training in our organization.
2. You will be on probation for a period of Eighteen (18) months from the date of joining. Your performance will be reviewed on a periodic basis. Your probation can be extended, if your performance is not up to the desired level or any unplanned leaves ("loss of pay"), vacation taken during the probation period. The terms and conditions of the probation will be governed by the Company's probation policy.
3. As part of the joining formalities, you are required to sign a confidentiality agreement, which aims to protect the intellectual property rights and business information of the Company.

B. Agalya

17th Sep 2021

BHUVANESHWARAN R
No. 52/17, Akkil Naidu Street,
Annanagar, Thirupathiripuliyur,
Cuddalore - 607002

Subject: Offer Letter and Terms of Employment

Dear Mr. Bhuvaneshwaran,

Congratulations! With reference to your application and subsequent discussions, we are pleased to offer you an employment with MBIT Wireless Private Limited for the position of **Development Engineer**.

You will be paid a Total Annual Compensation, Cost to the company (CTC) of **₹7,50,000.00** (Rupees Seven Lakhs and Fifty Thousand only) per annum. Kindly refer Annexure - 1 for the complete breakup of your CTC.

You will be provided Company's Family Medical Insurance for **₹3,00,000** and Employee Accidental Insurance Plan for **₹10,00,000**.

You will be on probation for a period of Eighteen (18) months from the date of joining and your performance will be reviewed at the end of each quarter during the probation period.

This offer, unless extended in writing, will automatically expire on 24th Sep 2021. Kindly confirm your acceptance of this offer by 24th Sep 2021. If we do not receive your acceptance by the expiry date, this offer is liable to lapse at the discretion of the Company.

17th Sep 2021

DHIVYA BHARATHI B
4/39, South Street,
Muthugapatty (Post),
Namakkal – 637405

Subject: Offer Letter and Terms of Employment

Dear Ms. Dhivya Bharathi,

Congratulations! With reference to your application and subsequent discussions, we are pleased to offer you an employment with MBIT Wireless Private Limited for the position of **Development Engineer**.

You will be paid a Total Annual Compensation, Cost to the company (CTC) of **₹7,50,000.00 (Rupees Seven Lakhs and Fifty Thousand only)** per annum. Kindly refer Annexure - 1 for the complete breakup of your CTC.

You will be provided **Company's Family Medical Insurance for ₹3,00,000 and Employee Accidental Insurance Plan for ₹10,00,000.**

You will be on probation for a period of Eighteen (18) months from the date of joining and your performance will be reviewed at the end of each quarter during the probation period.

This offer, unless extended in writing, will automatically expire on 24th Sep 2021. Kindly confirm your acceptance of this offer by 24th Sep 2021. If we do not receive your acceptance by the expiry date, this offer is liable to lapse at the discretion of the Company.

Terms of Employment:

1. This offer of employment is subject to your completion of B.E or B.Tech degree course and successfully completing the Graduate Engineer training in our organization.
2. You will be on probation for a period of Eighteen (18) months from the date of joining. Your performance will be reviewed on a periodic basis. Your probation can be extended, if your performance is not up to the desired level or any unplanned leaves ("loss of pay"), vacation taken during the probation period. The terms and conditions of the probation will be governed by the Company's probation policy.
3. As part of the joining formalities, you are required to sign a confidentiality agreement, which aims to protect the intellectual property rights and business information of the Company.

B. Dhivya Bharathi

17th Sep 2021

POOJASRI A
84, Annai Sivagamipuram,
Virudhunagar

Subject: Offer Letter and Terms of Employment

Dear Ms. Poojasri,

Congratulations! With reference to your application and subsequent discussions, we are pleased to offer you an employment with MBIT Wireless Private Limited for the position of Development Engineer.

You will be paid a Total Annual Compensation, Cost to the company (CTC) of ₹7,50,000.00 (Rupees Seven Lakhs and Fifty Thousand only) per annum. Kindly refer Annexure - 1 for the complete breakup of your CTC.

You will be provided Company's Family Medical Insurance for ₹3,00,000 and Employee Accidental Insurance Plan for ₹10,00,000.

You will be on probation for a period of Eighteen (18) months from the date of joining and your performance will be reviewed at the end of each quarter during the probation period.

This offer, unless extended in writing, will automatically expire on 24th Sep 2021. Kindly confirm your acceptance of this offer by 24th Sep 2021. If we do not receive your acceptance by the expiry date, this offer is liable to lapse at the discretion of the Company.

Terms of Employment:

1. This offer of employment is subject to your completion of B.E or B.Tech degree course and successfully completing the Graduate Engineer training in our organization.
2. You will be on probation for a period of Eighteen (18) months from the date of joining. Your performance will be reviewed on a periodic basis. Your probation can be extended, if your performance is not up to the desired level or any unplanned leaves ("loss of pay"), vacation taken during the probation period. The terms and conditions of the probation will be governed by the Company's probation policy.
3. As part of the joining formalities, you are required to sign a confidentiality agreement, which aims to protect the intellectual property rights and business information of the Company.

A. Poojasri

Date: 13th October 2021

Dear Narmatha M,

Letter of Intent

Congratulations!

We, Incture Technologies Pvt Ltd., are pleased to inform you that you have successfully completed the campus selection process. This letter is to confirm that we intend to offer the Associate Engineer competency level opportunity to you, on the following terms and conditions

1. Designation: Associate Engineer
2. CTC: **INR. 600,000/-** (Rupees Six Lakh Only)
3. Training Period: 12 weeks

Please note the above terms and conditions are subject to change at company's discretion.

Based on your acceptance to this letter of intent, an offer letter with detailed terms and condition will be issued to you.

Your joining is subject to satisfactory verification of the information/documents furnished by you at the time of joining, in addition to fulfillment of the academic eligibility criteria shared with your college placement officer.

Here's wishing you a successful career with Incture Technologies Pvt Ltd. We look forward to welcome you on board.

Warm regards,

For Incture Technologies (P) Ltd.



Anitha R Davis
Associate Director - Talent Acquisition

Narmatha. M
Narmatha. M.



Zoho Corporation Private Limited

Plot 140, 181, Estanola IT Park, Vallancheri,
Chengalpattu District, Tamilnadu, 603 202.
Ph: +91 - 44 - 6744 7070
www.zohocorp.com

SEZ Unit

Date: 10-Jan-2022

To

Mr.NIVAS M,
160A, NANDHIYA STREET,
VEMBU AVENUE, VADAVALLI,
COIMBATORE-641041, TAMIL NADU.

Dear Mr.NIVAS M,

OFFER OF EMPLOYMENT

We are pleased to offer you employment for the position MEMBER TECHNICAL STAFF with ZOHOCORPORATION 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

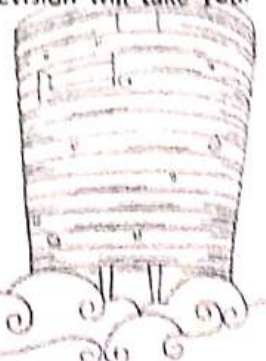
Your date of appointment is effective from your date of joining after successful completion of your curriculum.

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.





ANNEXURE A

NAME : NIVAS M
DESIGNATION : MEMBER TECHNICAL STAFF

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

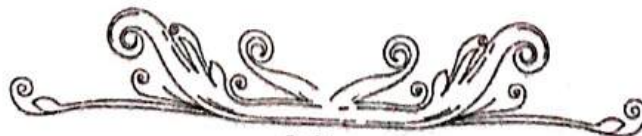
OTHER BENEFITS:

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.





Zoho Corporation Private Limited

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

SEZ Unit

Date: 10-Jan-2022

To

Ms.NANDHINI S,
2/160, GREEN GARDENS, ERISINAMPATTI,
UDUMAPLET,
TIRUPPUR-642207, TAMIL NADU.

Dear Ms.NANDHINI S,

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.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.

15

Zoho Corporation Private Limited

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

SEZ Unit



Date: 19-Jul-2022

To

Ms.ELAKKIYA J,
1/17, KONDAYANUR,POTIYAPURA(PO),
KADAYAMPATTY (TK),
SALEM-636309, TAMIL NADU.

Dear Ms.ELAKKIYA J,

OFFER OF EMPLOYMENT

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

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.



ANNEXURE A

NAME : ELAKKIYA J
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.

ANITHA G

1814103

16

M

HCL | CTC offer upgrade - 5.5 LPA | Important Announcement

1 message

E-School Connect -E-SchoolConnect@hcl.com
To: E-School Connect -E-SchoolConnect@hcl.com

Mon, Mar 7, 2022 at 5:15 PM

Classification: Public



Dear Future HCLites,

Congratulations for your selection!

At HCL, we believe in maximizing human potential, and our employees remain one of our biggest assets. 'Employee First' philosophy is deeply embedded within our culture, where employees remain happy, satisfied and committed.

We are glad to confirm below two modifications to your offer.

- CTC is upgraded to INR 5.5 LPA (from INR 4.75 LPA)
- Service agreement is now reduced to 12 months (earlier 24 months). In case you leave in between, you shall be liable to pay INR 50K (earlier INR 1.25 L) to the organization

Please Note -

- You should be willing to work in any location within India, in a 24x7 operations setup & shifts, as assigned by HCL Technologies
- Your Joining with HCL, is subject to BGV Clearance, Re-hire Policy (incase applicable) and Eligibility criteria as follows:
- Minimum 70% throughout in academics (10th, 12th/Diploma & Graduation) & no Backlogs.

We will initiate your onboarding documentation process in next few weeks.

We wish you very best for your graduation completion!

For any queries feel free to reach out to E-SchoolConnect@hcl.com.

Best Regards
Garima Chawla
Lead-Campus Relations
HCL Technologies

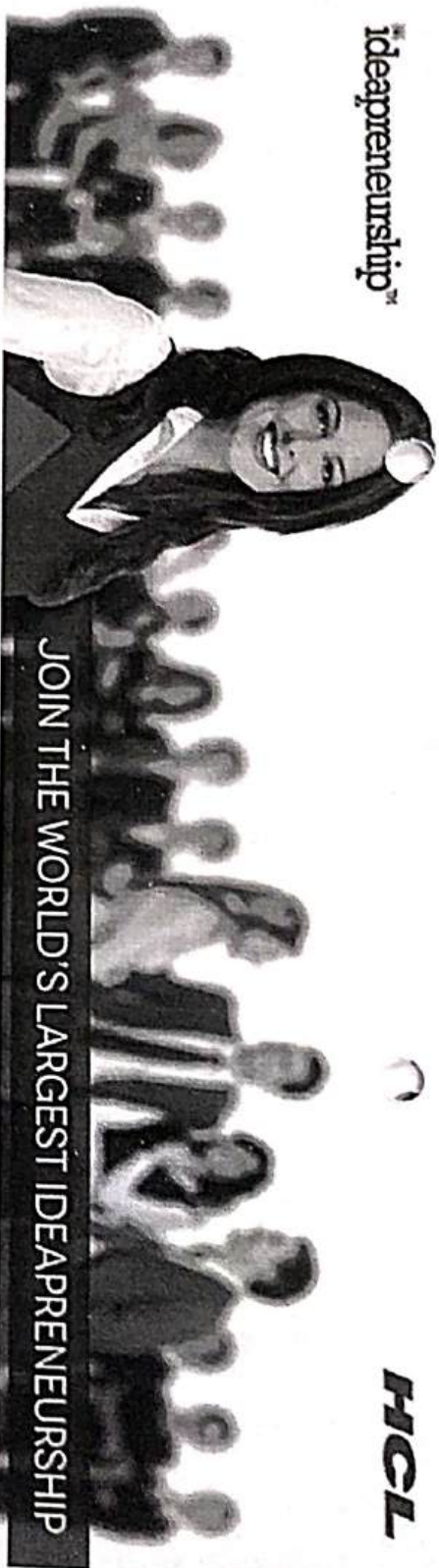
HCL

www.hcl.com | \$11.2 BILLION | 158,000+ EMPLOYEES | 82 COUNTRIES

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G. G. J.
12/08/2022



Dear Future HCLites,

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- Minimum 70% throughout in academics (10th, 12th/Diploma & Graduation) & no Backlogs.

We will initiate your onboarding documentation process in next few weeks.

We wish you very best for your graduation completion!

For any queries feel free to reach out to E-SchoolConnect@hcl.com.

Best Regards,
Garima Chawla
Lead-Campus Relations
HCL Technologies

Vetruswamy T
1814155

T. Vetruswamy
(7)



HCL || CTC offer upgrade - 5.5 LPA || Important Announcement

1 message

E-School Connect <E-SchoolConnect@hcl.com>
To: E-School Connect <E-SchoolConnect@hcl.com>

Mon, Mar 7, 2022 at 5:46 PM

Classification: Public

ideapreneurship™

HCL



Dear Future HCLites,

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We wish you very best for your graduation completion!

For any queries feel free to reach out to E-SchoolConnect@hcl.com.

Best Regards
Garima Chawla
Lead-Campus Relations
HCL Technologies

B. Vignashree
29/08/22

HCL



DISCLAIMER:

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ZYLLU COMPUTATION & TECHNOLOGY PVT LTD

12-Feb-2022

Offer Letter

Hello Mohammed Asif,

Congratulations!

Based on your performance on our selection process, we are pleased to offer you as **Trainee Software Engineer with grade L0** for 6 months period of time with effective from 01-Mar-2022. Upon successful completion of training period, you will be considered for **Software Engineer – 1** with reviewed annual package. Please refer annexure-1 and annexure-2 for details.

On behalf of Zyllu, we warmly welcome you to the beginning of a life-altering journey!

Place of Employment:

This employment is currently for remote position. However, depends upon on business requirements and with prior notice you are required to work from office location located anywhere in India.

Working hours

Minimum working hours is 40 hours per week. Occasionally, depends upon business demand you are agreeing to work extra hours and there will be no extra payment will be made but compensatory off will be provided.

As part of Zyllu culture, you will find everyone is ready and willing to assist you, so be free to ask your queries and clarifications.

Welcome aboard – opportunities await you!

Your Sincerely

Shanmugasundaram KS

CEO of Zyllu computation & Technology Pvt Ltd



www.zyllu.com
contact@zyllu.com



Registered office address
211 Manasseer Carya, Nyanappanahalli
Bengaluru - 560016, Karnataka, India



ZYLLU COMPUTATION & TECHNOLOGY PVT LTD

12-Feb-2022

Offer Letter

Hello Shama M,

Congratulations!

Based on your performance on our selection process, we are pleased to offer you as **Trainee Software Engineer with grade L0** for 6 months period of time with effective from 01-Mar-2022. Upon successful completion of training period, you will be considered for **Software Engineer Level – 1** with annual package of **5.43 lakhs per annum**. Please refer annexure-1 and annexure-2 for details.

On behalf of Zyllu, we warmly welcome you to the beginning of a life-altering journey!

Place of Employment:

This employment is currently for remote position. However, depends upon on business requirements and with prior notice you are required to work from office location located anywhere in India.

Working hours

Minimum working hours is 40 hours per week. Occasionally, depends upon business demand you are agreeing to work extra hours and there will be no extra payment will be made but compensatory off will be provided.

As part of Zyllu culture, you will find everyone is ready and willing to assist you, so be free to ask your queries and clarifications.

Welcome aboard – opportunities await you!

Your Sincerely

Shanmugasundaram KS
CEO of Zyllu computation & Technology Pvt Ltd

Offer Letter - Shama Inbox x

SHANMUGA KS <shan@tachyonsys.com.au>
to me ▾

Hello Shama

It's great talking to you today.
Here is the attachment of the offer letter.
Hereby request you to read, sign and send it to this email on or before Friday, 25-Feb-2022
And also requesting you to keep the offer letter with utmost confidentiality.
Let me know if you have any questions.

P.S: Zyllu Computation is an Indian subsidiary of Tachyon Systems.

Cheers



SHANMUGA
Founder, CEO & CTO
TACHYON SYSTEMS



STARTUP
OF THE YEAR **2019**
AWARDED BY
STARTCON

**Review Documents for Hire:
Pooja Sri L (21226730)**

21

Job Details

Position

80264146 Junior Engineer

Job Requisition

R-139478 Junior Engineer (Filled)

Employee Type

Regular

Job Profile

50200016 - Information Technology Administrator

Time Type

Full time

Location

TRIL GTC Chennai

L. Pooja



*** Personal and Confidential ***
Ms. Durgadharani
GCT,Coimbatore,
Candidate ID: 3788189

Bosch Global Software
Technologies Private Limited,
123 Industrial Layout, Hosur
Road, Koramangala, Bangalore
- 560 095, India. Tel: +91 80 6657
5757 Fax. +91 80 6657 1404 CIN:
U72400KA1997PTC023164
www.bosch-india-software.com

Our reference: TN/55108/2022

Date: 14-May-2022

Dear Ms. Durgadharani,

This has reference to your application and the subsequent interviews you had with us. We are pleased to appoint you as 'Associate Software Engineer' at BGSW in "Level 50" as detailed below.

1. Compensation

- a. Your annual CTC (Cost to Company) will be **Rs.5,00,000/- (Rupees Five Lakhs only)** per annum. In addition you will be entitled to benefits as detailed below, **Annexure I**.
- b. Please refer to **Annexure I** to know more details about your compensation package.
- c. The variable portion of your compensation shall depends upon achievement of company goals. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus, if applicable to you.

Your remuneration is strictly confidential between you and the Company and has been arrived on the basis of your specific background and professional merit. You are obliged to maintain absolute secrecy of the terms and conditions; failure to do so will invite disciplinary action and may even result in termination of your services.

2. Retirement

You will retire from the services of the company on attaining the age of retirement. The retirement age is 58 years with an option to retire at 55 years, basis mutual discussion and agreement subject to company retirement policy.

Annexure I

Personal and Confidential		
		14-May-2022
Compensation and Benefits Plan		
Name:	Ms. Durgadharani	
Qualification:	B.E / B.Tech	
Designation:	Associate Software Engineer	
Level:	50	
Components	Per Month	Per Annum
	Rs.	Rs.
Cash Components		
Basic Salary	15,000	1,80,000
Buffet of Benefit (HRA, Conveyance, Medical, LTA, SAF Contribution, etc)	20,586	2,47,038
Gross Salary	35,586	4,27,038
Retirals / Statutory Contribution		
Company Contribution towards Provident Fund (12% of Basic Salary)	1,800	21,600
Gratuity (4.81% of Basic Salary)*	722	8,658
Total Retirals / Statutory Contribution	2,522	30,258
Variable Pay**		
Company Performance related Pay - CPRP at factor 1.0 company achievement		42,704
Total Cost to Company	38,108	5,00,000
National Pension System (NPS) Optional - Company Contribution		13,200

The aforementioned perquisites are subject to alteration and amendment.

* Eligibility for Gratuity is as per Payment of Gratuity Act 1972

** The actual variable pay amount will depend upon the company goal achievements. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus if applicable to you.

This is a system-generated letter. No signature is required.



Bosch Global Software Technologies Private Limited, 123 Industrial Layout, Hosur Road, Koramangala, Bangalore - 560 095, India. Tel: +91 80 6657 5757 Fax: +91 80 6657 1404 CIN: U72400KA1997PTC023164 www.bosch-india-software.com

* Personal and Confidential *
Ms. Kowsalya P
GCT, Coimbatore,
Candidate ID: 3733135

Our reference: TN/55110/2022

Date: 14-May-2022

Dear Ms. Kowsalya P,

This has reference to your application and the subsequent interviews you had with us. We are pleased to appoint you as 'Associate Software Engineer' at BGSW in "Level 50" as detailed below.

1. Compensation

- a. Your annual CTC (Cost to Company) will be **Rs.5,00,000/-** (Rupees **Five Lakhs** only) per annum. In addition you will be entitled to benefits as detailed below, **Annexure I**.
- b. Please refer to **Annexure I** to know more details about your compensation package.
- c. The variable portion of your compensation shall depends upon achievement of company goals. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus, if applicable to you.

Your remuneration is strictly confidential between you and the Company and has been arrived on the basis of your specific background and professional merit. You are obliged to maintain absolute secrecy of the terms and conditions; failure to do so will invite disciplinary action and may even result in termination of your services.

2. Retirement

You will retire from the services of the company on attaining the age of retirement. The retirement age is 58 years with an option to retire at 55 years, basis mutual discussion and agreement subject to company retirement policy.

P. Kowsalya
12/5/22



21

* Personal and Confidential *

Mr. Tamilselvan M
GCT, Coimbatore,
Candidate ID: 3788167

Bosch Global Software
Technologies Private Limited,
123 Industrial Layout, Hosur
Road, Koramangala, Bangalore
- 560 095, India. Tel: +91 80 6657
5757 Fax: +91 80 6657 1404 GIN:
U72400KA1997PTC023164
www.bosch-india-software.com

Our reference: TN/55111/2022

Date: 14-May-2022

Dear Mr. Tamilselvan M,

This has reference to your application and the subsequent interviews you had with us. We are pleased to appoint you as 'Associate Software Engineer' at BGSW in "Level 50" as detailed below.

1. Compensation

- a. Your annual CTC (Cost to Company) will be **Rs.5,00,000/-** (Rupees **Five Lakhs** only) per annum. In addition you will be entitled to benefits as detailed below, **Annexure I**.
- b. Please refer to **Annexure I** to know more details about your compensation package.
- c. The variable portion of your compensation shall depend upon achievement of company goals. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus, if applicable to you.

Your remuneration is strictly confidential between you and the Company and has been arrived on the basis of your specific background and professional merit. You are obliged to maintain absolute secrecy of the terms and conditions; failure to do so will invite disciplinary action and may even result in termination of your services.

2. Retirement

You will retire from the services of the company on attaining the age of retirement. The retirement age is 58 years with an option to retire at 55 years, basis mutual discussion and agreement subject to company retirement policy.

Annexure I

Personal and Confidential		
		14-May-2022
Compensation and Benefits Plan		
Name:	Mr. Tamilselvan M	
Qualification:	B.E / B.Tech	
Designation:	Associate Software Engineer	
Level:	50	
Components	Per Month	Per Annum
	Rs.	Rs.
Cash Components		
Basic Salary	15,000	1,80,000
Buffet of Benefit (HRA, Conveyance, Medical, LTA, SAF Contribution, etc)	20,586	2,47,038
Gross Salary	35,586	4,27,038
Retirals / Statutory Contribution		
Company Contribution towards Provident Fund (12% of Basic Salary)	1,800	21,600
Gratuity (4.81% of Basic Salary)*	722	8,658
Total Retirals / Statutory Contribution	2,522	30,258
Variable Pay**		
Company Performance related Pay - CPrP at factor 1.0 company achievement		42,704
Total Cost to Company	38,108	5,00,000
National Pension System (NPS) Optional - Company Contribution		13,200

The aforementioned perquisites are subject to alteration and amendment.

* Eligibility for Gratuity is as per Payment of Gratuity Act 1972

** The actual variable pay amount will depend upon the company goal achievements. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus if applicable to you.

This is a system-generated letter. No signature is required.



BOSCH

*** Private & Confidential ***

Ms.Thangam P
GCT, Coimbatore

Our Reference
TN/42840/2022/B.E/B.Tech

Bosch Global Software
Technologies Private Limited
(CIN:
U72400KA1997PTC023164)
123, Industrial Layout,
Hosur Road, Koramangala
Bengaluru 560095 INDIA
Tel: +91 80 6657 5757
Fax: +91 80 6657 1404
www.boschglobalsoftware.com

Dear Ms.Thangam P

Date:16.01.2022

SUB: LETTER OF ENGAGEMENT AS 'PROJECT TRAINEE'

With reference to your application and the interview you had with us, we are pleased to inform you that you have been selected as a "Project Trainee" in our organization on the following terms and conditions:

1. Nature of Engagement:

You will be engaged as a Project Trainee in our establishment in the area of "MS/ESS-BEG" and during the course of Engagement, you shall be under the guidance of **Santhoshkumar Swaminathan (MS/ESS2-BEG)**. You may be required to undergo training in different shifts if necessary to enable you to get adequate exposure of the functioning of the different departments. Your hours of engagement will be as per the project requirements. You will observe weekly holiday and other holidays at par with regular employees. You shall follow rules and regulations of the work place during the period of engagement.

2. Duration of Engagement:

The engagement period will be 07.02.2022 to 31.05.2022 unless the company extends the period of your engagement in writing, your engagement shall automatically stand terminated on the end date.

3. Scholarship:

You will be paid a scholarship of Rs. 25000 per month (Rupees Twenty Five Thousand Only), during the period of engagement. Other than the above, you will not be entitled to receive any other payment/allowance.

pki, BOSCH,
APAC, B, E,
Bellur.Mohan

Digitally signed by pki,
BOSCH APAC, B, E,
Bellur.Mohan
Date: 2022.01.27 15:32:16
+05'30'

pki, BOSCH,
APAC, K, A,
Karthik.Rajapaul

Digitally signed by pki,
BOSCH APAC, K, A,
Karthik.Rajapaul
Date: 2022.01.27 15:32:12
+05'30'

*** Personal and Confidential ***

Ms. Thangam P
GCT, Coimbatore,
Candidate ID: 3788169

Bosch Global Software
Technologies Private Limited,
123 Industrial Layout, Hosur
Road, Koramangala, Bangalore
- 560 095, India. Tel: +91 80 6657
5757 Fax. +91 80 6657 1404 CIN:
U72400KA1997PTC023164
www.bosch-india-software.com

Our reference: TN/55109/2022

Date: 14-May-2022

Dear Ms. Thangam P,

This has reference to your application and the subsequent interviews you had with us. We are pleased to appoint you as 'Associate Software Engineer' at BGSW in "Level 50" as detailed below.

1. Compensation

- a. Your annual CTC (Cost to Company) will be **Rs.5,00,000/-** (Rupees **Five Lakhs** only) per annum. In addition you will be entitled to benefits as detailed below, **Annexure I**.
- b. Please refer to **Annexure I** to know more details about your compensation package.
- c. The variable portion of your compensation shall depend upon achievement of company goals. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus, if applicable to you.

Your remuneration is strictly confidential between you and the Company and has been arrived on the basis of your specific background and professional merit. You are obliged to maintain absolute secrecy of the terms and conditions; failure to do so will invite disciplinary action and may even result in termination of your services.

2. Retirement

You will retire from the services of the company on attaining the age of retirement. The retirement age is 58 years with an option to retire at 55 years, basis mutual discussion and agreement subject to company retirement policy.

D. Thangam
MS

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Ref No: MSPL / 2021 / 1888

21-September-2021

Ms. POORNEKA T

170, Kuppuchipalayam, Kuppuchipalayam(Po),
P. Velur(TK), Namakkal(DT).

Dear POORNEKA T,

Welcome to the MISTRAL Family!!!

Mistral Solutions Private Limited is hereinafter called MISTRAL or the Company is professionally managed Technology Company with a very high growth rate. We strongly believe in Quality Services and Customer Satisfaction. The main factor for our success in this industry is our people. We strive for an employee friendly work atmosphere and hope your association with the company will be enjoyable and fruitful.

This 'offer' letter is in reference to your application and the subsequent interview for a career opportunity with MISTRAL. We are pleased to offer you the position of **Embedded Design Engineer –Software Design**. The terms and conditions of your offer letter are as follows:

Your annual gross compensation will be **Rs. 5,00,400 (Rupees Five Lakhs Four Hundred Only)**. The detailed breakup of your compensation is provided in Annexure 1. You are solely responsible for the declarations and implications arising thereof for all personal Income Tax purposes.

1. The offer letter validity is subject to
 - a. Your resignation acceptance / Relieving letter from your previous employer.
 - b. Fitness certificate after a medical test from Mistral authorized health checkup center.
 - c. Reference check and acceptance of the offer letter with mutually agreed joining date.
2. Your growth and salary will depend solely on your performance and contribution to the Company. Salary changes if any is based on the half year and annual performance review.
3. In order to meet the company's objective and fully develop the potential of Mistralites, you will be assigned roles and responsibilities from time to time by the company or by any person authorized by the Company. Your current assignment is at MISTRAL Bangalore branch. You may also be required to travel from time to time on assignments within India and overseas. Your services are liable to be transferred at any time to any office of the company or its associate organization(s).
4. You are required to sign a Non-Disclosure Agreement with MISTRAL on the date of your joining.
5. You shall be required to apply and maintain the highest standard of personal conduct, integrity and comply with all the Company policies and procedures. You shall be true and faithful to the Company in all your accounts, dealing and transactions, relating to the business of the Company and shall at all times, when required render a true and just account thereof to the Company or any such persons shall be authorized to receive the same.
6. As a full time employee of the Company, you shall devote all your time, energy and attention to the business of the company and shall not engage in any employment or act in any way which either conflicts with the duties and obligations to the company or contrary to the policies or the interests of the company or any of its associated companies and shall not be in any

Regd. Office: # 60, "Adarsh Regent", 100 Ft. Ring Road, Domlur Extn., Bangalore - 560 071 INDIA.

Tel: +91 80 3091 2600 Fax: +91 80 2535 6444 E-mail: info@mistralsolutions.com

Ctrl: UT2200KA1999PTC025232

www.mistralsolutions.com

T. Poorneka
22/09/2021



IBM India Pvt Ltd - Expression Of Interest

2 messages

eschoolhiring <Enterprise@trm.brassring.com>
Reply-to: eschoolhiring@in.ibm.com
To: divyaexo2000@gmail.com

Wed, Sep 15, 2021 at 6:27 PM



Dear DIVYA PRIYA R,

We are excited to welcome you into our IBM family. We are pleased to inform you that our letter of "Expression of Interest" is posted on the Candidate Portal and awaits your review and acceptance.

Many have seen IBM as a hardware and software services company. In 2016, IBM emerges as a New Cognitive Solutions and a Cloud Platform company. We will integrate cognitive solutions, advance analytics and key data into all leading solutions on cloud. We couldn't have been happier to have you at IBM, and grow in this transformation together.

We sincerely request you to review the Expression of Interest and confirm its particulars. Please follow these steps:

1. Log in to the Candidate Portal here: Candidate Zone - Application Documents & Forms
2. Click the letter "Expression of Interest"
3. Review the document to understand your offer with IBM India
4. Click Accept.

We heartily congratulate you and look forward to welcome you at IBM!

Sincerely,
IBM India University Hiring Team
IBM India Pvt. Ltd.
Manyata Embassy Business Park
G2 Block, Nagawara Outer Ring Road
Bangalore - 560045

Note:

- We request you to kindly accept the Letter within 5 days of its receipt
- Should there be any queries or concerns regarding your Expression of Interest, feel free to connect with us on: +91 80 491 40279 (Monday - Friday: 10.00AM - 5.00PM). We shall be happy to help you

IBM Recruiting Team



*** Personal and Confidential ***

Mr. Logeshwaran J
GCT.Coimbatore,
Candidate Id: 3788237

Bosch Global Software Technologies
Private Limited, 123 Industrial Layout,
Hosur Road, Koramangala, Bangalore -
560 095, India. Tel: +91 80 6657 5757
Fax: +91 80 6657 1404 CN:
U72400KA1997PTC023164
www.bosch-softwaretechnologies.com

Our reference: TN/61117/2022

Date: 04-Jul-2022

Dear Mr. Logeshwaran J,

This has reference to your application and the subsequent interviews you had with us. We are pleased to appoint you as 'Associate Software Engineer' at BGSW in "Level 50" as detailed below.

1. Compensation

- a. Your annual CTC (Cost to Company) will be Rs. 5,00,000/- (Rupees **Five Lakhs only**) per annum. In addition you will be entitled to benefits as detailed below, **Annexure I**.
- b. Please refer to **Annexure I** to know more details about your compensation package.
- c. The variable portion of your compensation shall depends upon achievement of company goals. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus, if applicable to you.

Your remuneration is strictly confidential between you and the Company and has been arrived on the basis of your specific background and professional merit. You are obliged to maintain absolute secrecy of the terms and conditions; failure to do so will invite disciplinary action and may even result in termination of your services.

2. Retirement

You will retire from the services of the company on attaining the age of retirement. The retirement age is 58 years with an option to retire at 55 years, basis mutual discussion and agreement subject to company retirement policy.

Personal and Confidential		
04-Jul-2022		
Compensation and Benefits Plan		
Name:	Mr. Logeshwaran J	
Qualification:	B.Tech/B.E	
Designation:	Associate Software Engineer	
Level:	50	
Components	Per Month	Per Annum
	Rs.	Rs.
Cash Components		
Basic Salary	15,000	1,80,000
Buffet of Benefitt (HRA, Conveyance, Medical, LTA, SAF Contribution, etc)	20,586	2,47,038
Gross Salary	35,586	4,27,038
Retirals / Statutory Contribution		
Company Contribution towards Provident Fund (12% of Basic Salary)	1,800	21,600
Gratuity (4.81% of Basic Salary)*	722	8,658
Total Retirals / Statutory Contribution	2,522	30,258
Variable Pay**		
Company Performance related Pay - CPPr at factor 1.0 company achievement		42,704
Total Cost to Company	38,108	5,00,000
National Pension System (NPS) Optional - Company Contribution		13,200

The aforementioned perquisites are subject to alteration and amendment.

* Eligibility for Gratuity is as per Payment of Gratuity Act 1972

** The actual variable pay amount will depend upon the company goal achievements. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus if applicable to you.

This is a system-generated letter. No signature is required.

(29)



BOSCH

*** Personal and Confidential ***

Mr. Manohar P
GCT, Coimbatore,
Candidate Id: 3788251

Bosch Global Software Technologies
Private Limited, 123 Industrial Layout,
Hosur Road, Koramangala, Bangalore -
560 095, India. Tel: +91 80 6657 5757
Fax: +91 80 6657 1404 CIN:
U72400KA1997PTC023164
www.bosch-softwaretechnologies.com

Our reference: TN/61150/2022

Date: 04-Jul-2022

Dear Mr. Manohar P,

This has reference to your application and the subsequent interviews you had with us. We are pleased to appoint you as 'Associate Software Engineer' at BGSW in "Level 50" as detailed below.

1. Compensation

- a. Your annual CTC (Cost to Company) will be **Rs.5,00,000/- (Rupees Five Lakhs only)** per annum. In addition you will be entitled to benefits as detailed below, **Annexure I**.
- b. Please refer to **Annexure I** to know more details about your compensation package.
- c. The variable portion of your compensation shall depend upon achievement of company goals. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus, if applicable to you.

Your remuneration is strictly confidential between you and the Company and has been arrived on the basis of your specific background and professional merit. You are obliged to maintain absolute secrecy of the terms and conditions; failure to do so will invite disciplinary action and may even result in termination of your services.

2. Retirement

You will retire from the services of the company on attaining the age of retirement. The retirement age is 58 years with an option to retire at 55 years, basis mutual discussion and agreement subject to company retirement policy.

PPL-HRD-327-PROB-RECT-2022
08 Jun 2022

Offer Letter

Ms. Mithra B
132/3, Krishna Nagar, Devarthanam pudhur,
Seerapalli,
Namakkal - 637406

We thank you for your interest in our company and for participating in the interview process. Further to the discussions we had, we are happy to provide you the offer for joining Pricol Limited – Engineering (R&D Division) as Graduate Engineer Trainee and joining date will be 13 Jun 2022.

Offer Details

During the Training period, your Monthly Stipend will be ₹ 10,000 (Rupees Ten Thousand Only). This stipend will be provided through our training partner – SmartCliff Learning Solutions LLP during the training / completion of your eligible graduation.

The training period will be for 2 months, from the date of commencement of training.

The above offer is subject to the following terms and conditions:

1. You are being found medically fit always.
2. You are submitting the true copies of all your scholastic / academic and extra-curricular attainments along with the proof of your age and the last drawn salary, if any. The documents that need to be submitted at the time of joining will be communicated in due course.
3. Please note that as a standard organization procedure we carry out stringent background verification check. The process for the same will be initiated along with the acceptance of this offer. Your joining & the subsequent appointment for undergoing training shall be contingent upon successful completion of the background check process. You are concurring to the above said clause by accepting this offer.

B. Mithra
12/6/22



Engineering Technology Group

PRICOL LIMITED

Passion to Excel

Plant 1,
132 Mettupalayam Road
Perianaickenpalayam
Coimbatore 641020, India.

☎ +91 422 4331100
☎ +91 422 4331122
✉ factory@pricol.co.in
🌐 pricol.com

REGISTERED OFFICE
109, Race Course,
Coimbatore 641018, India.

CIN:L34200TZ2011PLC022194

▲ CUSTOMERS ▲ EMPLOYEES ▲ SHAREHOLDERS ▲ SUPPLIERS

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PPL-HRD-308-PROB-RECT-2022
08 Jun 2022

Offer Letter

Mr. Vijaya Ragunath S
X5/X6A, Kaliyamman kovil Street,
Valappady,
Salem - 636115

We thank you for your interest in our company and for participating in the interview process. Further to the discussions we had, we are happy to provide you the offer for joining Pricol Limited – Engineering (R&D Division) as Graduate Engineer Trainee and joining date will be 13 Jun 2022.

Offer Details

During the Training period, your Monthly Stipend will be ₹ 10,000 (Rupees Ten Thousand Only). This stipend will be provided through our training partner – SmartCliff Learning Solutions LLP during the training / completion of your eligible graduation.

The training period will be for 2 months, from the date of commencement of training.

The above offer is subject to the following terms and conditions:

1. You are being found medically fit always.
2. You are submitting the true copies of all your scholastic / academic and extra-curricular attainments along with the proof of your age and the last drawn salary, if any. The documents that need to be submitted at the time of joining will be communicated in due course.
3. Please note that as a standard organization procedure we carry out stringent background verification check. The process for the same will be initiated along with the acceptance of this offer. Your joining & the subsequent appointment for undergoing training shall be contingent upon successful completion of the background check process. You are concurring to the above said clause by accepting this offer.

[Handwritten Signature]
12/8/22

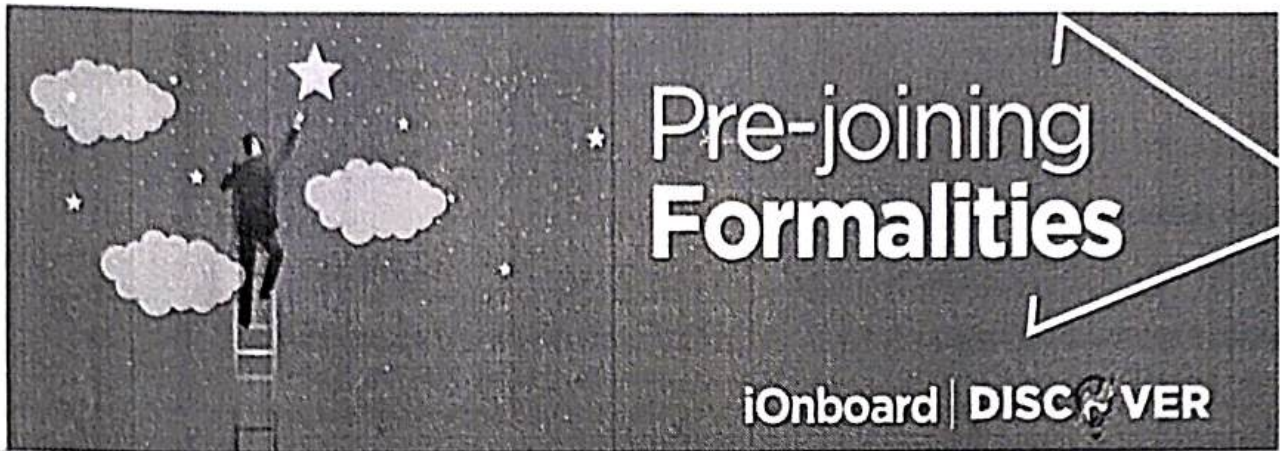
registered office
cpm towers 109 race course
coimbatore 641 018 india
phone +91 422 4336000 fax +91 422 4336299
email city@pricol.co.in



E. NIKITHA
1814134

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HCL



Dear Nikitha E,

As you prepare to *Discover HCL*, we too are eagerly waiting to have you on board!

To progress ahead with your candidacy, there are some online formalities that you will need to complete on Discover HCL portal.

Your access to Discover HCL has been activated today, to login please use the following credentials:

Login Id: nikithae12002@gmail.com

Password: BD414FED

Note: Please do not share your password with anyone.

As a first step, on the Discover HCL site, please fill all the mandatory fields under each heading in the Joining Form. Please ensure the information you provide are up to date and accurate to your knowledge since these will be used for your Background Verification check also.

Please upload the latest scanned copies of the document requested.

Please note that if you do not furnish the necessary information or documents as requested, your offer letter will be withheld and your date of joining might be postponed.

Regards,
Team HCL

For internal circulation only

E. NIKITHA

12/08/2022

onebill

September 03, 2021

Mr. Pavithran T,
GCT- Coimbatore.

Offer Letter

Private and confidential

Dear Mr. Pavithran T,

We are pleased to offer you a position as a **Software Engineer Trainee** with Onebill Software India Private Limited.

Your training period shall be for six month from 01st June 2022 to 30th November 2022. After the completion of successful training you will be assigned to the respective team in our organization at sole discretion and on the terms and conditions of the company.

Your annual CTC will be **Rs.4,00,000/-** per annum (Four Lakhs Rupees only). A detailed salary structure is enclosed in Exhibit A.

We would like you to join us on or before 01st June 2022.

Yours sincerely,

For OneBill Software India Private Limited



Muthukumar
Authorized Signatory

OneBill Software India Pvt Ltd.,
CIN-U72200KA2009PTC050973
No:32, Suraj Ganga Soft Park, 1st Main,
JP Nagar 3rd Phase, Bangalore-78
www.onebillssoftware.com

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September 03, 2021

Mr. SURESHKUMAR S,
GCT- Coimbatore.

Offer Letter

Private and confidential

Dear Mr. SURESHKUMAR S,

We are pleased to offer you a position as a **Software Engineer Trainee** with Onebill Software India Private Limited.

Your training period shall be for six month from 01st June 2022 to 30th November 2022. After the completion of successful training you will be assigned to the respective team in our organization at sole discretion and on the terms and conditions of the company.

Your annual CTC will be Rs.4,00,000/- per annum (Four Lakhs Rupees only). A detailed salary structure is enclosed in Exhibit A.

We would like you to join us on or before 01st June 2022.

Yours sincerely,

For OneBill Software India Private Limited

Muthukumar
Authorized Signatory

OneBill Software India Pvt Ltd.,
CIN-U72200KA2009PTC050973
No:32, Suraj Ganga Soft Park, 1st Main,
JP Nagar 3rd Phase, Bangalore-78
www.onebillsoftware.com



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20-Apr-2022

Dear Easwar S R M,
B.E., Electronics & Communication Engineering
Government College of Technology, Coimbatore

Candidate ID – 19727632

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



08-Jul-2022

Dear Ilavarasi N,
B.E., Electronics & Communication Engineering
Government College of Technology, Coimbatore

Candidate ID – 19727636

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



12-Apr-2022

Dear Indiresht S T,
B.E., Electronics & Communication Engineering
Government College of Technology, Coimbatore

Candidate ID – 19607596

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



23-Apr-2022

Dear Janani P,
B.E., Electronics & Communication Engineering
Government College of Technology, Coimbatore

Candidate ID – 19727573

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



09-Mar-2022

Dear Kishorekumar K,
B.E., Electronics & Communication Engineering
Government College of Technology, Coimbatore

Candidate ID – 19727635

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



11-Apr-2022

Dear Pooja R,
B.E., Electronics & Communication Engineering
Government College of Technology, Coimbatore

Candidate ID – 19727599

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



09-Mar-2022

Dear Sathana M,
B.E., Electronics & Communication Engineering
Government College of Technology, Coimbatore

Candidate ID – 19727601

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



28-Jan-2022

Dear Sri Maheswari S,
B.E., Electronics & Communication Engineering
Government College of Technology, Coimbatore

Candidate ID – 19928201

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



09-Mar-2022

Dear Veerakablan A,
B.E., Electronics & Communication Engineering
Government College of Technology, Coimbatore

Candidate ID – 19727575

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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Cognizant

Letter of Intent (LOI)

Superset ID: 1098103

November 02, 2021

Dear RAVIVARMAN M,

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we are pleased to inform you that we have found you suitable for the role you applied and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued.

Your annual total remuneration will be **INR 401,988/-**. This includes an annual incentive target of **INR 22,500/-**. This amount may vary depending on individual and Cognizant's performance. The detailed information on compensation and benefits will be provided in your Offer Letter.

This LOI expresses only our intent to enter into a definitive Employment Agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon you and Cognizant, and as such does not constitute any contractually binding relationship between you and Cognizant.

This LOI from Cognizant is valid for 3 weeks from the date of the LOI. Hence, you are requested to accept or decline the LOI within 3 weeks from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered for purposes of joining Cognizant. For all onboarding formalities, the definitive Employment Agreement is required.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link.

Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).

<https://campus2cognizant.cognizant.com/Pages/Prelogin>

Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar

Vice President - Human Resources



10-Apr-2022

Dear Srinivasan M,
B.E., Electronics & Communication Engineering
Government College of Technology, Coimbatore

Candidate ID – 19727563

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



Ref: LTTS/HR/ET/2022-23/10324

Date: 08th February 2022

Name: Indhu M S

Letter of Intent

Dear Indhu M S

Greeting from L&T Technology Services Ltd.!

We are pleased to share with you this Letter of intent for the position of **Associate Engineer (Trainee)**. We trust that this opportunity finds you mutually excited about your new employment with L&T Technology Services (hereinafter referred as "Company"). We reiterate that you have made the right decision and we are certain that you will have a great career with us!

Upon your acceptance of this Letter of Intent and subject to you meeting all the applicable requirements under this Letter of Intent, we shall share a detailed Appointment Letter, which will outline the specific employment terms, conditions and detailed breakup of remuneration. Please note this Letter of Intent is not an offer or offer of employment or a legally binding contract of employment.

The content of this Letter of Intent is strictly between you and the Company. Please treat this Letter of Intent and the contents here as personal and confidential.

This Letter of Intent is valid subject to you

- Having secured more than 60% in SSC / X and HSC / XII std (10th and 12th).
- Having secured 60% aggregate in Engineering Graduation
- Found medically fit by the Company authorized doctors.
- **Submitting a Service Agreement, agreeing to serve the company for a period of up to 2 years and 3 months from the date of commencement of training cum employment.**
- Submitting all necessary documents at the time of joining
- No drop in any semester/ year throughout the course

If any information provided by you during the selection process is found to be incorrect and / or false, the Company reserves the right to revoke this Letter of Intent without any notice.

This Letter of Intent is also contingent upon us working together to determine an appropriate start date for your employment. The date of commencement of training cum employment and venue for reporting will be intimated to you at a later date.

You will be continuously assessed during your training cum employment. If you do not complete the class room / on the job training to our satisfaction, your appointment automatically stand cancelled.

During your employment with LTTS, you will be paid a Total Compensation of INR 4,00,000/- per annum. A detailed compensation sheet will be shared along with the appointment letter.

During your period of Training cum Employment, you can be posted / transferred to any of our SEZ / STPI sites across India. Your employment will be governed by the rules, regulations and policies of the company.



Ref: LTTS/HR/ET/2022-23/10325

Date: 08th February 2022

Name: Sowmiya L

Letter of Intent

Dear Sowmiya L

Greeting from L&T Technology Services Ltd.!

We are pleased to share with you this Letter of intent for the position of Associate Engineer (Trainee). We trust that this opportunity finds you mutually excited about your new employment with L&T Technology Services (hereinafter referred as "Company"). We reiterate that you have made the right decision and we are certain that you will have a great career with us!

Upon your acceptance of this Letter of Intent and subject to you meeting all the applicable requirements under this Letter of Intent, we shall share a detailed Appointment Letter, which will outline the specific employment terms, conditions and detailed breakup of remuneration. Please note this Letter of Intent is not an offer or offer of employment or a legally binding contract of employment.

The content of this Letter of Intent is strictly between you and the Company. Please treat this Letter of Intent and the contents here as personal and confidential.

This Letter of Intent is valid subject to you

- Having secured more than 60% in SSC / X and HSC / XII std (10th and 12th).
- Having secured 60% aggregate in Engineering Graduation
- Found medically fit by the Company authorized doctors.
- **Submitting a Service Agreement, agreeing to serve the company for a period of up to 2 years and 3 months from the date of commencement of training cum employment.**
- Submitting all necessary documents at the time of joining
- No drop in any semester/ year throughout the course

If any information provided by you during the selection process is found to be incorrect and / or false, the Company reserves the right to revoke this Letter of Intent without any notice.

This Letter of Intent is also contingent upon us working together to determine an appropriate start date for your employment. The date of commencement of training cum employment and venue for reporting will be intimated to you at a later date.

You will be continuously assessed during your training cum employment. If you do not complete the class room / on the job training to our satisfaction, your appointment automatically stand cancelled.

During your employment with LTTS, you will be paid a Total Compensation of INR 4,00,000/- per annum. A detailed compensation sheet will be shared along with the appointment letter.

During your period of Training cum Employment, you can be posted / transferred to any of our SEZ / STPI sites across India. Your employment will be governed by the rules, regulations and policies of the company.



APPOINTMENT LETTER

January 22, 2022

Dear Priyadharshini 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:



APPOINTMENT LETTER

January 22, 2022

Dear SNEKA K,

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:

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- 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:

K. Sneka
29.01.2022

Re: Request for Robotics Internship in RIL

Abhra Roy Chowdhury <abhra@iisc.ac.in>
To: Mukil Saravanan <mukil_saravanan@ieee.org>

Sun, Feb 27, 2022 at 12:56 PM

Dear Mukil,

You can join RIL as a Research Intern (In-Person) for a continuous duration of 10 months (extensible) from the joining date. The date of joining will be March 8, 2022.

Your work progress shall be evaluated every 3 months. The deliverables will be discussed in a week's time after your arrival.

Pls confirm and note the following

- Provide your COVID vaccination certificate.
- There is no online component in this internship
- Dates and conditions of employment are subjected to change due to COVID advisories.
- Bring all your original documents and certificates (10th onwards for physical verification)

Pls confirm the ABOVE.

Best regards,
Prof. Abhra Roy Chowdhury

From: Mukil Saravanan <mukil_saravanan@ieee.org>

Sent: Thursday, February 24, 2022 5:59 PM

[Quoted text hidden]

[Quoted text hidden]



APPOINTMENT LETTER

April 20, 2022

Dear ARUNKUMAR 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

WAVICLE DATA SOLUTIONS INDIA PRIVATE LIMITED

Registered Office : No. 2B Bharathi Colony, Peelamedu, Coimbatore - 641004

19th August 2022

Dear Dinesh A,

With reference to your application and subsequent discussion with us, we are pleased to offer you the position of "Trainee – Data Analyst" in our organization.

This offer comes to you as a culmination of a rigorous selection process, and we are certain that you will find our work environment conducive to your personal and professional growth.

We request you to join us full-time on or before 22nd August 2022 in our office at Hanudev Info Park, Coimbatore.

Following are the details of your Total Rewards Package (Refer to Annexure A of this offer letter)

- Annual compensation of INR 5L per annum.
- Comprehensive Medical and Accident Insurance coverage.
- Potential opportunity to earn Performance based bonus.
- Total of 24 days of leave, administered as per the Leave Policy.

A detailed appointment letter will be provided to you, on the day of joining.

Please note that the appointment subject to satisfactory professional background checks.

Please provide your acceptance through a scanned copy/ or mail us within 5 days of receipt of this letter. This offer will stand cancelled, in case of non-acceptance within the timeline.

We wish you the very best as you begin your career with us.

Sincerely,

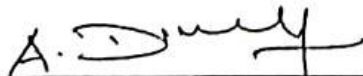


Matheshkumar Jayabal

Managing Director

Wavicle data Solutions India Pvt Ltd

I accept the offer as described in this letter dated 19th August 2022



Dinesh A

19.08.2022

Date:

Cognizant

Letter of Intent (LOI)

Superset ID: 1340734

November 02, 2021

Dear Sanjay M,

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we are pleased to inform you that we have found you suitable for the role you applied and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued.

Your annual total remuneration will be **INR 401,988/-**. This includes an annual incentive target of **INR 22,500/-**. This amount may vary depending on individual and Cognizant's performance. The detailed information on compensation and benefits will be provided in your Offer Letter.

This LOI expresses only our intent to enter into a definitive Employment Agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon you and Cognizant, and as such does not constitute any contractually binding relationship between you and Cognizant.

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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



Offer: Computer Consultancy
Ref: TCSL/CT20213641036/Chennai
Date: 04/11/2021

Mr. Vallarasu Arjunan
No:4/495eShunmuga Street,Agathiyar Nagar.,
Nagamali Pudukottai.,
Madurai-625019,
Tamilnadu.
Tel# 91-7708807049

Dear Vallarasu Arjunan,

Sub: Letter of Offer

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

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

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

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

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

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TCSL/CT20213641036

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



Letter of Intent (LOI)

Superset ID: 1543828

November 02, 2021

Dear THILIBAN R,

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we are pleased to inform you that we have found you suitable for the role you applied and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued.

Your annual total remuneration will be **INR 401,988/-**. This includes an annual incentive target of **INR 22,500/-**. This amount may vary depending on individual and Cognizant's performance. The detailed information on compensation and benefits will be provided in your Offer Letter.

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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



Oct-21

Mr. Prakash G
57A, Mettu Street, Malligai Puram,
Palakarai, Trichy
Trichy -620001

Dear Prakash,

Thank you for your interest in **AVA SOFTWARE Pvt. Ltd.** Subsequent to our discussion with you, we are delighted to extend you an offer to join AVASOFT. We believe you can play an important role in our rapid growth and success and look forward to welcoming you to the AVASOFT family.

Position

You will be undergoing an internship with AVASOFT for a period of 6 months and you will be designated as Trainee Engineer and will be paid a stipend of Rs.10,000/- per month subject to PF & ESI from the date of joining. After successful completion of your internship you will be designated as Software Engineer and your CTC would be Rs. 3/- Lakhs per annum (Rupees Three Lakhs only) is inclusive of basic salary, HRA, medical and regular conveyance which is effective from the date of employment.

Probation

You will be on probation from your date of joining for a period of twelve months as Software Engineer. You will continue to do so until the company confirms your services in writing, based on your conduct and performance during this period meeting the standards of the company.

Compensation

Your total cost to AVASOFT will be Rs. 3/- Lakhs per annum (Rupees Three Lakhs only) subject to Tax deduction. Further details are furnished in Annexure-1



Letter of Intent (LOI)

Superset ID: 1490036

November 02, 2021

Dear VANITHA T,

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.

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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



Letter of Intent (LOI)

Superset ID: 1544957

November 02, 2021

Dear HAREESH KUMAR 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.

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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



Letter of Intent (LOI)

Superset ID: 1560101

November 02, 2021

Dear YUVARAJ N,

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.

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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



Letter of Intent (LOI)

Superset ID: 1550561

November 02, 2021

Dear **VIKASH M,**

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("**Cognizant**") and subsequent discussions. Basis the information and representation provided by you, we are pleased to inform you that we have found you suitable for the role you applied and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued.

Your annual total remuneration will be **INR 401,988/-**. This includes an annual incentive target of **INR 22,500/-**. This amount may vary depending on individual and Cognizant's performance. The detailed information on compensation and benefits will be provided in your Offer Letter.

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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



Offer: Computer Consultancy
Ref: TCSL/CT20213641170/Chennai
Date: 04/11/2021

Mr. Boobalan S
1/48Kattupalayam,
Karalongadu,
Namakkal-637212,
Tamil Nadu.
Tel# 91-9894007483

Dear Boobalan 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 assigned a role in the **Infrastructure Services (IS)** Unit, which is subject to change as per the business requirements of TCSL.

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

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

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

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TCSL/CT20213641170

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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



Offer: Computer Consultancy
Ref: TCSL/CT20213641285/Chennai
Date: 04/11/2021

Mr. Muthukumar K
9j/3Briyant Nagar 10th Street East,
Tuticorin,
Tuticorin-628008,
Tamilnadu.
Tel# -

Dear Muthukumar K,

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.

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Registered Office: Niramal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Service Line: 1800 209 3111 Email: careers@tcs.com



Offer: Computer Consultancy
Ref: TCSL/CT20213642992/Chennai
Date: 04/11/2021

Mr. Sundar R
1/41North Street,
Virkudi,
Thiruvavur-610101,
Tamilnadu.
Tel# -

Dear Sundar 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 assigned a role in the **Infrastructure Services (IS)** Unit, which is subject to change as per the business requirements of TCSL.

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

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TCSL/CT20213642992

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TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



Placement offer
Letter:

Batch: 2018 - 2022 .

Offer: Computer Consultancy
Ref: TCSL/CT20213754434/Chennai
Date: 04/11/2021

Mr. Loguvignesh M
122/40 Sathanar Street,
Near Drowpathi Amman Temple,
Salem-636102,
Tamilnadu.
Tel# -

Dear Loguvignesh M,

Sub: Letter of Offer

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

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

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TCSL/CT20213754434

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Letter of Intent (LOI)

Superset ID: 1337795

November 02, 2021

Dear **Guru Prasad M,**

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("**Cognizant**") and subsequent discussions. Basis the information and representation provided by you, we are pleased to inform you that we have found you suitable for the role you applied and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued.

Your annual total remuneration will be **INR 401,988/-**. This includes an annual incentive target of **INR 22,500/-**. This amount may vary depending on individual and Cognizant's performance. The detailed information on compensation and benefits will be provided in your Offer Letter.

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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



Letter of Intent (LOI)

Superset ID: 1577586

November 02, 2021

Dear Dhatchinamoorthy M,

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we are pleased to inform you that we have found you suitable for the role you applied and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued.

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<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

2018-2022

12/2/21, 2:49 PM

Govt. College of Technology Mail - Fwd: FW: HCL || Final Confirmation|| Government College of Technology || 2022



102 AHMED S <ahme.1815102@gct.ac.in>

Fwd: FW: HCL || Final Confirmation|| Government College of Technology || 2022

GCT Placement Cell <gctplacements@gct.ac.in>

Fri, Nov 19, 2021 at 12:01 PM

To: gct_placements2021-2022@gct.ac.in, gct_placements2018-2022@gct.ac.in, gct-pg-placement-group@gct.ac.in

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

From: Garima Chawla <garima.chawla@hcl.com>

Date: Fri, 19 Nov 2021, 11:10

Subject: FW: HCL || Final Confirmation|| Government College of Technology || 2022

To: gctplacements@gct.ac.in <gctplacements@gct.ac.in>

Cc: Ashish Bhalla <ashish.bhalla@hcl.com>, Preeti Sharma <preeti.sh@hcl.com>

Classification: Internal

Dear Sir/Ma'am,

Thank you for your wonderful support in arranging the virtual campus drive.

The below students have been selected for the opportunity with HCL, please communicate to the respective students on his/her selection with HCL.

S.no	Student Name	Email	Graduation Specialisation/Branch
1	JEGADEESAN S	jegaselvaraj2001@gmail.com	ELECTRICAL AND ELECTRONICS ENGINEERING
2	DIVYAPRIYA S	divy.1813112@gct.ac.in	ELECTRICAL AND ELECTRONICS ENGINEERING
3	JAKATHRATCHAKAN P	jaka.1813117@gct.ac.in	ELECTRICAL AND ELECTRONICS ENGINEERING
4	KAVIYARASAN P	kaviyaranpalanivel.official@gmail.com	ELECTRICAL AND ELECTRONICS ENGINEERING
5	Rabiyathul Basriya M	rabiya10702@gmail.com	Computer Science and Engineering
6	Suriya B	suriya2000b@gmail.com	Computer Science and Engineering
7	SIVASRI D	sivasridhanapal3101@gmail.com	Information Technology
8	PRIYAA N	priyaanatarajan2018@gmail.com	MECHANICAL ENGINEERING
9	JEEVANANTHAM P	jeeva140140@gmail.com	MECHANICAL ENGINEERING
10	MATHEW ROJAR A	mathewrojar11486@gmail.com	MECHANICAL ENGINEERING
11	SUDHAKAR A	sudhakara32000@gmail.com	MECHANICAL ENGINEERING

37	ARUNKUMAR S	ak.saravanan01@gmail.com	Production
38	Nila A	nilaarun2001@gmail.com	Production
39	ARAVINDHASAMY R	aravindhasamy2809@gmail.com	Production
40	SHANKAR K	shankar25022001@gmail.com	Production
41	ADITHIYAN J	adithiyan15j@gmail.com	Production
42	Rohit G	rohiro126@gmail.com	Production
43	Sakthi T	sakthigowtham2017t@gmail.com	Production
44	PRAKASH K	prak.1815135@gct.ac.in	Production
45	VISHNU T	vishnuhangaraj0019@gmail.com	Production
46	KAVI PRAKASH S	s.kaviprakash86@gmail.com	Production
47	YOGARAJ K	yogarajktg04@gmail.com	Production
48	HARISH C	harish.chockkalingam@gmail.com	Production
49	RAJIV P	raji.1815137@gct.ac.in	Production
50	RAJADURAI P	rajadurai7541@gmail.com	Production
51	AHMED S	ahmedsheikmohd@gmail.com	Production
52	KAMESH M	kameshkrish77@gmail.com	Production

Important Points:

1. CTC offered : INR 4.75 LPA
2. Selected Candidates should be willing to work on any assignment assigned by HCL Technologies including 24*7 operations and Shifts, willing to learn.
3. Selected Candidates should be Willing to work in any location within India or abroad as assigned by HCL Technologies.
4. Service Agreement for 24 Months (as applicable). In case they leave before completing 24 months, they are liable to pay 1.25 lakh to the organization.
5. Probation Period will be of 12 Months.

Please Note:

Their Joining with HCL is subject to BGV Clearance, Re-hire Policy(incase applicable) and Eligibility criteria as follows :

1. Minimum 75% throughout in academics(10th, 12th/Diploma & Graduation) & no Backlogs.
2. B.E/B. Tech Graduation passing Year 2022 & Specialization in Circuit Branch only.

**PLACEMENT DETAILS OF
2018-2022 BATCH OF EIE
DEPARTMENT STUDENTS**

Classification: **Internal**

Dear Sir/Ma'am,

Thank you for your wonderful support in arranging the virtual campus drive.

The below students have been selected for the opportunity with **HCL**, please communicate to the respective students on his/her selection with HCL.

S.no	Student Name	Email	Graduation Specialization/Branch
1	Vigneshwaran B	veluvignesh027@gmail.com	ECE
2	subhasini M	subhashinimanivannans@gmail.com	Electronics and instrumentation engineering
3	Abikannan J S	abikannanjs@gmail.com	Electronics and Instrumentation Engineering

Important Points:

1. CTC offered : INR **4.75 LPA**
2. Selected Candidates should be willing to work on any assignment assigned by HCL Technologies including 24*7 operations and Shifts, willing to learn.
3. Selected Candidates should be Willing to work in any location within India or abroad as assigned by HCL Technologies.
4. Service Agreement for 24 Months (as applicable). In case they leave before completing 24 months, they are liable to pay 1.25 lakh to the organization.
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Their Joining with HCL is subject to BGV Clearance, Re-hire Policy(incase applicable) and Eligibility criteria as follows :

1. Minimum 75% throughout in academics(10th, 12th/Diploma & Graduation) & no Backlogs.
2. B.E/B. Tech Graduation passing Year 2022 & Specialization in Circuit Branch only.

Please acknowledge the email with consent that these students are blocked for HCL and should not be appearing for other organizations. All should join HCL.

Thanks & Regards

Garima Chawla

Lead- Campus Relations

HCL Technologies Ltd.



Ref: LTTS/HR/ET/2022-23/10327

Date: 08th February 2022

Name: Abirami G

Letter of Intent

Dear Abirami G

Greeting from L&T Technology Services Ltd.!

We are pleased to share with you this Letter of intent for the position of **Associate Engineer (Trainee)**. We trust that this opportunity finds you mutually excited about your new employment with L&T Technology Services (hereinafter referred as "Company"). We reiterate that you have made the right decision and we are certain that you will have a great career with us!

Upon your acceptance of this Letter of Intent and subject to you meeting all the applicable requirements under this Letter of Intent, we shall share a detailed Appointment Letter, which will outline the specific employment terms, conditions and detailed breakup of remuneration. Please note this Letter of Intent is not an offer or offer of employment or a legally binding contract of employment.

The content of this Letter of Intent is strictly between you and the Company. Please treat this Letter of Intent and the contents here as personal and confidential.

This Letter of Intent is valid subject to you

- Having secured more than 60% in SSC / X and HSC / XII std (10th and 12th).
- Having secured 60% aggregate in Engineering Graduation
- Found medically fit by the Company authorized doctors.
- **Submitting a Service Agreement, agreeing to serve the company for a period of up to 2 years and 3 months from the date of commencement of training cum employment.**
- Submitting all necessary documents at the time of joining
- No drop in any semester/ year throughout the course

If any information provided by you during the selection process is found to be incorrect and / or false, the Company reserves the right to revoke this Letter of Intent without any notice.

This Letter of Intent is also contingent upon us working together to determine an appropriate start date for your employment. The date of commencement of training cum employment and venue for reporting will be intimated to you at a later date.

You will be continuously assessed during your training cum employment. If you do not complete the class room / on the job training to our satisfaction, your appointment automatically stand cancelled.

During your employment with LTTS, you will be paid a Total Compensation of INR 4,00,000/- per annum. A detailed compensation sheet will be shared along with the appointment letter.

During your period of Training cum Employment, you can be posted / transferred to any of our SEZ / STPI sites across India. Your employment will be governed by the rules, regulations and policies of the company.



If the above stated terms are acceptable to you, kindly sign and return the duplicate copy of this Letter of Intent within three (3) days from the date of issue. If we do not receive your acceptance within the stipulated time frame, this Letter of Intent will be deemed to have been rejected by you.

All communications / notices should be addressed to:

**Human Resource Dept – Talent Acquisition (Campus Hiring)
L&T - Technology Services, SEZ Unit II,
Hazel-Block L3, Ground Floor, Manyata Embassy Business Park,
Nagawara, Bangalore 560045**

We are confident you will be able to make a significant contribution to the success of our organization and look forward to working with you.

Yours truly,
For L&T Technology Services Limited

**Prakash Krishnamoorthy
Head – Leadership Hiring and Strategic Talent Initiatives**

Acceptance by applicant below

.....
I have read this Letter of Intent and accept the same

Name: Abirami G

College: **GOVERNMENT COLLEGE OF TECHNOLOGY, COIMBATORE**

Signature **G. Abi**

Date: **09.02.2022**

2	P.GUNASEKHAR	guna.1813116@gct.ac.in	ELECTRICAL AND ELECTRONICS ENGINEERING
3	Deepika S	sdeepika13601@gmail.com	Electronics and instrumentation engineering
4	Nirmalkumar A	anirmalkumar1817@gmail.com	Electronics and Instrumentation Engineering
5	Madhumitha.R	madhummitha290@gmail.com	Electronics and Instrumentation Engineering
6	Pavithra T	tnpspavitra@gmail.com	Computer Science and Engineering
7	ESAKKIMUTHAMILARASI S	esakkimuthamilarasi@gmail.com	Information Technology
8	KAVIN V	v.kavin1612@gmail.com	Information Technology

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To view this discussion on the web visit https://groups.google.com/a/gct.ac.in/d/msgid/gct_placements2018-2022/CAO%3DhaHSGCp6z7jtuu8UTKB-a97nS6nW2AiNAmW%2BOZsGDHy65w%40mail.gmail.com.

GCT Placement Cell <gctplacements@gct.ac.in>

Tue, 14 Dec 2021 at 3:49 pm

To: gct_placements2018-2022@gct.ac.in, gct_placements2021-2022@gct.ac.in, gct-pg-placement-group@gct.ac.in

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

From: **Preeti Sharma** <preeti.sh@hcl.com>

Date: Tue, Dec 14, 2021 at 3:47 PM

Subject: RE: HCL || Final Confirmation|| Government College of Technology || 2022

To: gctplacements@gct.ac.in <gctplacements@gct.ac.in>

Cc: Ashish Bhalla <ashish.bhalla@hcl.com>, Garima Chawla <garima.chawla@hcl.com>

Classification: **Internal**

Dear Sir/Ma'am,

Thank you for your wonderful support in arranging the virtual campus drive.

The below students have been selected for the opportunity with HCL, please communicate to the respective students on his/her selection with **HCL**.

S.no	Student Name	Email	Post-Graduation Specialization/Branch
1	Anitha G	anithaganapathy05443@gmail.com	ECE
2	Vetriselvan T	vetriselvan1818@gmail.com	ECE
3	DIVYA R	divy.1813113@gct.ac.in	ELECTRICAL AND ELECTRONICS ENGINEERING
4	NANTHINI K	nant.1813l08@gct.ac.in	ELECTRICAL AND ELECTRONICS ENGINEERING

5	Ashwini A	nalinaashwini@gmail.com	Electronics and instrumentation engineering
6	Nithyasri B	nithyasri4501@gmail.com	Electronics and instrumentation engineering
7	Vijay M	vijayvj6221@gmail.com	Electronics and Instrumentation Engineering
8	Kalaivani G	gkalaivani0402@gmail.com	Electronics and Instrumentation Engineering
9	Muralidharan D	muralidharandhandapani@gmail.com	Electronics and Instrumentation Engineering
10	Abitha M	abitha3002@gmail.com	Electronics and Instrumentation Engineering
11	Booma C	boomasekar421@gmail.com	Electronics and instrumentation engineering
12	Aachi D	aachi08102000@gmail.com	Computer Science and Engineering
13	SOBIYA M	sobiyamaran8437@gmail.com	Information Technology

Important Points:

1. CTC offered : **INR 4.75 LPA**
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3. Selected Candidates should be Willing to work in any location within India or abroad as assigned by HCL Technologies.
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2. B.E/B. Tech Graduation passing Year 2022 & Specialization in Circuit Branch only.

Please acknowledge the email with consent that these students are blocked for HCL and should not be appearing for other organizations. All should join HCL.

Thanks & regards,

Preeti Sharma

HCL Technologies Ltd.

www.hcltech.com | www.hcl.com/



13-Jan-2022

Amirtha E
B.Tech Electronics and Instrumentation Engineering
Government College of Technology, Coimbatore

Dear Amirtha E,

Further to our Letter of Intent / Offer for the position of Programmer Analyst Trainee / Programmer Analyst aligned to the hiring category and in response to your subsequent confirmation for Internship Program with us, we are pleased to offer you an Internship with us for a **period of 3 to 6 months**, starting Dec 2021.

During this period, you will be provided with a stipend of **INR 12,000 per** month equated to the planned duration of the Internship curriculum and will be paid only subject to successful completion of milestones as defined in the curriculum prior to the monthly stipend processing window for a given month based on your performance and attendance.

Actual commencement of Internship dates and duration would be shortly communicated to you and the internship would be based on the business demand aligned to your skill tracks.

Though Cognizant Internship being a pre-requisite skill and capability development program, it does not guarantee employment. However, the successful completion of internship will form a critical part of your employment with Cognizant if an opportunity arises in future.

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

Prior to joining on the rolls of Cognizant, you must have successfully completed the prescribed Internship program. In the event of unsatisfactory Internship, Cognizant reserves rights at its sole discretion to revoke its employment offer.

Please also note that:

- The Internship timings would be for 9 hours per day from Monday through Friday aligned to the working timings followed in Cognizant
- Interns are covered under Cognizant's calendar holidays of the respective location of internship and you would need to adhere with minimum attendance requirements. Prior approvals are must towards any unavoidable leave or break requests during the program.
- There would be zero tolerance to plagiarisms and misconduct during the internship. Any such incident reported will lead to immediate cancellation of internship without any notice.
- You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions.
- You may be required, to travel to other locations within India if there is a business need as per your internship program
- Cognizant reserves rights regarding IT infra as applicable and access to information and material of Cognizant during the internship period and may modify or amend the Cognizant GenC program terms and conditions from time to time
- Stipend payment will be done for the prescribed Internship Curriculum period only and no additional payment will be done for any delay in completion.
- Attendance and successful completion of Milestone(s) are the eligible factors for processing stipend payment and tenure spent will not guarantee your monthly stipend payment.

At the time of your reporting for the internship, you will be required to sign a Non - Disclosure Agreement with the company. During the course of your Internship and after completion of the same, you are required to maintain strictest confidentiality with respect to company proprietary or products that you access or come into contact with, during your project as an Intern, at all times as per our Policy. Use of company proprietary information or products shall not be made without prior permission from the concerned authority. Any breach of information security will be dealt as per Company Policy.

You will also be required to submit the following documents at the time of reporting;

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

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

We wish you good luck.

Yours sincerely,
For **Cognizant Technology Solutions India Pvt. Ltd.**,



Maya Sreekumar
Vice President - Human Resource

I accept the terms and conditions of the internship program as mentioned above.

Signature:

Date:



**Larsen & Toubro Limited,
Construction**
Mount Poonamallee Road,
Manapakkam, P. B. No. 979,
Chennai - 600 089, INDIA
Tel : +91-44-2252 6000, 2252 8000
Fax : +91-44-2249 3317
www.Lntecc.com

Ref.: GET 2022/Instru./DC-2022106586106720

18th June 2022

Ms. Anusuya R
GCT Coimbatore
Contact No. 9677028202

Dear Madam,

Sub: Appointment as Graduate Engineer Trainee

Hearty Congratulations on being selected for the position of Graduate Engineer Trainee through our rigorous campus selection process. We are pleased to attach the offer of your appointment as GET. We would advise you to sign online and submit your acceptance within 7 days from the date of this letter. In case we do not hear anything from you by that date, we will presume that you are not interested in our offer. Thereafter, this offer of appointment as Graduate Engineer Trainee shall lapse automatically.

Further to the Pre-Employment Medical Checkup you are declared **MEDICALLY FIT** for training with us.

You will be required to report at **Head Quarters Office – Chennai**, for the training and initial orientation program on **01st July 2022** and your place of posting and joining formalities will be intimated in due course and a detailed email will be sent to you on this separately on receipt of your acceptance of this offer. Please note that request for extension in joining time / Change of Department or Division or Location will not be entertained.

You are requested to bring the following required documents in original for verification, on the date of your physical joining. Also keep two photocopies of the following documents.

- S.S.L.C (10th Std) Certificate and Mark sheet - In Original
- H.S.C (12th Std) Certificate and Mark sheet - In Original
- Certificate & Mark sheets of Degree (Under Graduation) of all the semesters/years- In Original - [Attested copies of degree certificate and final year / semester mark sheets should be forwarded to us within 3 months of your joining].
- Course Completion Certificate (if your final semester/ final year result is not declared) - In Original (Mandatory)
- Good Conduct certificate issued by the College
- Photocopies of achievements in extra-curricular activities claimed (College / District / State /National/ International levels)
- 2 Passport size photographs (Mandatorily photo should be taken in business formal in white background (for Men - Blazer and tie & Women - formal office wear).
- A Copy of your Aadhar Card & PAN Card
- Proof of age - either S.S.C or school leaving certificates
- Covid Vaccination Certificate

Please note that this offer of employment given to you is based on the educational qualification declared by you in your application for employment. This offer will stand automatically cancelled and withdrawn in case the information provided in the application is false or incorrect.

In case of any clarification, kindly contact Mr. Vishnu Prasad / 9445504650 / vishnuprasad@Lntecc.com

**Yours faithfully,
for LARSEN & TOUBRO LIMITED**

**(RAMKISHORE S)
VP & HEAD – HUMAN RESOURCES
DIVISIONAL CORPORATE**

Registered Office: L&T House, N. M. Marg, Ballard Estate, Mumbai - 400 001, INDIA
Licence No.: CIN - L99999MH1946PLC004768

L&T Construction is a brand of Larsen & Toubro Limited



Ref No: MSPL / 2021 / 1886

21-September-2021

Mr. ARAVINDHAN A

53, Maniyakar Street, Pathirikuppam,
Cuddalore, Tamilnadu-607002.

Dear **ARAVINDHAN A,**

Welcome to the **MISTRAL** Family!!!

Mistral Solutions Private Limited is hereinafter called MISTRAL or the Company is professionally managed Technology Company with a very high growth rate. We strongly believe in Quality Services and Customer Satisfaction. The main factor for our success in this industry is our people. We strive for an employee friendly work atmosphere and hope your association with the company will be enjoyable and fruitful.

This 'offer' letter is in reference to your application and the subsequent interview for a career opportunity with MISTRAL. We are pleased to offer you the position of **Embedded Design Engineer –Hardware Design**. The terms and conditions of your offer letter are as follows:

Your annual gross compensation will be **Rs. 5,00,400 (Rupees Five Lakhs Four Hundred Only)**. The detailed breakup of your compensation is provided in Annexure 1. You are solely responsible for the declarations and implications arising thereof for all personal Income Tax purposes.

1. The offer letter validity is subject to
 - a. Your resignation acceptance / Relieving letter from your previous employer.
 - b. Fitness certificate after a medical test from Mistral authorized health checkup center.
 - c. Reference check and acceptance of the offer letter with mutually agreed joining date.
2. Your growth and salary will depend solely on your performance and contribution to the Company. Salary changes if any is based on the half year and annual performance review.
3. In order to meet the company's objective and fully develop the potential of Mistralites, you will be assigned roles and responsibilities from time to time by the company or by any person authorized by the Company. Your current assignment is at MISTRAL **Bangalore** branch. You may also be required to travel from time to time on assignments within India and overseas. Your services are liable to be transferred at any time to any office of the company or its associate organization(s).
4. You are required to sign a Non-Disclosure Agreement with MISTRAL on the date of your joining.
5. You shall be required to apply and maintain the highest standard of personal conduct, integrity and comply with all the Company policies and procedures. You shall be true and faithful to the Company in all your accounts, dealing and transactions, relating to the business of the Company and shall at all times, when required render a true and just account thereof to the Company or any such persons shall be authorized to receive the same.
6. As a full time employee of the Company, you shall devote all your time, energy and attention to the business of the company and shall not engage in any employment or act in any way which either conflicts with the duties and obligations to the company or contrary to the policies or the interests of the company or any of its associated companies and shall not be in any
Regd. Office: # 60, "Adarsh Regent", 100 Ft. Ring Road, Domlur Extn., Bangalore - 560 071 INDIA.

Tel: +91 80 3091 2600 Fax: +91 80 2535 6444 E-mail: info@mistralsolutins.com



17. Further the company may at its discretion relieve you from such date as it may deem fit even before the expiry of notice period without compensating for the unexpired period and it is not bound to give any reasons thereof if in the opinion of the company –
 - a. Employee's continuance in the company is detrimental to company's interest
 - b. Employee's separation is due to ethical or integrity reasons
18. Any shortfall in notice period will be recovered from the final dues settlement. However, you are expected to complete the pending assignments and hand over charge to the person designated by the Company, with all due diligence, to the satisfaction of the Company. Your relieving will be subject to completion of the concerned assignments and the handover as above.
19. On acceptance of the separation notice, you will immediately return to the Company all correspondence, specifications, formulae, effects, books, documents, cost data, market data and literature or any other papers and documents or other property which may at that time be in your possession relating to the business or affairs of the company or any of its associated or branches or clients. You shall not make or retain any copies of these items.

INTERNSHIP AT MISTRAL

On acceptance of the Offer Letter, you hereby agree to pursue your 8th Semester Project which is a part of your curriculum at Mistral. The Offer from Mistral stands Invalid if the above Term is not being met.
The duration of the Internship will be communicated soon.

We welcome you to the MISTRAL family and wish you a successful career with us.

Yours Sincerely,
For **Mistral Solutions Private Limited,**

Mujahid Alam
Chief Executive Officer

I have read the terms and conditions and accept the same. I would be joining on _____.

Signature

2	P.GUNASEKHAR	guna.1813116@gct.ac.in	ELECTRICAL AND ELECTRONICS ENGINEERING
3	Deepika S	sdeepika13601@gmail.com	Electronics and instrumentation engineering
4	Nirmalkumar A	anirmalkumar1817@gmail.com	Electronics and Instrumentation Engineering
5	Madhumitha.R	madhumitha290@gmail.com	Electronics and Instrumentation Engineering
6	Pavithra T	tnpspavitra@gmail.com	Computer Science and Engineering
7	ESAKKIMUTHAMILARASI S	esakkimuthamilarasi@gmail.com	Information Technology
8	KAVIN V	v.kavin1612@gmail.com	Information Technology

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To view this discussion on the web visit https://groups.google.com/a/gct.ac.in/d/msgid/gct_placements2018-2022/CAO%3DhaHSGCp6z7jtuu8UTKB-a97nS6nW2AiNAmW%2BOZsGDHy65w%40mail.gmail.com.

GCT Placement Cell <gctplacements@gct.ac.in>

Tue, 14 Dec 2021 at 3:49 pm

To: gct_placements2018-2022@gct.ac.in, gct_placements2021-2022@gct.ac.in, gct-pg-placement-group@gct.ac.in

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

From: **Preeti Sharma** <preeti.sh@hcl.com>

Date: Tue, Dec 14, 2021 at 3:47 PM

Subject: RE: HCL || Final Confirmation|| Government College of Technology || 2022

To: gctplacements@gct.ac.in <gctplacements@gct.ac.in>

Cc: Ashish Bhalla <ashish.bhalla@hcl.com>, Garima Chawla <garima.chawla@hcl.com>

Classification: **Internal**

Dear Sir/Ma'am,

Thank you for your wonderful support in arranging the virtual campus drive.

The below students have been selected for the opportunity with **HCL**, please communicate to the respective students on his/her selection with HCL.

S.no	Student Name	Email	Post-Graduation Specialization/Branch
1	Anitha G	anithaganapathy05443@gmail.com	ECE
2	Vetriselvan T	vetriselvan1818@gmail.com	ECE
3	DIVYA R	divy.1813113@gct.ac.in	ELECTRICAL AND ELECTRONICS ENGINEERING
4	NANTHINI K	nant.1813l08@gct.ac.in	ELECTRICAL AND ELECTRONICS ENGINEERING

5	Ashwini A	nalinaashwini@gmail.com	Electronics and instrumentation engineering
6	Nithyasri B	nithyasri4501@gmail.com	Electronics and instrumentation engineering
7	Vijay M	vijayvj6221@gmail.com	Electronics and Instrumentation Engineering
8	Kalaivani G	gkalaivani0402@gmail.com	Electronics and Instrumentation Engineering
9	Muralidharan D	muralidharandhandapani@gmail.com	Electronics and Instrumentation Engineering
10	Abitha M	abitha3002@gmail.com	Electronics and Instrumentation Engineering
11	Booma C	boomasekar421@gmail.com	Electronics and instrumentation engineering
12	Aachi D	aachi08102000@gmail.com	Computer Science and Engineering
13	SOBIYA M	sobiyamaran8437@gmail.com	Information Technology

Important Points:

1. CTC offered : **INR 4.75 LPA**
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3. Selected Candidates should be Willing to work in any location within India or abroad as assigned by HCL Technologies.
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Please Note:

Their Joining with HCL is subject to BGV Clearance, Re-hire Policy(incase applicable) and Eligibility criteria as follows :

1. Minimum 75% throughout in academics(10th, 12th/Diploma & Graduation) & no Backlogs.
2. B.E/B. Tech Graduation passing Year 2022 & Specialization in Circuit Branch only.

Please acknowledge the email with consent that these students are blocked for HCL and should not be appearing for other organizations. All should join HCL.

Thanks & regards,

Preeti Sharma

HCL Technologies Ltd.

www.hcltech.com | www.hcl.com/



Offer: Computer Consultancy

Ref: TCSL/CT20213644642/Chennai

Date: 04/11/2021

Ms. **Deepadevi A**

107/4Middle Street,
Chinnakrishnapuram,
Salem-636115,
Tamil Nadu.
Tel# 91-9443305874

Dear Deepadevi A,

Sub: Letter of Offer

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

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

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

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

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

TCS Confidential

TCSL/CT20213644642

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 Career's Serviceline: 1800 209 3111 Email: careers@tcs.com



Deepika S <sdeepika13601@gmail.com>

HCL || CTC offer upgrade - 5.5 LPA || Important Announcement

E-School Connect <E-SchoolConnect@hcl.com>
To: E-School Connect <E-SchoolConnect@hcl.com>

Mon, Mar 7, 2022 at 3:46 AM

Classification: **Public**

Dear Future HCLites,

Congratulations for your selection!

At HCL, we believe in maximizing human potential, and our employees remain one of our biggest assets. 'Employee First' philosophy is deeply embedded within our culture, where employees remain happy, satisfied and committed.

We are glad to confirm below two modifications to your offer.

- CTC is upgraded to **INR 5.5 LPA** (from INR 4.75 LPA)
- Service agreement is now reduced to **12 months** (earlier 24 months). In case you leave in between, you shall be liable to pay **INR 50K** (earlier INR 1.25 L) to the organization

Please Note –

- You should be willing to work in any location within India, in a 24x7 operations setup & shifts, as assigned by HCL Technologies
- Your Joining with HCL, is subject to BGV Clearance, Re-hire Policy (incase applicable) and Eligibility criteria as follows:
- Minimum 70% throughout in academics (10th, 12th/Diploma & Graduation) & no Backlogs.

We will initiate your onboarding documentation process in next few weeks.

We wish you very best for your graduation completion!

For any queries feel free to reach out to E-SchoolConnect@hcl.com .

Best Regards
Garima Chawla
Lead-Campus Relations
HCL Technologies

HCLwww.hcl.com

\$11.2 BILLION

198,000+ MINDS

52 COUNTRIES

::DISCLAIMER::

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LAKSHMI MACHINE WORKS LIMITED

HRD/Offer/FN: R06/2022/085
17.02.2022

Ms. Devadharshini K M
S/o Mr. Kodeeswaran T
1581, Minnagar,
Ariyalur - 621704.

Dear Ms. Devadharshini,

With reference to your application and the subsequent interview held on 29.12.2021, the Management is pleased to permit you to undergo training under the following terms and conditions:

1. You are engaged as **GRADUATE ENGINEER TRAINEE** in our Company, and you will undergo training for a period of one year from the date of your joining.
2. During the above first spell of training period, you will be paid basic, and allowances as shown below:

Basic	Rs.10,000/- pm
HRA	Rs.6,000/- pm
Conveyance Allowance	Rs.6,000/- pm
Other Allowance	Rs.6,701/- pm

3. During the training period, you will be eligible for Annual Bonus, contribution to Provident Fund as per the Rules.
4. You will be reimbursed with medical expenses incurred for yourself and family at the rate of 8.33% of your Basic per month against production of bills / certificates and the reimbursement will be made to you once in three months.
5. You will not be eligible for any other allowance / payment applicable to other staff members.
6. You will be entitled for 2 days leave per every completed month of training.
7. Your performance will be appraised in every quarter /spell periodically and only on satisfactory completion of training in the previous quarter / spell, you will be allowed to advance to the next quarter /spell of training.

Shujis

Contd.2

Rdf.
2012



LAKSHMI MACHINE WORKS LIMITED

Annexure-A

Annexure to the Offer letter HRD/Offer/FN: R06/2022/085 dated 17.02.2022 given to Ms. Devadharshini K M.

Salary Components	Amount (INR)
Basic	10,000
HRA	6,000
Conveyance Allowance	6,000
Other Allowance	6,701
Monthly Gross Salary	28,701
PF	1,800
ESI	833
Bonus @ 20% of (Basic)	2,000
Monthly CTC	33,334
Annual CTC	4,00,008

With Regards,
For LAKSHMI MACHINE WORKS LIMITED

HEAD - HUMAN RESOURCES



September 03, 2021

Mr. Dhod Raj S
GCT- Coimbatore.

Offer Letter

Private and confidential

Dear Mr. **Dhod Raj S,**

We are pleased to offer you a position as a **Software Engineer Trainee** with Onebill Software India Private Limited.

Your training period shall be for six month from 01st June 2022 to 30th November 2022. After the completion of successful training you will be assigned to the respective team in our organization at sole discretion and on the terms and conditions of the company.

Your annual CTC will be Rs. **4,00,000/-** per annum (Four Lakhs Rupees only). A detailed salary structure is enclosed in Exhibit A.

We would like you to join us on or before 01st June 2022.

Yours sincerely,

For OneBill Software India Private Limited

Muthukumar
Authorized Signatory

OneBill Software India Pvt Ltd.,
CIN-U72200KA2009PTC050973
No:32, Suraj Ganga Soft Park, 1st Main,
JP Nagar 3rd Phase, Bangalore-78
www.onebillsoftware.com

17th Sep 2021

DINESHPRABHU JAGATHEESWARAN
3/156, Vinayagar Kovil 1st Street,
Goppanurpudur, Kappalangerai (PO),
Kinathukadavu (Taluk), Coimbatore-642120

Subject: Offer Letter and Terms of Employment

Dear Mr. Dineshprabhu Jagatheeswaran,

Congratulations! With reference to your application and subsequent discussions, we are pleased to offer you an employment with MBIT Wireless Private Limited for the position of **Development Engineer**.

You will be paid a Total Annual Compensation, **Cost to the company (CTC)** of **₹7,50,000.00 (Rupees Seven Lakhs and Fifty Thousand only)** per annum. Kindly refer Annexure - 1 for the complete breakup of your CTC.

You will be provided **Company's Family Medical Insurance for ₹3,00,000 and Employee Accidental Insurance Plan for ₹10,00,000.**

You will be on probation for a period of Eighteen (18) months from the date of joining and your performance will be reviewed at the end of each quarter during the probation period.

This offer, unless extended in writing, will automatically expire on 24th Sep 2021. Kindly confirm your acceptance of this offer by 24th Sep 2021. If we do not receive your acceptance by the expiry date, this offer is liable to lapse at the discretion of the Company.

Terms of Employment:

1. This offer of employment is subject to your completion of B.E or B.Tech degree course and successfully completing the Graduate Engineer training in our organization.
2. You will be on probation for a period of Eighteen (18) months from the date of joining. Your performance will be reviewed on a periodic basis. Your probation can be extended, if your performance is not up to the desired level or any unplanned leaves ("loss of pay"), vacation taken during the probation period. The terms and conditions of the probation will be governed by the Company's probation policy.
3. As part of the joining formalities, you are required to sign a confidentiality agreement, which aims to protect the intellectual property rights and business information of the Company.

Annexure - 1

CTC Breakup Structure		
Component category	Monthly	Annual
Fixed Compensation		
Basic Salary	12,666	1,51,992
Bouquet of Benefits	14,792	1,77,504
Annual Components/Retirals		
Performance Pay*	4,167	50,000
Health Insurance**	1,625	19,500
Provident Fund	1,974	23,688
Gratuity***	609	7,316
Total of Annual Components & Retirals	8,375	1,00,504
Retention Component****	26,667	3,20,000
TOTAL CTC	62,499	7,50,000

OTHER INFORMATION
All salary components/benefits are governed by the latest company policies and statutory guidelines.
Income tax will be deducted as per applicable rules of the Income Tax Act.
Professional tax will be deducted as per rates specified by the Corporation authorities
* Performance Component (PC): This component will be paid after successful completion of one Year in the following quarter. Your performance will be evaluated by your reporting manager. If your yearly performance is greater than 95%, you will get 100% of eligible performance component otherwise you will not be eligible for that year PC. Also, if you are under notice period, you will not be eligible for PC and will not be paid PC.
**Company's Family Medical Insurance for Rs. 3,00,000 and Employee Accidental Insurance Plan for Rs. 10,00,000. These benefits are optional and subject to change.
*** Gratuity payment will be in accordance with Statutory Acts and Norms.
****Retention Component (RC): Retention component will be paid after successful completion of probation period within a succeeding year by two installments on 6 months gap. If you are under notice period, you will not be eligible for RC and will not be paid RC.
Please Note: This compensation plan is confidential not to be discussed with anyone except HR & Finance officials of the Company.



Offer: Computer Consultancy

Ref: TCSL/CT20213645134/Chennai

Date: 04/11/2021

Ms. **Elsie Jeba Celine A**

213Sivaji Colony,
Near Ktvr Apartment,
Coimbatore-641025,
Tamil Nadu.
Tel# -

Dear Elsie Jeba Celine A,

Sub: Letter of Offer

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be 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 &

TCS Confidential

TCSL/CT20213645134

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 Career's Serviceline: 1800 209 3111 Email: careers@tcs.com

Letter of offer for internship

Dear Gokul,

Further to our recent interview at your campus, we are pleased to offer you as Software Engineer trainee with our company's Bangalore office. You will be an intern for the first three months.

Your internship with company will commence from 07th March 2022, duration of the internship will be for the period of around 3months.

Your stipend will be 15000/- (Rupees Fifteen Thousand only) per month during the internship period. As we discussed on the interview time, the company will provide the accommodation for this internship period

Position: Your position will be 'Software Engineer Intern' with OneBill Software India Private Limited (hereafter referred to as The Company). As an intern of the company, you will be required to serve in the Bangalore office / Training Centre of the company located at

OneBill Software India Private Limited

No:34, First Floor, Suraj ganga Soft Park,
1st Main Road, JP Nagar 3rd Phase, Bangalore – 560078

Duties: In your position, you will at times carry out the duties of that position as are assigned to you from time to time and all incidental duties in a diligent, timely and competent manner. While serving as an intern with the company you will not be engaged in any other form of employment/internship without prior approval of the company.

Company Policies: You will be required at all times to comply with all policies and manuals issued by the company from time to time

We sincerely hope that you will accept this offer and look forward to a long and fruitful working relationship with you.

Request you to sign a copy of this letter as an acknowledgement of having accepted the above terms.

Yours sincerely,

For Onebill Software India Private Limited



Muthukumar

Authorized Signatory

OneBill Software India Pvt Ltd.,

CIN-U72200KA2009PTC050973
No:32, Suraj Ganga Soft Park, 1st Main,
JP Nagar 3rd Phase, Bangalore-78
www.onebillsoftware.com



23-Apr-2022

Dear **Gokulanand S,**

B.E., Electronics and Instrumentation Engineering
Government College of Technology, Coimbatore

Candidate ID – 19727659

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. In addition, there will be an one time skill bonus of INR **25,000/-** given based on your skill proficiency. 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.



APPOINTMENT LETTER

March 15, 2022

Dear Jeevanantham M,

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:

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: Jeevanantham M

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.



APPOINTMENT LETTER

January 25, 2022

Dear KAAVIYAA KL,

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

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 KAAVIYAA KL, 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: KAAVIYAA KL

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

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Basic	11,670
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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

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

HCL || CTC offer upgrade - 5.5 LPA || Important Announcement

1 message

E-School Connect <E-SchoolConnect@hcl.com>
To: E-School Connect <E-SchoolConnect@hcl.com>

7 March 2022 at 17:16

Classification: **Public**

Dear Future HCLites,

Congratulations for your selection!

At HCL, we believe in maximizing human potential, and our employees remain one of our biggest assets. 'Employee First' philosophy is deeply embedded within our culture, where employees remain happy, satisfied and committed.

We are glad to confirm below two modifications to your offer.

- CTC is upgraded to **INR 5.5 LPA** (from INR 4.75 LPA)
- Service agreement is now reduced to **12 months** (earlier 24 months). In case you leave in between, you shall be liable to pay **INR 50K** (earlier INR 1.25 L) to the organization

Please Note –

- You should be willing to work in any location within India, in a 24x7 operations setup & shifts, as assigned by HCL Technologies
- Your Joining with HCL, is subject to BGV Clearance, Re-hire Policy (incase applicable) and Eligibility criteria as follows:
- Minimum 70% throughout in academics (10th, 12th/Diploma & Graduation) & no Backlogs.

We will initiate your onboarding documentation process in next few weeks.

We wish you very best for your graduation completion!

For any queries feel free to reach out to E-SchoolConnect@hcl.com .

Best Regards
Garima Chawla
Lead-Campus Relations
HCL Technologies

HCLwww.hcl.com

\$11.2 BILLION

198,000+ MINDS

52 COUNTRIES

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20th Sep 2021**KISHOREKUMAR R S**

R S, 3/313-A5, Postman Kadu,
Sankari, Opposite to New Bus Stand,
Salem-637301

Subject: Offer Letter and Terms of Employment**Dear Mr. Kishore Kumar,**

Congratulations! With reference to your application and subsequent discussions, we are pleased to offer you an employment with MBIT Wireless Private Limited for the position of **Development Engineer**.

You will be paid a Total Annual Compensation, **Cost to the company (CTC)** of **₹7,50,000.00 (Rupees Seven Lakhs and Fifty Thousand only)** per annum. Kindly refer Annexure - 1 for the complete breakup of your CTC.

You will be provided **Company's Family Medical Insurance for ₹3,00,000 and Employee Accidental Insurance Plan for ₹10,00,000.**

You will be on probation for a period of Eighteen (18) months from the date of joining and your performance will be reviewed at the end of each quarter during the probation period.

This offer, unless extended in writing, will automatically expire on 24th Sep 2021. Kindly confirm your acceptance of this offer by 24th Sep 2021. If we do not receive your acceptance by the expiry date, this offer is liable to lapse at the discretion of the Company.

Terms of Employment:

1. This offer of employment is subject to your completion of B.E or B.Tech degree course and successfully completing the Graduate Engineer training in our organization.
2. You will be on probation for a period of Eighteen (18) months from the date of joining. Your performance will be reviewed on a periodic basis. Your probation can be extended, if your performance is not up to the desired level or any unplanned leaves ("loss of pay"), vacation taken during the probation period. The terms and conditions of the probation will be governed by the Company's probation policy.
3. As part of the joining formalities, you are required to sign a confidentiality agreement, which aims to protect the intellectual property rights and business information of the Company.



MADHUM MITHA <madhummitha290@gmail.com>

HCL || CTC offer upgrade - 5.5 LPA || Important Announcement

E-School Connect <E-SchoolConnect@hcl.com>
To: E-School Connect <E-SchoolConnect@hcl.com>

Mon, Mar 7, 2022 at 5:16 PM

Classification: **Public**

Dear Future HCLites,

Congratulations for your selection!

At HCL, we believe in maximizing human potential, and our employees remain one of our biggest assets. 'Employee First' philosophy is deeply embedded within our culture, where employees remain happy, satisfied and committed.

We are glad to confirm below two modifications to your offer.

- *CTC is upgraded to **INR 5.5 LPA** (from INR 4.75 LPA)*
- *Service agreement is now reduced to **12 months** (earlier 24 months). In case you leave in between, you shall be liable to pay **INR 50K** (earlier INR 1.25 L) to the organization*

Please Note –

- *You should be willing to work in any location within India, in a 24x7 operations setup & shifts, as assigned by HCL Technologies*
- *Your Joining with HCL, is subject to BGV Clearance, Re-hire Policy (incase applicable) and Eligibility criteria as follows:*
- *Minimum 70% throughout in academics (10th, 12th/Diploma & Graduation) & no Backlogs.*

We will initiate your onboarding documentation process in next few weeks.

We wish you very best for your graduation completion!

For any queries feel free to reach out to E-SchoolConnect@hcl.com .

Best Regards
Garima Chawla
Lead-Campus Relations
HCL Technologies

www.hcl.com

\$11.2 BILLION

198,000+ MINDS

52 COUNTRIES

::DISCLAIMER::

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Date: 13th October 2021

Dear Manonmani R,

Letter of Intent

Congratulations!

We, Incture Technologies Pvt Ltd., are pleased to inform you that you have successfully completed the campus selection process. This letter is to confirm that we intend to offer the **Associate Engineer** competency level opportunity to you, on the following terms and conditions

1. Designation: **Associate Engineer**
2. CTC: **INR. 600,000/- (Rupees Six Lakh Only)**
3. Training Period: **12 weeks**

Please note the above terms and conditions are subject to change at company's discretion.

Based on your acceptance to this letter of intent, an offer letter with detailed terms and condition will be issued to you.

Your joining is subject to satisfactory verification of the information/documents furnished by you at the time of joining, in addition to fulfillment of the academic eligibility criteria shared with your college placement officer.

Here's wishing you a successful career with Incture Technologies Pvt Ltd. We look forward to welcome you on board.

Warm regards,

For Incture Technologies (P) Ltd.



Anitha R Davis
Associate Director - Talent Acquisition



HCL || CTC offer upgrade - 5.5 LPA || Important Announcement

1 message

E-School Connect <E-SchoolConnect@hcl.com>
To: E-School Connect <E-SchoolConnect@hcl.com>

Mon, 7 Mar, 2022 at 5:16 pm

Classification: **Public**



Dear Future HCLites,

Congratulations for your selection!

At HCL, we believe in maximizing human potential, and our employees remain one of our biggest assets. 'Employee First' philosophy is deeply embedded within our culture, where employees remain happy, satisfied and committed.

We are glad to confirm below two modifications to your offer.

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- *Service agreement is now reduced to **12 months** (earlier 24 months). In case you leave in between, you shall be liable to pay **INR 50K** (earlier INR 1.25 L) to the organization*

Please Note –

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- *Your Joining with HCL, is subject to BGV Clearance, Re-hire Policy (incase applicable) and Eligibility criteria as follows:*
- *Minimum 70% throughout in academics (10th, 12th/Diploma & Graduation) & no Backlogs.*

We will initiate your onboarding documentation process in next few weeks.

We wish you very best for your graduation completion!

For any queries feel free to reach out to E-SchoolConnect@hcl.com .

Best Regards

Garima Chawla
Lead-Campus Relations
HCL Technologies

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**HCL || CTC offer upgrade - 5.5 LPA || Important Announcement**

1 message

E-School Connect <E-SchoolConnect@hcl.com>
To: E-School Connect <E-SchoolConnect@hcl.com>

7 March 2022 at 17:16

Classification: **Public**

Dear Future HCLites,

Congratulations for your selection!

At HCL, we believe in maximizing human potential, and our employees remain one of our biggest assets. 'Employee First' philosophy is deeply embedded within our culture, where employees remain happy, satisfied and committed.

We are glad to confirm below two modifications to your offer.

- CTC is upgraded to **INR 5.5 LPA** (from INR 4.75 LPA)
- Service agreement is now reduced to **12 months** (earlier 24 months). In case you leave in between, you shall be liable to pay **INR 50K** (earlier INR 1.25 L) to the organization

Please Note –

- You should be willing to work in any location within India, in a 24x7 operations setup & shifts, as assigned by HCL Technologies
- Your Joining with HCL, is subject to BGV Clearance, Re-hire Policy (incase applicable) and Eligibility criteria as follows:
- Minimum 70% throughout in academics (10th, 12th/Diploma & Graduation) & no Backlogs.

We will initiate your onboarding documentation process in next few weeks.

We wish you very best for your graduation completion!

For any queries feel free to reach out to E-SchoolConnect@hcl.com .

Best Regards
Garima Chawla
Lead-Campus Relations
HCL Technologies

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Oct-21

Ms. Powshika.B

4/26 Hiriyaseegai Village, Kinnakorai Post
The Nilgiris-643219
Ooty 643219

Dear Powshika,

Thank you for your interest in AVA SOFTWARE Pvt. Ltd. Subsequent to our discussion with you, we are delighted to extend you an offer to join AVASOFT. We believe you can play an important role in our rapid growth and success and look forward to welcoming you to the AVASOFT family.

Position

You will be undergoing an internship with AVASOFT for a period of 6 months and you will be designated as Trainee Engineer and will be paid a stipend of Rs.10,000/- per month subject to PF & ESI from the date of joining. After successful completion of your internship you will be designated as Software Engineer and your CTC would be Rs. 3/- Lakhs per annum (Rupees Three Lakhs only) is inclusive of basic salary, HRA, medical and regular conveyance which is effective from the date of employment.

Probation

You will be on probation from your date of joining for a period of twelve months as Software Engineer. You will continue to do so until the company confirms your services in writing, based on your conduct and performance during this period meeting the standards of the company.

Compensation

Your total cost to AVASOFT will be **Rs. 3/- Lakhs per annum** (Rupees Three Lakhs only) subject to Tax deduction. Further details are furnished in Annexure-1

AVA Software Pvt. Ltd.,

Bayline Infocity Limited, 1st Floor, Block 2, 33, Rajiv Gandhi Salai,
Navalur, Chennai - 600 130

Website: <http://www.avasoft.com>

Compensation Break Up		
Name	Powshika.B	
Designation	Trainee Engineer	
A – Base Component		
	Monthly (Rs.)	Annual (Rs.)
Basic	15000	180000
HRA	7500	90000
Total of A	22500	270000
B – Basket of Allowances		
Medical Allowances	700	8400
Total of B	700	8400
C- Retirals		
Provident Fund	1800	21600
Total of C	1800	21600
Total (A+B+C)	25000	300000

For AVA SOFTWARE Pvt. Ltd.,



Anthea Vicky

Human Resources

To AVA SOFTWARE Pvt. Ltd.,

Powshika.B

Trainee Engineer

AVA Software Pvt. Ltd.,

Bayline Infocity Limited, 1st Floor, Block 2, 33, Rajiv Gandhi Salai,
Navalur, Chennai - 600 130

Website: <http://www.avasoft.com>



September 03, 2021

Mr. Rajan S,
GCT- Coimbatore.

Offer Letter

Private and confidential

Dear Mr. **Rajan S,**

We are pleased to offer you a position as a **Software Engineer Trainee** with Onebill Software India Private Limited.

Your training period shall be for six month from 01st June 2022 to 30th November 2022. After the completion of successful training you will be assigned to the respective team in our organization at sole discretion and on the terms and conditions of the company.

Your annual CTC will be **Rs.4,00,000/- per** annum (Four Lakhs Rupees only). A detailed salary structure is enclosed in Exhibit A.

We would like you to join us on or before 01st June 2022.

Yours sincerely,

For OneBill Software India Private Limited

Muthukumar
Authorized Signatory

OneBill Software India Pvt Ltd.,
CIN-U72200KA2009PTC050973
No:32, Suraj Ganga Soft Park, 1st Main,
JP Nagar 3rd Phase, Bangalore-78
www.onebillsoftware.com



09-Mar-2022

Dear **Rajeshkumar R,**
B.E., Electronics and Instrumentation Engineering
Government College of Technology, Coimbatore

Candidate ID – 19727638

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



20-Apr-2022

Dear **Ramya C**,
B.E., Electronics and Instrumentation Engineering
Government College of Technology, Coimbatore

Candidate ID – 19727633

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

Date: October 14, 2021

Ref: LTI/HR/EN3/Campus/2022

Name: Sanjay Kumar V

College: Government College Of Technology, Coimbatore

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear **Sanjay Kumar V,**

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on being selected as a **Graduate Engineer Trainee**. This offer is on the following terms and conditions, subject to a successful background check

1. During the training period (includes classroom and on the job training) of 3 months, your Stipend including all benefits will be **Rs.30000 as per** the details mentioned in '**Annexure-1**'.
2. All payments made to you would be subject to deduction of applicable taxes at source (TDS). Your remuneration is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever, except with the prior consent of the Company.
3. You are required to register yourself as an 'apprentice' on the apprenticeship portal <http://www.mhrdnats.gov.in> within [7] days from the date of this offer or once your final semester is completed as applicable. You shall be required to accept the offer on the portal site as well.
4. You will also be issued a detailed Letter of Appointment as Graduate Engineer Trainee subject to you meeting the eligibility criteria as mentioned in '**Annexure-2**'. Your appointment is in accordance with the Apprentices Act, 1961.
5. **Documents** - Your offer is subject to you submitting all the mandatory documents at the time of joining. You may also need to submit other such documents as Company deems fit from time to time. In order to facilitate the joining process, we require documents in original from your end, which are mentioned in '**Annexure-3**'.
6. **Background Verification** - As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your educational / professional credentials/medical background and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, this offer shall stand withdrawn, apart from other legal action being initiated against you.

If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this **Graduate Engineer Trainee Offer Letter** on the **CampBuzz Portal** (<https://campbuzz.Intinfotech.com>) and register your credentials therein within seven(7) days from the date of this letter. If you do not register your credentials within the above period on the Company portal and accept the offer on the portal within (7) days, the aforesaid offer automatically stands cancelled. Post registration on the CampBuzz portal, if you do not join on the date intimated to you, this offer will be cancelled at the discretion of the Company.

7. All Annexures appended herewith shall form an integral part of this letter.
8. Your engagement with the Company will be governed by the rules, regulations and policies of the Company in effect.

ANNEXURE-4		
Name : Sanjay Kumar V		Date : October 14, 2021
Salary Grade : GE2		
Components	Rs. p.a.	Rs. p.m.
Basic		15000
Bouquet of Benefits		23800
A. Base Salary (PA)	465600	38800
Annual Incentive	0	
B. Total Variable (PA)	0	
C. Total Target Cash (A+B)	465600	
Provident Fund (PF)	21600	1800
Gratuity	8658	722
Mediclaime Premium	6773	
D. Retirals & Other Benefits	37031	
Cost to Company (CTC) C+D	502631	



LARSEN & TOUBRO

Larsen & Toubro Limited,
Construction
Water & Effluent Treatment
P. B. No. 979, Mount Poonamallee Road
Manapakkam
Chennai - 600 089, INDIA
Tel : +91-44-2252 6000, 2252 8000
Fax : +91-44-3319 4949
www.Lntecc.com

Ref.: GET 2022/Instrumentation/WETIC-2022106586106710

26th May 2022

Ms. Sasi Reka P
GCT Coimbatore
Contact No. 6383856678

Dear Madam,

Sub: Appointment as Graduate Engineer Trainee

Heartly Congratulations on being selected for the position of Graduate Engineer Trainee through our rigorous campus selection process. We are pleased to attach the offer of your appointment as GET. We would advise you to sign online and submit your acceptance within 7 days from the date of this letter. In case we do not hear anything from you by that date, we will presume that you are not interested in our offer. Thereafter, this offer of appointment as Graduate Engineer Trainee shall lapse automatically.

Further to the Pre-Employment Medical Checkup you are declared **MEDICALLY FIT** for training with us.

You will be required to report at **Head Quarters Office – Chennai**, for the training and initial orientation program on **01st July 2022** and your place of posting and joining formalities will be intimated in due course and a detailed email will be sent to you on this separately on receipt of your acceptance of this offer. Please note that request for extension in joining time / Change of Department or Division or Location will not be entertained.

You are requested to bring the following required documents in original for verification, on the date of your physical joining. Also keep two photocopies of the following documents.

- S.S.L.C (10th Std) Certificate and Mark sheet - In Original
- H.S.C (12th Std) Certificate and Mark sheet - In Original
- Certificate & Mark sheets of Degree (Under Graduation) of all the semesters/years- In Original - [Attested copies of degree certificate and final year / semester mark sheets should be forwarded to us within 3 months of your joining].
- Course Completion Certificate (if your final semester/ final year result is not declared) - In Original (Mandatory)
- Good Conduct certificate issued by the College
- Photocopies of achievements in extra-curricular activities claimed (College / District / State /National/ International levels)
- 2 Passport size photographs (Mandatorily photo should be taken in business formals in white background (for Men - Blazer and tie & Women - formal office wear).
- A Copy of your Aadhar Card & PAN Card
- Proof of age - either S.S.C or school leaving certificates
- Covid Vaccination Certificate

Please note that this offer of employment given to you is based on the educational qualification declared by you in your application for employment. This offer will stand automatically cancelled and withdrawn in case the information provided in the application is false or incorrect. In case of any clarification, kindly contact Mr. Sivakumar B / 9500010533 / Sivakumar.b@Lntecc.com

Yours Faithfully,
for LARSEN & TOUBRO LIMITED

(R SAI RADHA)

HEAD – TALENT ACQUISITION
WATER & EFFLUENT TREATMENT IC

Registered Office: L&T House, N. M. Marg, Ballard Estate, Mumbai - 400 001, INDIA
Licence No.: CIN - L99999MH1946PLC004768

L&T Construction - Water & Effluent Treatment is a brand of Larsen & Toubro Limited



September 03, 2021

Mr. Sasidharan S
GCT- Coimbatore.

Offer Letter

Private and confidential

Dear Mr. Sasidharan S

We are pleased to offer you a position as a **Software Engineer Trainee** with Onebill Software India Private Limited.

Your training period shall be for six month from 01st June 2022 to 30th November 2022. After the completion of successful training you will be assigned to the respective team in our organization at sole discretion and on the terms and conditions of the company.

Your annual CTC will be **Rs.4,00,000/-** per annum (Four Lakhs Rupees only). A detailed salary structure is enclosed in Exhibit A.

We would like you to join us on or before 01st June 2022.

Yours sincerely,

For OneBill Software India Private Limited

Muthukumar
Authorized Signatory

OneBill Software India Pvt Ltd.,
CIN-U72200KA2009PTC050973
No:32, Suraj Ganga Soft Park, 1st Main,
JP Nagar 3rd Phase, Bangalore-78
www.onebillsoftware.com



Ref No: MSPL / 2021 / 1885

21-September-2021

Ms. SATHYA PRIYA N

10/28 B Uralpatti, Uralpatti Post, Udumalpet Taluk,
Tirupur District, Tamilnadu -642154.

Dear SATHYA PRIYA N,

Welcome to the MISTRAL Family!!!

Mistral Solutions Private Limited is hereinafter called MISTRAL or the Company is professionally managed Technology Company with a very high growth rate. We strongly believe in Quality Services and Customer Satisfaction. The main factor for our success in this industry is our people. We strive for an employee friendly work atmosphere and hope your association with the company will be enjoyable and fruitful.

This 'offer' letter is in reference to your application and the subsequent interview for a career opportunity with MISTRAL. We are pleased to offer you the position of **Embedded Design Engineer –Hardware Design**. The terms and conditions of your offer letter are as follows:

Your annual gross compensation will be **Rs. 5,00,400 (Rupees Five Lakhs Four Hundred Only)**. The detailed breakup of your compensation is provided in Annexure 1. You are solely responsible for the declarations and implications arising thereof for all personal Income Tax purposes.

1. The offer letter validity is subject to
 - a. Your resignation acceptance / Relieving letter from your previous employer.
 - b. Fitness certificate after a medical test from Mistral authorized health checkup center.
 - c. Reference check and acceptance of the offer letter with mutually agreed joining date.
2. Your growth and salary will depend solely on your performance and contribution to the Company. Salary changes if any is based on the half year and annual performance review.
3. In order to meet the company's objective and fully develop the potential of Mistralites, you will be assigned roles and responsibilities from time to time by the company or by any person authorized by the Company. Your current assignment is at MISTRAL **Bangalore** branch. You may also be required to travel from time to time on assignments within India and overseas. Your services are liable to be transferred at any time to any office of the company or its associate organization(s).
4. You are required to sign a Non-Disclosure Agreement with MISTRAL on the date of your joining.
5. You shall be required to apply and maintain the highest standard of personal conduct, integrity and comply with all the Company policies and procedures. You shall be true and faithful to the Company in all your accounts, dealing and transactions, relating to the business of the Company and shall at all times, when required render a true and just account thereof to the Company or any such persons shall be authorized to receive the same.
6. As a full time employee of the Company, you shall devote all your time, energy and attention to the business of the company and shall not engage in any employment or act in any way which either conflicts with the duties and obligations to the company or contrary to the policies or the interests of the company or any of its associated companies and shall not be in any Regd. Office: # 60, "Adarsh Regent", 100 Ft. Ring Road, Domlur Extn., Bangalore - 560 071 INDIA.

Tel: +91 80 3091 2600 Fax: +91 80 2535 6444 E-mail: info@mistralsolutions.com

CIN: U72200KA1999PTC025232

www.mistralsolutions.com

N. Sathya Priya
22/09/2021



September 03, 2021

Ms. **Shalini K**
GCT- Coimbatore.

Offer Letter

Private and confidential

Dear Ms. Shalini K

We are pleased to offer you a position as a **Software Engineer Trainee** with Onebill Software India Private Limited.

Your training period shall be for six month from 01st June 2022 to 30th November 2022. After the completion of successful training you will be assigned to the respective team in our organization at sole discretion and on the terms and conditions of the company.

Your annual CTC will be **Rs.4,00,000/-** per annum (Four Lakhs Rupees only). A detailed salary structure is enclosed in Exhibit A.

We would like you to join us on or before 01st June 2022.

Yours sincerely,

For OneBill Software India Private Limited

Muthukumar
Authorized Signatory

OneBill Software India Pvt Ltd.,
CIN-U72200KA2009PTC050973
No:32, Suraj Ganga Soft Park, 1st Main,
JP Nagar 3rd Phase, Bangalore-78
www.onebillsoftware.com



11-Apr-2022

Dear Sujitha R,
B.E., Electronics and Instrumentation Engineering
Government College of Technology, Coimbatore

Candidate ID – 19727629

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



13-Jan-2022

Swathi M

B.E. Electronics and Instrumentation Engineering
Government College of Technology, Coimbatore

Dear Swathi M,

Further to our Letter of Intent / Offer for the position of Programmer Analyst Trainee / Programmer Analyst aligned to the hiring category and in response to your subsequent confirmation for Internship Program with us, we are pleased to offer you an Internship with us for a **period of 3 to 6 months**, starting Dec 2021.

During this period, you will be provided with a stipend of INR **12,000 per** month equated to the planned duration of the Internship curriculum and will be paid only subject to successful completion of milestones as defined in the curriculum prior to the monthly stipend processing window for a given month based on your performance and attendance.

Actual commencement of Internship dates and duration would be shortly communicated to you and the internship would be based on the business demand aligned to your skill tracks.

Though Cognizant Internship being a pre-requisite skill and capability development program, it does not guarantee employment. However, the successful completion of internship will form a critical part of your employment with Cognizant if an opportunity arises in future.

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

Prior to joining on the rolls of Cognizant, you must have successfully completed the prescribed Internship program. In the event of unsatisfactory Internship, Cognizant reserves rights at its sole discretion to revoke its employment offer.

Please also note that:

- The Internship timings would be for 9 hours per day from Monday through Friday aligned to the working timings followed in Cognizant
- Interns are covered under Cognizant's calendar holidays of the respective location of internship and you would need to adhere with minimum attendance requirements. Prior approvals are must towards any unavoidable leave or break requests during the program.
- There would be zero tolerance to plagiarisms and misconduct during the internship. Any such incident reported will lead to immediate cancellation of internship without any notice.
- You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions.
- You may be required, to travel to other locations within India if there is a business need as per your internship program
- Cognizant reserves rights regarding IT infra as applicable and access to information and material of Cognizant during the internship period and may modify or amend the Cognizant GenC program terms and conditions from time to time
- Stipend payment will be done for the prescribed Internship Curriculum period only and no additional payment will be done for any delay in completion.
- Attendance and successful completion of Milestone(s) are the eligible factors for processing stipend payment and tenure spent will not guarantee your monthly stipend payment.



14-Apr-2022

Dear **Thanveer Asif M,**
B.E., Electronics and Instrumentation Engineering
Government College of Technology, Coimbatore

Candidate ID – **19781523**

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**.

You are entitled to an Annual Total Remuneration (ATR) of INR **675,948/-**. This includes an annual target incentive of INR **22,500/-**. This amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**.

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.

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 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 focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

Successful completion of Cognizant Internship (if offered to you), which is a pre-requisite skill and capability development program will form a critical part of your employment with Cognizant.

3.2 Continuous Skill Development (CSD) Program (If offered to you):



13-Jan-2022

Thejassvini M S
B.E. Electronics and Instrumentation Engineering
Government College of Technology, Coimbatore

Dear **Thejassvini M S**,

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.

*** Personal and Confidential ***

Mr. Thilak S

GCT, Coimbatore,

Candidate ID: 3788329

**Bosch Global Software
Technologies Private Limited,
123 Industrial Layout, Hosur
Road, Koramangala, Bangalore
- 560 095, India. Tel: +91 80 6657
5757 Fax. +91 80 6657 1404 CIN:
U72400KA1997PTC023164
www.bosch-india-software.com**

Our reference: TN/55115/2022

Date: 14-May-2022

Dear Mr. **Thilak S**,

This has reference to your application and the subsequent interviews you had with us. We are pleased to appoint you as '**Associate Software Engineer**' at BGSW in "**Level 50**" as detailed below.

1. Compensation

- a. Your annual CTC (Cost to Company) will be **Rs. 5,00,000/-** (Rupees **Five Lakhs** only) per annum. In addition you will be entitled to benefits as detailed below, **Annexure I**.
- b. Please refer to **Annexure I** to know more details about your compensation package.
- c. The variable portion of your compensation shall depend upon achievement of company goals. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus, if applicable to you.

Your remuneration is strictly confidential between you and the Company and has been arrived on the basis of your specific background and professional merit. You are obliged to maintain absolute secrecy of the terms and conditions; failure to do so will invite disciplinary action and may even result in termination of your services.

2. Retirement

You will retire from the services of the company on attaining the age of retirement. The retirement age is 58 years with an option to retire at 55 years, basis mutual discussion and agreement subject to company retirement policy.



September 03, 2021

Mr. **Vignesh B,**
GCT- Coimbatore.

Offer Letter

Private and confidential

Dear Mr. Vignesh B,

We are pleased to offer you a position as a **Software Engineer Trainee** with Onebill Software India Private Limited.

Your training period shall be for six month from 01st June 2022 to 30th November 2022. After the completion of successful training you will be assigned to the respective team in our organization at sole discretion and on the terms and conditions of the company.

Your annual CTC will be Rs. **4,00,000/-** per annum (Four Lakhs Rupees only). A detailed salary structure is enclosed in Exhibit A.

We would like you to join us on or before 01st June 2022.

Yours sincerely,

For OneBill Software India Private Limited

Muthukumar
Authorized Signatory

OneBill Software India Pvt Ltd.,
CIN-U72200KA2009PTC050973
No:32, Suraj Ganga Soft Park, 1st Main,
JP Nagar 3rd Phase, Bangalore-78
www.onebillsoftware.com

HCL || CTC offer upgrade - 5.5 LPA || Important Announcement

1 message

E-School Connect <E-SchoolConnect@hcl.com>
To: E-School Connect <E-SchoolConnect@hcl.com>

7 March 2022 at 17:16

Classification: **Public**

Dear Future HCLites,

Congratulations for your selection!

At HCL, we believe in maximizing human potential, and our employees remain one of our biggest assets. 'Employee First' philosophy is deeply embedded within our culture, where employees remain happy, satisfied and committed.

We are glad to confirm below two modifications to your offer.

- CTC is upgraded to **INR 5.5 LPA** (from INR 4.75 LPA)
- Service agreement is now reduced to **12 months** (earlier 24 months). In case you leave in between, you shall be liable to pay **INR 50K** (earlier INR 1.25 L) to the organization

Please Note –

- You should be willing to work in any location within India, in a 24x7 operations setup & shifts, as assigned by HCL Technologies
- Your Joining with HCL, is subject to BGV Clearance, Re-hire Policy (incase applicable) and Eligibility criteria as follows:
- Minimum 70% throughout in academics (10th, 12th/Diploma & Graduation) & no Backlogs.

We will initiate your onboarding documentation process in next few weeks.

We wish you very best for your graduation completion!

For any queries feel free to reach out to E-SchoolConnect@hcl.com .

Best Regards
Garima Chawla
Lead-Campus Relations
HCL Technologies

HCLwww.hcl.com

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198,000+ MINDS

52 COUNTRIES

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*** Private & Confidential ***

Ms. **Vishnu Priya Sh**
GCT, Coimbatore

Our Reference
TN/42844/2022/B.E/B.Tech

Bosch Global Software
Technologies Private Limited
(CIN:
U72400KA1997PTC023164)
123, Industrial Layout,
Hosur Road, Koramangala
Bengaluru 560095 INDIA
Tel +91 80 6657-5757
Fax +91 80 6657-1404
www.boschglobalsoftware.com

Dear Ms. Vishnu Priya Sh

Date:16.01.2022

SUB: LETTER OF ENGAGEMENT AS 'PROJECT TRAINEE'

With reference to your application and the interview you had with us, we are pleased to inform you that you have been selected as a “**Project Trainee**” in our organization on the following terms and conditions:

1. Nature of Engagement:

You will be engaged as a Project Trainee in our establishment in the area of “**MS/EFS-AS**” and during the course of Engagement, you shall be under the guidance of **Raghavendra Mothkur Upendiran (MS/EFS3-AS)**. You may be required to undergo training in different shifts if necessary to enable you to get adequate exposure of the functioning of the different departments. Your hours of engagement will be as per the project requirements. You will observe weekly holiday and other holidays at par with regular employees. You shall follow rules and regulations of the work place during the period of engagement.

2. Duration of Engagement:

The engagement period will be 07.02.2022 to 31.05.2022 unless the company extends the period of your engagement in writing, your engagement shall automatically stand terminated on the end date.

3. Scholarship:

You will be paid a scholarship of Rs. **25000** per month (Rupees Twenty Five Thousand Only), during the period of engagement. Other than the above, you will not be entitled to receive any other payment/allowance.



05-Jan-2022

Yuhendira Krishna S

B.E. Electronics and Instrumentation Engineering
Government College of Technology, Coimbatore

Dear Yuhendira Krishna S,

Further to our Letter of Intent / Offer for the position of Programmer Analyst Trainee / Programmer Analyst aligned to the hiring category and in response to your subsequent confirmation for Internship Program with us, we are pleased to offer you an Internship with us for a **period of 3 to 6 months**, starting Dec 2021.

During this period, you will be provided with a stipend of INR **12,000 per month** equated to the planned duration of the Internship curriculum and will be paid only subject to successful completion of milestones as defined in the curriculum prior to the monthly stipend processing window for a given month based on your performance and attendance.

Actual commencement of Internship dates and duration would be shortly communicated to you and the internship would be based on the business demand aligned to your skill tracks.

Though Cognizant Internship being a pre-requisite skill and capability development program, it does not guarantee employment. However, the successful completion of internship will form a critical part of your employment with Cognizant if an opportunity arises in future.

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

Prior to joining on the rolls of Cognizant, you must have successfully completed the prescribed Internship program. In the event of unsatisfactory Internship, Cognizant reserves rights at its sole discretion to revoke its employment offer.

Please also note that:

- The Internship timings would be for 9 hours per day from Monday through Friday aligned to the working timings followed in Cognizant
- Interns are covered under Cognizant's calendar holidays of the respective location of internship and you would need to adhere with minimum attendance requirements. Prior approvals are must towards any unavoidable leave or break requests during the program.
- There would be zero tolerance to plagiarisms and misconduct during the internship. Any such incident reported will lead to immediate cancellation of internship without any notice.
- You would be required to ensure timely completion and submission of assignments, project work and preparation required prior to the sessions.
- You may be required, to travel to other locations within India if there is a business need as per your internship program
- Cognizant reserves rights regarding IT infra as applicable and access to information and material of Cognizant during the internship period and may modify or amend the Cognizant GenC program terms and conditions from time to time
- Stipend payment will be done for the prescribed Internship Curriculum period only and no additional payment will be done for any delay in completion.
- Attendance and successful completion of Milestone(s) are the eligible factors for processing stipend payment and tenure spent will not guarantee your monthly stipend payment.

At the time of your reporting for the internship, you will be required to sign a Non - Disclosure Agreement with the company. During the course of your Internship and after completion of the same, you are required to maintain strictest confidentiality with respect to company proprietary or products that you access or come into contact with, during your project as an Intern, at all times as per our Policy. Use of company proprietary information or products shall not be made without prior permission from the concerned authority. Any breach of information security will be dealt as per Company Policy.

You will also be required to submit the following documents at the time of reporting;

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

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

We wish you good luck.

Yours sincerely,
For **Cognizant Technology Solutions India Pvt. Ltd.**,



Maya Sreekumar
Vice President - Human Resource

I accept the terms and conditions of the internship program as mentioned above.

Signature:

Date:

*** Personal and Confidential ***

Mr. Ajay Kumar M

GCT, Coimbatore,

Candidate ID: 3788387

Bosch Global Software
Technologies Private Limited,
123 Industrial Layout, Hosur
Road, Koramangala, Bangalore
- 560 095, India. Tel: +91 80 6657
5757 Fax. +91 80 6657 1404 CIN:
U72400KA1997PTC023164
www.bosch-india-software.com

Our reference: TN/55114/2022

Date: 14-May-2022

Dear **Mr. Ajay Kumar M**,

This has reference to your application and the subsequent interviews you had with us. We are pleased to appoint you as '**Associate Software Engineer**' at BGSW in "**Level 50**" as detailed below.

1. Compensation

- a. Your annual CTC (Cost to Company) will be **Rs. 5,00,000/-** (Rupees **Five Lakhs** only) per annum. In addition you will be entitled to benefits as detailed below, **Annexure I**.
- b. Please refer to **Annexure I** to know more details about your compensation package.
- c. The variable portion of your compensation shall depend upon achievement of company goals. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus, if applicable to you.

Your remuneration is strictly confidential between you and the Company and has been arrived on the basis of your specific background and professional merit. You are obliged to maintain absolute secrecy of the terms and conditions; failure to do so will invite disciplinary action and may even result in termination of your services.

2. Retirement

You will retire from the services of the company on attaining the age of retirement. The retirement age is 58 years with an option to retire at 55 years, basis mutual discussion and agreement subject to company retirement policy.



HCL || CTC offer upgrade - 5.5 LPA || Important Announcement

E-School Connect <E-SchoolConnect@hcl.com>
To: E-School Connect <E-SchoolConnect@hcl.com>

Mon, Mar 7, 2022 at 5:16 PM

Classification: **Public**



Dear Future HCLites,

Congratulations for your selection!

At HCL, we believe in maximizing human potential, and our employees remain one of our biggest assets. 'Employee First' philosophy is deeply embedded within our culture, where employees remain happy, satisfied and committed.

We are glad to confirm below two modifications to your offer.

- *CTC is upgraded to **INR 5.5 LPA** (from INR 4.75 LPA)*
- *Service agreement is now reduced to **12 months** (earlier 24 months). In case you leave in between, you shall be liable to pay **INR 50K** (earlier INR 1.25 L) to the organization*

Please Note –

- *You should be willing to work in any location within India, in a 24x7 operations setup & shifts, as assigned by HCL Technologies*
- *Your Joining with HCL, is subject to BGV Clearance, Re-hire Policy (incase applicable) and Eligibility criteria as follows:*
- *Minimum 70% throughout in academics (10th, 12th/Diploma & Graduation) & no Backlogs.*

We will initiate your onboarding documentation process in next few weeks.

We wish you very best for your graduation completion!

For any queries feel free to reach out to E-SchoolConnect@hcl.com .

Best Regards

Garima Chawla
Lead-Campus Relations
HCL Technologies

www.hcl.com

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Muralidharan D <muralidharandhandapani@gmail.com>

HCL || CTC offer upgrade - 5.5 LPA || Important Announcement

1 message

E-School Connect <E-SchoolConnect@hcl.com>
To: E-School Connect <E-SchoolConnect@hcl.com>

Mon, Mar 7, 2022 at 5:16 PM

Classification: **Public**

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We are glad to confirm below two modifications to your offer.

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- Service agreement is now reduced to **12 months** (earlier 24 months). In case you leave in between, you shall be liable to pay **INR 50K** (earlier INR 1.25 L) to the organization

Please Note –

- You should be willing to work in any location within India, in a 24x7 operations setup & shifts, as assigned by HCL Technologies
- Your Joining with HCL, is subject to BGV Clearance, Re-hire Policy (incase applicable) and Eligibility criteria as follows:
- Minimum 70% throughout in academics (10th, 12th/Diploma & Graduation) & no Backlogs.

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We wish you very best for your graduation completion!

For any queries feel free to reach out to E-SchoolConnect@hcl.com .

Best Regards

Garima Chawla
Lead-Campus Relations
HCL Technologies

www.hcl.com

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07th February 2022

Ref NT/OFL/SAS/2022/003

To
Mr. Pugalendhi K (Reg.No: 1816L06),
B.E., Electronics and Instrumentation Engineering,
Government College of Technology,
Coimbatore,
Tamil Nadu.

Dear Mr. Pugalendhi

Further to your application for the employment with our organization and the subsequent discussions you had with us, we are pleased to offer you the position of Substation Automation Engineer – Trainee in our company based at our office in Bangalore.

Your appointment is on the following terms and conditions:

You will be on probation for a period of twelve months from the date you join our organization. On satisfactory completion of probation, you will be confirmed in your appointment.

1. Salary Authorization Form (SAF).

The compensation and benefits you are entitled to, have been detailed in the Salary Authorization Form (SAF) attached herewith as Annexure "A". The entitlements details in the SAF are subject to change from time to time. Any changes in your compensation and benefits will be communicated to you by the company in writing by issuing you a revised SAF.

2. An employee's leave entitlement and the procedure thereof are governed by the company's leave policy and the terms of appointment. All leave requirements should be duly authorized by respective superior. You are eligible for 14 Days (CL) and 7 days (SL).

3. Reimbursement and Expenses

You will reimburse the company for "out-of-pocket" expenses incurred by you in accordance with the company polices in effect from time to time.

4. Taxes

Income Tax as per statutory rules applicable will be recovered from your salary/bonus

5. Other Terms and conditions of your employment are as under:

No. 6, 2nd Floor, Hosa Road, G.K. Layout, Electronic City Post, Bangalore -560100, India.

sales@nutekpower.com || www.nutekpower.com || +91-80-25743521



Salary Authorization Form (SAF)

Annexure -A to the appointment letter dated 07th February 2022

Name: Mr. Pugalendhi K

Department: SAS

Designation: Substation Automation Engineer-Trainee

Due date for confirmation: 12 months from date of joining

Proposed Structure for Employees

Cost to company (INR)/Year

Salary

Rs.2,16,000

Salary structure

Basic	1,08,000
DA	32,400
HRA	56,160
ESI	8,640
Special Allowance	10,800
Total	2,16,000

For Nu-Tek Power Controls and Automation

Authorized Signatory

Classification: **Internal**

Dear Sir/Ma'am,

Thank you for your wonderful support in arranging the virtual campus drive.

The below students have been selected for the opportunity with HCL, please communicate to the respective students on his/her selection with HCL.

S.no	Student Name	Email	Graduation Specialization/Branch
1	Vigneshwaran B	veluvignesh027@gmail.com	ECE
2	subhasini M	subhashinimanivannans@gmail.com	Electronics and instrumentation engineering
3	Abikannan J S	abikannanjs@gmail.com	Electronics and Instrumentation Engineering

Important Points:

1. CTC offered : INR 4.75 LPA
2. Selected Candidates should be willing to work on any assignment assigned by HCL Technologies including 24*7 operations and Shifts, willing to learn.
3. Selected Candidates should be Willing to work in any location within India or abroad as assigned by HCL Technologies.
4. Service Agreement for 24 Months (as applicable). In case they leave before completing 24 months, they are liable to pay 1.25 lakh to the organization.
5. Probation Period will be of 12 Months.

Please Note:

Their Joining with HCL is subject to BGV Clearance, Re-hire Policy(incase applicable) and Eligibility criteria as follows :

1. Minimum 75% throughout in academics(10th, 12th/Diploma & Graduation) & no Backlogs.
2. B.E/B. Tech Graduation passing Year 2022 & Specialization in Circuit Branch only.

Please acknowledge the email with consent that these students are blocked for HCL and should not be appearing for other organizations. All should join HCL.

Thanks & Regards

Garima Chawla

Lead- Campus Relations

HCL Technologies Ltd.

OFFER LETTERS

2018 - 2022



Letter of Intent (LOI)

Superset ID: 1118032

October 25, 2021

Dear ANANDHA VARMAN E,

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**. 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 675,000/-**. 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://campus2.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 Sree Kumar

Vice President - Human Resources

September 03, 2021

Ms. Anitha Thangavel
GCT- Coimbatore.

Offer Letter

Private and confidential

Dear Ms. Anitha Thangavel

We are pleased to offer you a position as a **Software Engineer Trainee** with Onebill Software India Private Limited.

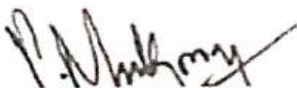
Your training period shall be for six month from 01st June 2022 to 30th November 2022. After the completion of successful training you will be assigned to the respective team in our organization at sole discretion and on the terms and conditions of the company.

Your annual CTC will be Rs.4,00,000/- per annum (Four Lakhs Rupees only). A detailed salary structure is enclosed in Exhibit A.

We would like you to join us on or before 01st June 2022.

Yours sincerely,

For OneBill Software India Private Limited



Muthukumar
Authorized Signatory

OneBill Software India Pvt Ltd.,
CIN-U72200KA2009PTC050973
No:32, Suraj Ganga Soft Park, 1st Main,
JP Nagar 3rd Phase, Bangalore-78
www.onebillsoftware.com

Exhibit A

SALARY BREAKUP

Employee Name	Ms. Anitha Thangavel
Designation	Software Engineer - Trainee
Salary Breakup	
Pay Particulars	Amount (in INR)/month
Basic	15,000
PF (Employer's contribution)	1,800
Gratuity	560
Group Medical	1,018
Special Allowance	14,955
Monthly CTC	33,333
Annual CTC	4,00,000



Muthukumar
Authorized Signatory

9-Sep-2021

Ms. Anusuya K
3/120, Keeranur,
No.3.Komarapalayam,Mallur(po),
Rasipuram (Tk),
Namakkal(Dt)-636203
Moblie: +91 6383016830
Email: abisuvi230@gmail.com

Dear Anusuya,

With reference to your interest and subsequent assessments, we are pleased to offer you a Project Internship as a part of your curriculum. The internship is for a period of five months from the date of joining . You shall report to the Engineering manager and be based out of Chennai.

During the internship period, you will be paid a stipend of ₹10,000 (Rupees Ten Thousand only) per month. Additionally, you could qualify for a one-time incentive subject to satisfactory assessment of your overall internship. This one-time incentive could be paid either at the end of the internship period at a quantum not exceeding Rs. 25,000 (Rupees twenty-five thousand only) or upon completing six months of employment if your internship is commuted to a full-time employment with us. In case of commutation to full time employment, the quantum shall not exceed Rs. 50,000 (Rupees fifty thousand only). Prevailing income tax rules shall apply. The quantum and pay-out shall be approved by your reporting manager solely based on your performance during the internship.

After reading through this offer document including the terms and conditions, please confirm your acceptance by email within 5 days of receiving this offer letter failing which, we reserve the right to rescind the offer.

The Intellectual Property rights associated with the Projects executed during the Internship solely belongs to MulticoreWare and you are expected to abide by our confidentiality policy.

At the time of joining, you are requested to furnish copies of certificates and mark sheets of your academic credentials along with a consent letter from your institution for our records. The originals of the same would be required for scrutiny. Internship is subject to the verification of above documents.

We wish you all success and look forward to a good Internship engagement

Yours Faithfully
for MulticoreWare India (P) Ltd



Shashikanth Jayaraman
Vice President - Human Resources

I have read the contents
and accepted the Internship

Anusuya K

Encl: Terms & Conditions of Project Internship



September 15, 2021

IBM India Private Limited
Manyata Embassy Business Park,
G2 Block, Nagwara Outer Ring Road,
Bangalore - 560045, India.
Tel : 91-80-49139999
<http://www-07.ibm.com/in/careers/>

Dear Aravind R,

Congratulations!

Based on your application and interviews, we are interested in taking forward your candidature with IBM India Pvt. Ltd. For nearly 100 years, IBM has made an extraordinary impact on the world. This is your opportunity to work with a dynamic organization and make a difference in the way the world works.

You may have an opportunity to undergo an IBM Orientation Program specially designed for all college campus hires which will be conducted at your college or external premises. This training is to enable you to acclimatize to the industry and refresh your technical skills. These are voluntary programs, and you may also opt to ensure that your technical skills are up to date, on your own initiative. Should you choose to undergo this program, a separate communication with terms and conditions may be issued to you in this respect.

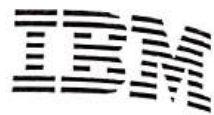
You may be required to clear additional assessments to the satisfaction of IBM, before a formal offer of employment is issued.

We are very pleased to provide this Expression of Interest, which reiterates our intention to hire you, subject to successful completion of our normal pre-recruitment processes (including a background check & prescreening, if applicable). After you provide other information, supporting documents and successfully meet our requirements, we propose to issue a Formal Offer Letter to you.

Please note this Expression of Interest is neither an offer nor a legally binding contract of employment. The Expression of Interest shall remain valid until the earlier of date of the Formal Offer Letter or nine months hereinafter.

If any information supplied by you in your application or during the selection process is found to be unsatisfactory, incorrect or false and/or if you suppress material information regarding your qualifications and experience, IBM reserves the right to revoke this Expression of Interest without notice. IBM's decision in this respect shall be final.

The terms of Expression of Interest are strictly between you and IBM. Please treat this information as personal and confidential.



We look forward to the opportunity to work with you and hope to convert this Expression of Interest into a formal fixed term employment relationship between you and IBM upon the successful completion of all pre-recruitment procedures.

Signed By - IBM Authorized Signatory
Talent Acquisition Leader ISA

A handwritten signature in black ink, appearing to be 'D. Singh', is located below the text identifying the signatory.



Letter of Intent (LOI)

Superset ID: 1088221

November 02, 2021

Dear Arifa shirreen M,

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we are pleased to inform you that we have found you suitable for the role you applied and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued.

Your annual total remuneration will be **INR 401,988/-**. This includes an annual incentive target of **INR 22,500/-**. This amount may vary depending on individual and Cognizant's performance. You are also eligible for an One-time Skill Bonus* of **INR 25,000/-**. The detailed information on compensation and benefits will be provided in your Offer Letter.

***One-time Skill Bonus** will be based on the technical competency demonstrated thru skill based assessment, Interview and GenC Training post joining/Internship.

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



Ref No: MSPL / 2021 / 1887

21-September-2021

Ms. ARTHI V

No 9, P V R Colony , Main Road, Madukkur, Pallukottai,
Thanjavur – 614903

Dear ARTHI V,

Welcome to the MISTRAL Family!!!

Mistral Solutions Private Limited is hereinafter called MISTRAL or the Company is professionally managed Technology Company with a very high growth rate. We strongly believe in Quality Services and Customer Satisfaction. The main factor for our success in this industry is our people. We strive for an employee friendly work atmosphere and hope your association with the company will be enjoyable and fruitful.

This 'offer' letter is in reference to your application and the subsequent interview for a career opportunity with MISTRAL. We are pleased to offer you the position of **Embedded Design Engineer –Software Design**. The terms and conditions of your offer letter are as follows:

Your annual gross compensation will be **Rs. 5,00,400 (Rupees Five Lakhs Four Hundred Only)**. The detailed breakup of your compensation is provided in Annexure 1. You are solely responsible for the declarations and implications arising thereof for all personal Income Tax purposes.

1. The offer letter validity is subject to
 - a. Your resignation acceptance / Relieving letter from your previous employer.
 - b. Fitness certificate after a medical test from Mistral authorized health checkup center.
 - c. Reference check and acceptance of the offer letter with mutually agreed joining date.
2. Your growth and salary will depend solely on your performance and contribution to the Company. Salary changes if any is based on the half year and annual performance review.
3. In order to meet the company's objective and fully develop the potential of Mistralites, you will be assigned roles and responsibilities from time to time by the company or by any person authorized by the Company. Your current assignment is at MISTRAL **Bangalore** branch. You may also be required to travel from time to time on assignments within India and overseas. Your services are liable to be transferred at any time to any office of the company or its associate organization(s).
4. You are required to sign a Non-Disclosure Agreement with MISTRAL on the date of your joining.
5. You shall be required to apply and maintain the highest standard of personal conduct, integrity and comply with all the Company policies and procedures. You shall be true and faithful to the Company in all your accounts, dealing and transactions, relating to the business of the Company and shall at all times, when required render a true and just account thereof to the Company or any such persons shall be authorized to receive the same.
6. As a full time employee of the Company, you shall devote all your time, energy and attention to the business of the company and shall not engage in any employment or act in any way which either conflicts with the duties and obligations to the company or contrary to the policies or the interests of the company or any of its associated companies and shall not be in any

Regd. Office # 60, "Adarsh Regent", 100 Ft. Ring Road, Dornkur Extn., Bangalore - 560 071 INDIA

Tel +91 80 3091 2600 Fax +91 80 2535 6444 E-mail: info@mistralsolutions.com

www.mistralsolutions.com

CIN U77200KA1999PTC025232



17. Further the company may at its discretion relieve you from such date as it may deem fit even before the expiry of notice period without compensating for the unexpired period and it is not bound to give any reasons thereof if in the opinion of the company -
- Employee's continuance in the company is detrimental to company's interest
 - Employee's separation is due to ethical or integrity reasons
18. Any shortfall in notice period will be recovered from the final dues settlement. However, you are expected to complete the pending assignments and hand over charge to the person designated by the Company, with all due diligence, to the satisfaction of the Company. Your relieving will be subject to completion of the concerned assignments and the handover as above.
19. On acceptance of the separation notice, you will immediately return to the Company all correspondence, specifications, formulae, effects, books, documents, cost data, market data and literature or any other papers and documents or other property which may at that time be in your possession relating to the business or affairs of the company or any of its associated or branches or clients. You shall not make or retain any copies of these items.

INTERNSHIP AT MISTRAL

On acceptance of the Offer Letter, you hereby agree to pursue your 8th Semester Project which is a part of your curriculum at Mistral. The Offer from Mistral stands Invalid if the above Term is not being met.
The duration of the Internship will be communicated soon.

We welcome you to the MISTRAL family and wish you a successful career with us.

Yours Sincerely,
For **Mistral Solutions Private Limited,**

A handwritten signature in black ink, appearing to read 'Mujahid Alam'.

Mujahid Alam
Chief Executive Officer

I have read the terms and conditions and accept the same. I would be joining on 01/06/2022

V. Arthi
Signature 22/09/2021

Regd. Office # 60, "Adarsh Regent", 100 Ft. Ring Road, Domlur Extn., Bangalore - 560 071 INDIA.
Tel +91 80 3091 2600 Fax: +91 80 2535 6444 E-mail: info@mistralsolutions.com

CIN U72200KA1999PTC025232

www.mistralsolutions.com



Zoho Corporation Private Limited

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

SEZ Unit

Date: 10-Jan-2022

To

Ms.BHAVADHARANI S,
W-6/4-11, KALIAMMAN KOVIL STREET, PANNAIPURAM,
UTHAMAPALAYAM TALUK,
THENI-625524, TAMIL NADU.

Dear Ms.BHAVADHARANI S,

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.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.

Corporate Identification No: U40100TN2010PTC075961

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



CGI Information Systems and Management Consultants Pvt. Ltd.
Regd. Office: e city, Tower 2, No 95/1 & 95/2,
Electronic City, Phase I (West)
Bangalore – 560 100, India
Tel +91-80-6642 2222 | Fax +91-80-6642 1200

cgi.com

CIN: U72200KA1990PTC019138

Personal and Confidential

2-Jun-22

Ms. Bhuvaneshwari S
3/129, East street,
Chokkanathapuram, Senjeri (Post),
Perambalur (Dt) (Tk)
Tamil Nadu 621107

Dear Bhuvaneshwari,

I am delighted to offer you a role at CGI where we strive to create an environment in which we enjoy working together and, as owners, contribute to building a company we can be proud of. We are very excited about the prospect of having you join us, and look forward to welcoming you.

As part of the leading top 5 independent information technology companies in the world, there are many opportunities for growth and development, both individually and as part of a large professional community. I hope you will choose to be part of our CGI Global Community, a team of extraordinary people building a company that reflects their aspirations and is supported by our shared vision and values.

We are offering you the position of **Associate Software Engineer** and your Gross Compensation is **INR 375,000/-**

We will communicate to you the details of joining location, venue, date and time, basis business priorities. Your appointment will be effective on your joining date. If you do not confirm your acceptance within three working days, this offer will be withdrawn.

- To confirm your acceptance of this offer, you are required to communicate via email to your assigned Recruiter's CGI e-mail id and confirm your joining date. If you have questions, write to cgirecruitment.india@cgi.com
- Your reporting time on the joining date is 8:30 a.m. Kindly note that it is important to be on time to complete the joining formalities
- On your joining date, please bring the originals and one set of photocopies of the documents mentioned in Annexure-A
- Please contact us at 080-4194 0000 (Monday to Friday between 9:30 a.m. to 5:30 p.m.) or via the above-mentioned email-id for any queries regarding your employment offer.

The terms and conditions governing your employment are as under:

- Your employment with the Company is at all times subject to you having and maintaining a valid work permit from the Government of India (if applicable). A copy of the work permit needs to be furnished by you on the date of on boarding failing which you will not be permitted to join
- You will be on Probation for a period of six (6) months from the date of appointment. You will be confirmed as a permanent employee at the end of the period of probation by a letter of confirmation, if your conduct and performance in the appointed position are found satisfactory during the period of probation. The Company shall have the right to extend the Probationary Period for a further period of six (6) months or a part thereof. The Probationary Period shall be deemed to have been extended unless notified otherwise in writing
- On joining, you will be part of various training programs devised by the Company to help you prepare for assignments as part of your employment with the Company. You acknowledge that the Company may incur considerable expenses to impart such training programs and consequently, you agree to serve the Company for a period of two (2) years effective from your date of appointment and execute a service agreement with the Company upon request. You will also have to sign the Employment Agreement with the Company
- You will be eligible for a performance revision as per company policy



Ms.Bhuvaneswari S

• **Base Compensation Components:**

Designation	: Associate Software Engineer	
Effective	: July 04,2022	
Pay Components	Pay Components	Pay Components
Basic (Inclusive of D.A.)	21,500	258,000
Flexible Compensation Plan ¹	6,136	73,632
Base Compensation	27,636	331,632
Provident Fund <i>Company Contribution</i>	2,580	30,960
Gratuity Fund Contribution	1,034	12,408
Gross Compensation	31,250	375,000

In addition to the above you are eligible for:

- You will be eligible for billability incentive of INR 3500.00/-per month, starting from fourth month till 12 months from date of joining subject to you being deployed to billable project.
- Group Medical Insurance, Group Personal Accident Insurance and Group Term Insurance
- CGI will contribute towards **Share Purchase Plan (SPP)** upto 3.0% of Base Compensation ; matching your contribution. It puts into practice company's philosophy of intrapreneurship through ownership. All regular full-time members are invited to participate upon their hiring. Only those members who enroll for this benefit are eligible for receiving the company contribution & will need to contribute an equal amount on a monthly basis towards the purchase of CGI shares
- **Target Profit Participation Plan (PPP)** at 2.0% of Base Compensation on pro rata basis. It is designed to encourage high-performance work culture. Actual PPP payouts are based on performance of CGI, performance of Business Units and performance of Individuals. All regular members employed as of June 30th of the reference fiscal year (Oct-Sept) are eligible. The Corporate guidelines of PPP may be amended from time to time

Eligible members will be paid statutory bonus as per the provisions of the Payment of Bonus Act, 1965. Where members are eligible for both statutory bonus as well as the PPP, the company shall deduct from the PPP allocated to a member the amount of statutory bonus payable under the Act for such corresponding period and the difference will be paid as the actual PPP

Note:

Flexible Compensation Plan¹: Option includes components like Meal vouchers, conveyance, NPS, LTA, etc.

The tax liability arising out of the above payments now or in the future, due to changes in income tax provision shall be borne by you.

I look forward to your acceptance of this offer and to welcoming you to our team. I am confident that in this new role, you will make a valuable contribution to CGI and our continued success.

Yours sincerely

**For CGI Information Systems and
Management Consultants Pvt. Ltd.,**

**Jennifer A Mecherippady
Senior Vice President**

I have read the terms and conditions of employment and the contents of the employment agreement and in token of my acceptance: I duly acknowledge the receipt of the letter of employment.

Please sign below to confirm that you agree with the terms and conditions stated in this letter.

Signature & Date



Zoho Corporation Private Limited

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

Ph: +91 - 44 - 6744 7070

www.zohocorp.com

DTA UNIT

Date: 10-Jan-2022

To

Mr.DAYANANDH N,
16, VIVEKANANDAR STREET,
SUNDAKKAMUTHUR,
COIMBATORE-641010, TAMIL NADU.

Dear Mr.DAYANANDH N,

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.



March 20, 2022

Dear Mr. Deepika,

I am pleased to offer you a position as Software Engineer at C1X AdTech Private Limited (the “**India Subsidiary**”), an Indian entity, which is a wholly-owned subsidiary of C1X Inc., a Delaware corporation (the “**Company**”). The Company and all of its subsidiaries shall be collectively referred to as the C1X Group (the “**Group**”).

If you decide to join us, you will receive from the India Subsidiary an annual salary of Rs.4,20,000/- Lakhs Indian Rupees, which will be paid monthly in accordance with the India Subsidiary’s normal payroll procedures.

Your performance will be reviewed after 3 months and based on your satisfactory performance your salary will be revised to Rs.6,00,000/- Lakhs Indian Rupees. Your probation period will be for 6 months.

You should note that the Company may modify job titles, salaries and benefits from time to time as it deems necessary. You should note that the Company may modify job titles, salaries and benefits from time to time as it deems necessary.

The Group is excited about your joining and looks forward to a beneficial and productive relationship. Nevertheless, you should be aware that your employment with the Group is for no specified period and constitutes at-will employment. As a result, you are free to resign at any time, for any reason or for no reason. Similarly, the Group is free to conclude its employment relationship with you at any time, with or without cause, and with or without notice. We request that, in the event of resignation, you give the Group at least two months’ notice.

We also ask that, if you have not already done so, you disclose to the Group any and all agreements relating to your prior employment that may affect your eligibility to be employed by the Group or limit the manner in which you may be employed. It is the Group’s understanding that any such agreements will not prevent you from performing the duties of your position and you represent that such is the case. Moreover, you agree that, during the term of your employment with the Group, you will not engage in any other employment, occupation, consulting or other business activity directly related to the business in which the Group is now involved or becomes involved during the term of your employment, nor will you engage in any other activities that conflict with your obligations to the Group. Similarly, you agree not to bring any third party confidential information to the Group, including that of your former employer, and that in performing your duties for the Group you will not in any way utilize any such information.

As a Group employee, you will be expected to abide by the Group’s rules and standards. Specifically, you will be required to sign an acknowledgment that you have read and that you understand the Group’s rules of conduct which are included in the Company Handbook which the Group will soon complete and distribute.

Your reporting manager will be Mr. Nirmal Kumar Sathaimurthi, Director of Product & Engineering

Your employment will initially be structured based on the Company’s standards, but may be revised as necessary to abide with the laws and standards of your main location of business, which is expected to be in Chennai, India. You may be transferred or required to travel for the Company’s business/training at the sole discretion of the Company.

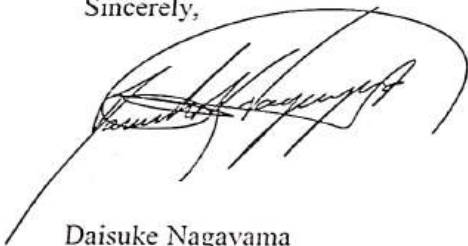
Though you have been engaged for a specific position, your services can be transferred by the company from one location to another, one department/entity to another. Your services can also be transferred to any of the company's subsidiary companies, associate companies, partners, affiliates etc. depending on the exigencies of business.

As a condition of your employment, you are also required to sign and comply with an At-Will Employment, Confidential Information, Invention Assignment and Arbitration Agreement which requires, among other provisions, the assignment of patent rights to any invention made during your employment at the Group, and non-disclosure of Group proprietary information. In the event of any dispute or claim relating to or arising out of our employment relationship, you and the Group agree that (i) any and all disputes between you and the Group shall be fully and finally resolved by binding arbitration, (ii) you are waiving any and all rights to a jury trial but all court remedies will be available in arbitration, (iii) all disputes shall be resolved by a neutral arbitrator who shall issue a written opinion, (iv) the arbitration shall provide for adequate discovery, and (v) the Group shall pay all the arbitration fees, except an amount equal to the filing fees you would have paid had you filed a complaint in a court of law. Please note that we must receive your signed Agreement before your first day of employment.

To accept the Group's offer, please sign and date this letter in the space provided below. A duplicate original is enclosed for your records. If you accept our offer, your first day of employment will be April 1, 2022. You will be on a probation for two months. After completion of two months your regular employment will commence from June 1, 2022. On the day of joining you are entitled to receive a joining bonus of 2 months' pay. This letter, along with any agreements relating to proprietary rights between you and the Group, set forth the terms of your employment with the Group and supersede any prior representations or agreements including, but not limited to, any representations made during your recruitment, interviews or pre-employment negotiations, whether written or oral. This letter, including, but not limited to, its at-will employment provision, may not be modified or amended except by a written agreement signed by the President of the Company and you. This offer of employment will terminate if it is not accepted, signed and returned by March 25, 2022.

We look forward to your favorable reply and to working with you at the C1X Group.

Sincerely,



Daisuke Nagayama
Chief Operating Officer

Agreed to and accepted:

Signature: _____

Printed Name: Deepika S

Date: _____



OFFER OF APPOINTMENT

Ref: HRD/2021/IND/Offer/1684

Date: December 19, 2021

To,

Dhanam S
247 066, South Street,
Thimmalai Post, Kallakurichi,
Villupuram, Tamil Nadu-606206

Dear Dhanam,

With reference to your application and subsequent interview(s) you had with us, we are pleased to offer you employment in Orion India Systems Private Limited (the "Company") on the terms and conditions detailed in this letter under Annexure A hereto.

1. OPPORTUNITY, DESIGNATION AND DATE OF JOINING:

You will be appointed as Associate Engineer with the Company with effect from June 06, 2022 (the "Effective Date").

2. SALARY:

Your Salary will be as detailed under Annexure C to this letter (the "Salary").

3. DOCUMENTS:

On the date of appointment, you are required to furnish the documents as described under Annexure B to this letter.

Name: Dhanam S
 Designation: Associate Engineer
 Location: Coimbatore

Compensation Structure	
Components	Amount (₹)
Basic	10,000.00
HRA	5,000.00
**Special Allowance	5,750.00
Conveyance Allowance	1,600.00
Education Allowance	200.00
Medical Allowance	1,250.00
Sub Total A	23,800.00
*PF Contribution (Employer)	1,200.00
Sub Total B	1,200.00
Total (A+B)	25,000.00
Monthly CTC	25,000.00
CTC (Fixed)	300,000.00
***Performance Bonus	50,000.00
Total CTC (per annum)	350,000.00

Income Tax Benefit Options

Food Coupons (Optional)	2,000.00
LTA (Optional)	(5% of CTC)
Fuel Reimbursement and Driver's Salary (Optional)	As per policy

**The amount will be subject to applicable Statutory and Income Tax Deductions. Employee Contribution of PF will be deducted from the Gross Salary.*

***Special Allowance is subject to change as per your choice of flexible benefit components.*

****Performance Bonus is subject to your achievement of Orion technology badges, certifications, and annual performance rating of 3 or more*

Yours sincerely,

For Orion India Systems Pvt. Ltd.

Narendra Kumar
 Director

Cognizant

Letter of Intent (LOI)

Superset ID: 1130076

November 02, 2021

Dear Dharshini M,

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we are pleased to inform you that we have found you suitable for the role you applied and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued.

Your annual total remuneration will be **INR 401,988/-**. This includes an annual incentive target of **INR 22,500/-**. This amount may vary depending on individual and Cognizant's performance. You are also eligible for an **One-time Skill Bonus*** of **INR 25,000/-**. The detailed information on compensation and benefits will be provided in your Offer Letter.

***One-time Skill Bonus** will be based on the technical competency demonstrated thru skill based assessment, Interview and GenC Training post joining/Internship.

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



Letter of Intent (LOI)

Superset ID: 1128241

October 25, 2021

Dear Dhivya Dharani 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**. 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 675,000/-**. 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 accessing 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



March 20, 2022

Dear Mr. Dinesh,

I am pleased to offer you a position as Software Engineer at CIX AdTech Private Limited (the "**India Subsidiary**"). an Indian entity, which is a wholly-owned subsidiary of CIX Inc., a Delaware corporation (the "**Company**") The Company and all of its subsidiaries shall be collectively referred to as the CIX Group (the "**Group**").

If you decide to join us, you will receive from the India Subsidiary an annual salary of Rs.5,40,000/- Lakhs Indian Rupees, which will be paid monthly in accordance with the India Subsidiary's normal payroll procedures.

Your performance will be reviewed after 3 months and based on your satisfactory performance your salary will be revised to Rs.6,00,000/- Lakhs Indian Rupees. Your probation period will be for 6 months.

You should note that the Company may modify job titles, salaries and benefits from time to time as it deems necessary. You should note that the Company may modify job titles, salaries and benefits from time to time as it deems necessary.

The Group is excited about your joining and looks forward to a beneficial and productive relationship. Nevertheless, you should be aware that your employment with the Group is for no specified period and constitutes at-will employment. As a result, you are free to resign at any time, for any reason or for no reason. Similarly, the Group is free to conclude its employment relationship with you at any time, with or without cause, and with or without notice. We request that, in the event of resignation, you give the Group at least two months' notice.

We also ask that, if you have not already done so, you disclose to the Group any and all agreements relating to your prior employment that may affect your eligibility to be employed by the Group or limit the manner in which you may be employed. It is the Group's understanding that any such agreements will not prevent you from performing the duties of your position and you represent that such is the case. Moreover, you agree that, during the term of your employment with the Group, you will not engage in any other employment, occupation, consulting or other business activity directly related to the business in which the Group is now involved or becomes involved during the term of your employment, nor will you engage in any other activities that conflict with your obligations to the Group. Similarly, you agree not to bring any third party confidential information to the Group, including that of your former employer, and that in performing your duties for the Group you will not in any way utilize any such information.

As a Group employee, you will be expected to abide by the Group's rules and standards. Specifically, you will be required to sign an acknowledgment that you have read and that you understand the Group's rules of conduct which are included in the Company Handbook which the Group will soon complete and distribute.

Your reporting manager will be Mr. Nirmal Kumar Sathaimurthi, Director of Product & Engineering

Your employment will initially be structured based on the Company's standards, but may be revised as necessary to abide with the laws and standards of your main location of business, which is expected to be in Chennai, India. You may be transferred or required to travel for the Company's business/training at the sole discretion of the Company.

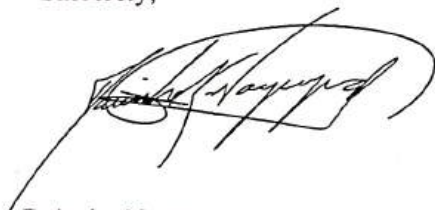
Though you have been engaged for a specific position, your services can be transferred by the company from one location to another, one department/entity to another. Your services can also be transferred to any of the company's subsidiary companies, associate companies, partners, affiliates etc. depending on the exigencies of business.

As a condition of your employment, you are also required to sign and comply with an At-Will Employment, Confidential Information, Invention Assignment and Arbitration Agreement which requires, among other provisions, the assignment of patent rights to any invention made during your employment at the Group, and non-disclosure of Group proprietary information. In the event of any dispute or claim relating to or arising out of our employment relationship, you and the Group agree that (i) any and all disputes between you and the Group shall be fully and finally resolved by binding arbitration, (ii) you are waiving any and all rights to a jury trial but all court remedies will be available in arbitration, (iii) all disputes shall be resolved by a neutral arbitrator who shall issue a written opinion, (iv) the arbitration shall provide for adequate discovery, and (v) the Group shall pay all the arbitration fees, except an amount equal to the filing fees you would have paid had you filed a complaint in a court of law. Please note that we must receive your signed Agreement before your first day of employment.

To accept the Group's offer, please sign and date this letter in the space provided below. A duplicate original is enclosed for your records. If you accept our offer, your first day of employment will be April 1, 2022. You will be on a probation for two months. After completion of two months your regular employment will commence from June 1, 2022. On the day of joining you are entitled to receive a joining bonus of 2 months' pay. This letter, along with any agreements relating to proprietary rights between you and the Group, set forth the terms of your employment with the Group and supersede any prior representations or agreements including, but not limited to, any representations made during your recruitment, interviews or pre-employment negotiations, whether written or oral. This letter, including, but not limited to, its at-will employment provision, may not be modified or amended except by a written agreement signed by the President of the Company and you. This offer of employment will terminate if it is not accepted, signed and returned by March 25, 2022.

We look forward to your favorable reply and to working with you at the CIX Group.

Sincerely,



Daisuke Nagayama
Chief Operating Officer

Agreed to and accepted:

Signature: _____

Printed Name: Dinesh SK

Date: _____

September 03, 2021

Ms. Divya A
GCT- Coimbatore.

Offer Letter

Private and confidential

Dear Ms. Divya A,

We are pleased to offer you a position as a **Software Engineer Trainee** with Onebill Software India Private Limited.

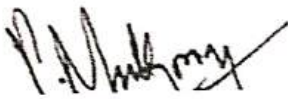
Your training period shall be for six month from 01st June 2022 to 30th November 2022. After the completion of successful training you will be assigned to the respective team in our organization at sole discretion and on the terms and conditions of the company.

Your annual CTC will be Rs.4,00,000/- per annum (Four Lakhs Rupees only). A detailed salary structure is enclosed in Exhibit A.

We would like you to join us on or before 01st June 2022.

Yours sincerely,

For OneBill Software India Private Limited



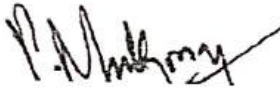
Muthukumar
Authorized Signatory

OneBill Software India Pvt Ltd.,
CIN-U72200KA2009PTC050973
No:32, Suraj Ganga Soft Park, 1st Main,
JP Nagar 3rd Phase, Bangalore-78
www.onebillsoftware.com

Exhibit A

SALARY BREAKUP

Employee Name	Ms. Divya A
Designation	Software Engineer - Trainee
Salary Breakup	
Pay Particulars	Amount (in INR)/month
Basic	15,000
PF (Employer's contribution)	1,800
Gratuity	560
Group Medical	1,018
Special Allowance	14,955
Monthly CTC	33,333
Annual CTC	4,00,000



Muthukumar
Authorized Signatory



Zoho Corporation Private Limited

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

SEZ Unit

Date: 10-Jan-2022

To

Mr. EDWIN JOSEPH J,
CHANNEL STREET, KURUSADY, KONAM POST,
NAGERCOIL,
KANYAKUMARI-629004, TAMIL NADU.

Dear Mr. EDWIN JOSEPH J,

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.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.





Offer: Computer Consultancy
Ref: TCSL/CT20213647350/Chennai
Date: 03/11/2021

Ms. Hafeeza Begum M
72Kamaraj Colony,
Barugur,
Krishnagiri-635104,
Tamil Nadu.
Tel# -

Dear Hafeeza Begum M,

Sub: Letter of Offer

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

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

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

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

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

TCS Confidential
TCSL/CT20213647350

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 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



Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

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

TCS Confidential
TCSL/CT20213647350

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 Line: 1800 209 3111 Email: careers@tcs.com

Appointment Letter

Ms. Jayanthi T
HP: +91 6379969085
Email: jayanthit1408@gmail.com

Date: 31st August 2021

Subject: Appointment letter

Dear Jayanthi,

We are pleased to offer you the position of **Software Engineer** in our **Engineering Team** based in **Chennai**.

Your immediate supervisor will be **Mr. Ananth Ramakrishnan – Head of Engineering**. We trust that your knowledge, skills, and experience will be among our most valuable assets.

You will be eligible to receive an **annual gross salary of Rs. 4,80,000/-** beginning of your joining date, and an **annual bonus of Rs.75,000/-**. You will receive **3000 stock options**. In addition, you are eligible for a one-time joining bonus of **Rs.50,000/-** and one-time relocation amount of **Rs.45,000/-** if applicable.

The details regarding your roles and responsibilities, leaves, remunerations, stock options, bonus, shift allowance, etc, will be set out in the employment agreement that you will execute on the date of joining and the said employment agreement shall be deemed to be incorporated herein by reference.

This offer letter is valid till the **2nd September 2021**. Please send a signed copy of this letter indicating your acceptance to join and a resignation acceptance letter from your current employer to us at **pradeep.prabhakaran@batonsystems.com**

Please submit the following documents to us at the time of your joining (a) photocopies of your degree certificates, (b) certifications, if any, (c) experience / relieving letters (d) two colour passport size photos, (e) latest salary slip from your previous organization and (f) proof of address.

We look forward to welcoming you aboard.

Sincerely



Arjun Jayaram
Founder and CEO

Baton-Ubri Systems India Pvt Ltd,

TS 140, Block 2 & 9, Module 44B, 4th Floor, Elnet Software City, Rajiv Gandhi Salai, Taramani, Chennai 113

Telephone: +91 44 4868 4102

www.batonsystems.com

CIN no:

U72900TN2018PTC125459



Jayanthi T



Wipro Campus Update_LOI

1 message

Campus HR Team <wipro+email+2w7os-ea0c80e2d4@talent.icims.com>
Reply-to: Campus HR Team <wipro+email+2w7os-ea0c80e2d4@talent.icims.com>
To: jothikavellingiri2001@gmail.com

Sat, Dec 18, 2021 at 10:27 AM

December 18, 2021

Dear Jothika V,
Resume Number - 23378123

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Project Engineer** which will be in Career Band TRB-II of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

Kindly note this letter of intent shall be followed by a letter of appointment from us.

Please confirm your interest to receive offer of appointment by clicking on this link [Click to Complete](#) and accepting the contents of this communication within 15 calendar days. Your confirmation of interest is a precondition to the issuance of offer of appointment.

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	25,000 – 75,000
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:

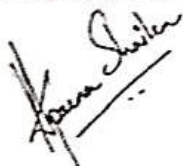
1. The special bonus is subject to

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

2. 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.
3. 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
4. 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
5. 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.
6. You shall keep the contents of this letter confidential

Note: The above shall be applicable from your joining date with Wipro.

Your's Sincerely,
For Wipro Limited



Aparna Shailen
General Manager - Human Resources

This message was sent to jothikavellingiri2001@gmail.com. If you don't want to receive these emails from this company in the future, please go to:
<https://wipro.icims.com/icims2/?r=4DCB23378123&contactId=16053914>

2. 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.
3. 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
4. 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
5. 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.
6. You shall keep the contents of this letter confidential

Note: The above shall be applicable from your joining date with Wipro.

Your's Sincerely,
For Wipro Limited



Aparna Shailen
General Manager - Human Resources

This message was sent to jothikavellingiri2001@gmail.com. If you don't want to receive these emails from this company in the future, please go to:

<https://wipro.icims.com/icims2/?r=4DCB23378123&contactId=16053914>

© Wipro Limited, Doddakannelli, Sarjapur Road Bengaluru 560 035 IND



Date: 10-Jan-2022

To

Mr.KABILAN P,
6/56 A, KALTHURAI, KOTTATHURAI,
PALANI TALUK,
DINDIGUL-624617, TAMIL NADU.

Dear Mr.KABILAN P,

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.

9-Sep-2021

Ms. Kaviya R
Door No: 1262A,
North Kattu Kottai Nainarpalayam
Chinnasalem Taluk
Kallakurichi District-606301
Moblie: +91 8489748345
Email: kaviyara2000@gmail.com

Dear Kaviya,

With reference to your interest and subsequent assessments, we are pleased to offer you a Project Internship as a part of your curriculum. The internship is for a period of five months from the date of joining . You shall report to the Engineering manager and be based out of Chennai.

During the internship period, you will be paid a stipend of ₹10,000 (Rupees Ten Thousand only) per month. Additionally, you could qualify for a one-time incentive subject to satisfactory assessment of your overall internship. This one-time incentive could be paid either at the end of the internship period at a quantum not exceeding Rs. 25,000 (Rupees twenty-five thousand only) or upon completing six months of employment if your internship is commuted to a full-time employment with us. In case of commutation to full time employment, the quantum shall not exceed Rs. 50,000 (Rupees fifty thousand only). Prevailing income tax rules shall apply. The quantum and pay-out shall be approved by your reporting manager solely based on your performance during the internship.

After reading through this offer document including the terms and conditions, please confirm your acceptance by email within 5 days of receiving this offer letter failing which, we reserve the right to rescind the offer.

The Intellectual Property rights associated with the Projects executed during the Internship solely belongs to MulticoreWare and you are expected to abide by our confidentiality policy.

At the time of joining, you are requested to furnish copies of certificates and mark sheets of your academic credentials along with a consent letter from your institution for our records. The originals of the same would be required for scrutiny. Internship is subject to the verification of above documents.

We wish you all success and look forward to a good Internship engagement

Yours Faithfully
for MulticoreWare India (P) Ltd



Shashikanth Jayaraman
Vice President - Human Resources

I have read the contents
and accepted the Internship

Kaviya R

Encl: Terms & Conditions of Project Internship

Cognizant

Letter of Intent (LOI)

Superset ID: 1164384

November 02, 2021

Dear Keerthana K,

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. You are also eligible for an **One-time Skill Bonus*** of **INR 25,000/-**. The detailed information on compensation and benefits will be provided in your Offer Letter.

***One-time Skill Bonus** will be based on the technical competency demonstrated thru skill based assessment, Interview and GenC Training post joining/Internship.

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



March 20th 2022

Dear Ms.Kiruthika Sadasivam

I am pleased to offer you a position as Software Engineer at CIX AdTech Private Limited (the "India Subsidiary"), an Indian entity, which is a wholly-owned subsidiary of CIX Inc., a Delaware corporation (the "Company"). The Company and all of its subsidiaries shall be collectively referred to as the CIX Group (the "Group").

If you decide to join us, you will receive from the India Subsidiary an annual salary of Rs.6,50,000/- Lakhs Indian Rupees, which will be paid monthly in accordance with the India Subsidiary's normal payroll procedures.

You should note that the Company may modify job titles, salaries and benefits from time to time as it deems necessary. You should note that the Company may modify job titles, salaries and benefits from time to time as it deems necessary.

The Group is excited about your joining and looks forward to a beneficial and productive relationship. Nevertheless, you should be aware that your employment with the Group is for no specified period and constitutes at-will employment. As a result, you are free to resign at any time, for any reason or for no reason. Similarly, the Group is free to conclude its employment relationship with you at any time, with or without cause, and with or without notice. We request that, in the event of resignation, you give the Group at least two months' notice.

We also ask that, if you have not already done so, you disclose to the Group any and all agreements relating to your prior employment that may affect your eligibility to be employed by the Group or limit the manner in which you may be employed. It is the Group's understanding that any such agreements will not prevent you from performing the duties of your position and you represent that such is the case. Moreover, you agree that, during the term of your employment with the Group, you will not engage in any other employment, occupation, consulting or other business activity directly related to the business in which the Group is now involved or becomes involved during the term of your employment, nor will you engage in any other activities that conflict with your obligations to the Group. Similarly, you agree not to bring any third party confidential information to the Group, including that of your former employer, and that in performing your duties for the Group you will not in any way utilize any such information.

As a Group employee, you will be expected to abide by the Group's rules and standards. Specifically, you will be required to sign an acknowledgment that you have read and that you understand the Group's rules of conduct which are included in the Company Handbook which the Group will soon complete and distribute.

Your reporting manager will be Mr. Nirmal Kumar Sathaimurthi, Director of Product & Engineering

Your employment will initially be structured based on the Company's standards, but may be revised as necessary to abide with the laws and standards of your main location of business, which is

expected to be in Chennai, India. You may be transferred or required to travel for the Company's business/training at the sole discretion of the Company.

Though you have been engaged for a specific position, your services can be transferred by the company from one location to another, one department/entity to another. Your services can also be transferred to any of the company's subsidiary companies, associate companies, partners, affiliates etc. depending on the exigencies of business.

As a condition of your employment, you are also required to sign and comply with an At-Will Employment, Confidential Information, Invention Assignment and Arbitration Agreement which requires, among other provisions, the assignment of patent rights to any invention made during your employment at the Group, and non-disclosure of Group proprietary information. In the event of any dispute or claim relating to or arising out of our employment relationship, you and the Group agree that (i) any and all disputes between you and the Group shall be fully and finally resolved by binding arbitration, (ii) you are waiving any and all rights to a jury trial but all court remedies will be available in arbitration, (iii) all disputes shall be resolved by a neutral arbitrator who shall issue a written opinion, (iv) the arbitration shall provide for adequate discovery, and (v) the Group shall pay all the arbitration fees, except an amount equal to the filing fees you would have paid had you filed a complaint in a court of law. Please note that we must receive your signed Agreement before your first day of employment.

To accept the Group's offer, please sign and date this letter in the space provided below. A duplicate original is enclosed for your records. If you accept our offer, your first day of employment will be April 1st, 2022. There will a probation period of 2 months to evaluate your performance. During this period your said monthly salary will be paid as a consolidated pay after deduction of necessary taxes. After completion of two months your regular employment will commence from June 1st 2022. On the day of joining you are entitled to receive a joining bonus of 2 months pay. This letter, along with any agreements relating to proprietary rights between you and the Group, set forth the terms of your employment with the Group and supersede any prior representations or agreements including, but not limited to, any representations made during your recruitment, interviews or pre-employment negotiations, whether written or oral. This letter, including, but not limited to, its at-will employment provision, may not be modified or amended except by a written agreement signed by the President of the Company and you. This offer of employment will terminate if it is not accepted, signed and returned by March 25, 2022.

We look forward to your favorable reply and to working with you at the C1X Group.

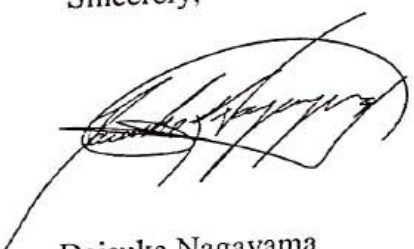
Sincerely,

Agreed to and accepted:

Signature: S. Kiruthika

Printed Name: Kiruthika S

Date: 24-03-2022


Daisuke Nagayama
Chief Operating Officer

Date: 13th October 2021

Dear Kokilapriya J,

Letter of Intent

Congratulations!

We, Incture Technologies Pvt Ltd., are pleased to inform you that you have successfully completed the campus selection process. This letter is to confirm that we intend to offer the Associate Engineer competency level opportunity to you, on the following terms and conditions

1. Designation: Associate Engineer
2. CTC: INR. 600,000/- (Rupees Six Lakh Only)
3. Training Period: 12 weeks

Please note the above terms and conditions are subject to change at company's discretion.

Based on your acceptance to this letter of intent, an offer letter with detailed terms and condition will be issued to you.

Your joining is subject to satisfactory verification of the information/documents furnished by you at the time of joining, in addition to fulfillment of the academic eligibility criteria shared with your college placement officer.

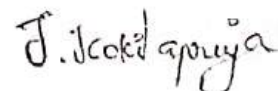
Here's wishing you a successful career with Incture Technologies Pvt Ltd. We look forward to welcome you on board.

Warm regards,

For Incture Technologies (P) Ltd.



Anitha R. Davis
Associate Director - Talent Acquisition



Cognizant

Letter of Intent (LOI)

Superset ID: 1119404

November 02, 2021

Dear Krishna Priya C,

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("**Cognizant**") and subsequent discussions. Basis the information and representation provided by you, we are pleased to inform you that we have found you suitable for the role you applied and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued.

Your annual total remuneration will be **INR 401,988/-**. This includes an annual incentive target of **INR 22,500/-**. This amount may vary depending on individual and Cognizant's performance. The detailed information on compensation and benefits will be provided in your Offer Letter.

This LOI expresses only our intent to enter into a definitive Employment Agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon you and Cognizant, and as such does not constitute any contractually binding relationship between you and Cognizant.

This LOI from Cognizant is valid for 3 weeks from the date of the LOI. Hence, you are requested to accept or decline the LOI within 3 weeks from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered for purposes of joining Cognizant. For all onboarding formalities, the definitive Employment Agreement is required.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link.

Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).

<https://campus2cognizant.cognizant.com/Pages/Prelogin>

Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.

Maya Sreekumar

Vice President - Human Resources

17th Sep 2021

MIRNALINI S
3/268, South Street,
Tholudur Post, Tittakudi Taluk,
Cuddalore District - 606303

Subject: Offer Letter and Terms of Employment

Dear Ms. Mirnalini,

Congratulations! With reference to your application and subsequent discussions, we are pleased to offer you an employment with MBIT Wireless Private Limited for the position of **Development Engineer**.

You will be paid a Total Annual Compensation, Cost to the company (CTC) of ₹7,50,000.00 (Rupees Seven Lakhs and Fifty Thousand only) per annum. Kindly refer Annexure - 1 for the complete breakup of your CTC.

You will be provided Company's Family Medical Insurance for ₹3,00,000 and Employee Accidental Insurance Plan for ₹10,00,000.

You will be on probation for a period of Eighteen (18) months from the date of joining and your performance will be reviewed at the end of each quarter during the probation period.

This offer, unless extended in writing, will automatically expire on 24th Sep 2021. Kindly confirm your acceptance of this offer by 24th Sep 2021. If we do not receive your acceptance by the expiry date, this offer is liable to lapse at the discretion of the Company.

Terms of Employment:

1. This offer of employment is subject to your completion of B.E or B.Tech degree course and successfully completing the Graduate Engineer training in our organization.
2. You will be on probation for a period of Eighteen (18) months from the date of joining. Your performance will be reviewed on a periodic basis. Your probation can be extended, if your performance is not up to the desired level or any unplanned leaves ("loss of pay"), vacation taken during the probation period. The terms and conditions of the probation will be governed by the Company's probation policy.
3. As part of the joining formalities, you are required to sign a confidentiality agreement, which aims to protect the intellectual property rights and business information of the Company.

S. Mirnalini

Cognizant

Letter of Intent (LOI)

Superset ID: 1119100

October 25, 2021

Dear MONISHA K,

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**. 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 675,000/-**. 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 accessing 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



September 03, 2021

Mr. Mukilan M,
GCT- Coimbatore.

Offer Letter

Private and confidential

Dear Mr. Mukilan M,

We are pleased to offer you a position as a **Software Engineer Trainee** with Onebill Software India Private Limited.

Your training period shall be for six month from 01st June 2022 to 30th November 2022. After the completion of successful training you will be assigned to the respective team in our organization at sole discretion and on the terms and conditions of the company.

Your annual CTC will be Rs.4,00,000/- per annum (Four Lakhs Rupees only). A detailed salary structure is enclosed in Exhibit A.

We would like you to join us on or before 01st June 2022.

Yours sincerely,

For OneBill Software India Private Limited

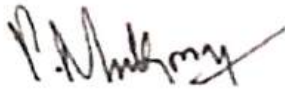
Muthukumar
Authorized Signatory

OneBill Software India Pvt Ltd.,
CIN-U72200KA2009PTC050973
No:32, Suraj Ganga Soft Park, 1st Main,
JP Nagar 3rd Phase, Bangalore-78
www.onebillssoftware.com

Exhibit A

SALARY BREAKUP

Employee Name	Mr. Mukilan M
Designation	Software Engineer - Trainee
Salary Breakup	
Pay Particulars	Amount (in INR)/month
Basic	15,000
PF (Employer's contribution)	1,800
Gratuity	560
Group Medical	1,018
Special Allowance	14,955
Monthly CTC	33,333
Annual CTC	4,00,000



Muthukumar
Authorized Signatory



Letter of Intent (LOI)

Superset ID: 1115287

November 02, 2021

Dear Lakshmi N,

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



DATASPHERE

October 15th, 2021

Dear Lalithkumar Murugesan:

I am pleased to offer you a position as Junior Engineer of DataSphere Inc., a Japanese Kabushiki Kaisha ("DS"). DS is in the process of setting up a subsidiary in India ("DS India"), and it is expected that your employment will be with DS India. DS and all of its subsidiaries shall be collectively referred to as the DataSphere Group (the "DS Group").

If you decide to join us, you will receive from DS India an annual salary of 8.4 Lakhs Indian Rupees, which will be paid monthly in accordance with DS India's normal payroll procedures. As an employee, you will also be eligible to receive certain employee benefits.

The Group is excited about your joining and looks forward to a beneficial and productive relationship. Nevertheless, you should be aware that your employment with the Group is for no specified period and constitutes at-will employment. As a result, you are free to resign at any time, for any reason or for no reason. Similarly, the Group is free to conclude its employment relationship with you at any time, with or without cause, and with or without notice. We request that, in the event of resignation, you give the Group at least one month notice.

We also ask that, if you have not already done so, you disclose to the Group any and all agreements relating to your prior employment that may affect your eligibility to be employed by the Group or limit the manner in which you may be employed. It is the Group's understanding that any such agreements will not prevent you from performing the duties of your position and you represent that such is the case. Moreover, you agree that, during the term of your employment with the Group, you will not engage in any other employment, occupation, consulting or other business activity directly related to the business in which the Group is now involved or becomes involved during the term of your employment, nor will you engage in any other activities that conflict with your obligations to the Group. Similarly, you agree not to bring any third party confidential information to the Group, including that of your former employer, and that in performing your duties for the Group you will not in any way utilize any such information.

As a Group employee, you will be expected to abide by the Group's rules and standards. Your employment will initially be structured based on DS India's standards, but may be revised as necessary to abide with the laws and standards of your main location of business, which is expected to be in India. You may be transferred or required to travel for the Group's business/training at the sole discretion of the Group.

As a condition of your employment, you are also required to sign and comply with an At-Will Employment, Confidential Information, Invention Assignment and Arbitration

Heads	Rs. per Month	Rs. per Annum
Basic	27850	334200
HRA	11140	133680
Conveyance	1600	19200
Medical Reimbursement	1250	15000
LTA	2000	24000
PF - Employee Contribution	1800	21600
Special Allowance	10060	120720
Gross Salary	55700	668400
Annual Benefits		
Annual Bonus (Paid Half yearly)		150000
PF - Employer contribution		21600
Annual CTC		840000

Agreed to and accepted:

Signature: M. Jay

Printed Name: LALITH KUMAR M

Date: 31.10.2021



DATASPHERE

October 15th, 2021

Dear

Maheswaran Panchatcharam:

I am pleased to offer you a position as Junior Engineer of DataSphere Inc., a Japanese Kabushiki Kaisha ("DS"). DS is in the process of setting up a subsidiary in India ("DS India"), and it is expected that your employment will be with DS India. DS and all of its subsidiaries shall be collectively referred to as the DataSphere Group (the "DS Group").

If you decide to join us, you will receive from DS India an annual salary of 8.4 Lakhs Indian Rupees, which will be paid monthly in accordance with DS India's normal payroll procedures. As an employee, you will also be eligible to receive certain employee benefits.

The Group is excited about your joining and looks forward to a beneficial and productive relationship. Nevertheless, you should be aware that your employment with the Group is for no specified period and constitutes at-will employment. As a result, you are free to resign at any time, for any reason or for no reason. Similarly, the Group is free to conclude its employment relationship with you at any time, with or without cause, and with or without notice. We request that, in the event of resignation, you give the Group at least one month notice.

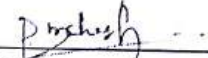
We also ask that, if you have not already done so, you disclose to the Group any and all agreements relating to your prior employment that may affect your eligibility to be employed by the Group or limit the manner in which you may be employed. It is the Group's understanding that any such agreements will not prevent you from performing the duties of your position and you represent that such is the case. Moreover, you agree that, during the term of your employment with the Group, you will not engage in any other employment, occupation, consulting or other business activity directly related to the business in which the Group is now involved or becomes involved during the term of your employment, nor will you engage in any other activities that conflict with your obligations to the Group. Similarly, you agree not to bring any third party confidential information to the Group, including that of your former employer, and that in performing your duties for the Group you will not in any way utilize any such information.

As a Group employee, you will be expected to abide by the Group's rules and standards. Your employment will initially be structured based on DS India's standards, but may be revised as necessary to abide with the laws and standards of your main location of business, which is expected to be in India. You may be transferred or required to travel for the Group's business/training at the sole discretion of the Group.

As a condition of your employment, you are also required to sign and comply with an At-Will Employment, Confidential Information, Invention Assignment and Arbitration

Heads	Rs. per Month	Rs. per Annum
Basic	27850	334200
HRA	11140	133680
Conveyance	1600	19200
Medical Reimbursement	1250	15000
LTA	2000	24000
PF - Employee Contribution	1800	21600
Special Allowance	10060	120720
Gross Salary	55700	668400
Annual Benefits		
Annual Bonus (Paid Half yearly)		150000
PF - Employer contribution		21600
Annual CTC		840000

Agreed to and accepted:

Signature: 

Printed Name: Maheshwaran P

Date: 31-10-2021



26 October 2021

PRIVATE AND CONFIDENTIAL

Muthu Sowmiya M,
D/O Mayilsamy M, 1189, Pappankulam pirivu,
Pappankulam post, Madathukulam Taluk,
Tirupur, 642204
Tamil Nadu,
India

Dear Muthu,

Offer of Internship

I am pleased to offer you full-time internship in the role of "Software Engineer-Intern" with Banfico Limited (referred to as 'the internship provider', 'us' or 'we', in the rest of this letter).

This letter is to confirm the internship offer to you and to summarise the main commercial terms and conditions of our offer. The purpose of this internship is to expand upon your knowledge and experience in the field of Software Engineering.

Here are the terms of internship while working with the Company. They may subject to change to meet the business needs:

1. Duration of internship will be from 01 February 2022 to 30th June 2022 (TBC).
2. You will be designated as "Intern" and will be entitled for a stipend of RS 25,000 p.m. as per Company's Policy.
3. You will not be entitled for any other benefits from the company during this tenure.
4. You will be entitled for flexible public holidays approved by your manager.
5. Your normal place of work will be our Banfico Coimbatore office.
6. Your normal hours of work will be 8 hours per day and 40 hours per week.
7. You will work under the guidance of a Senior Banfico employee who will mentor and guide you throughout the Internship period.
8. Your performance will be evaluated on periodic basis.
9. During internship, you are expected to abide by Code of Conduct prescribed by the Company for all the employees.
10. During the internship period, either party can end the internship by giving written notice of at least one month.

PRIVATE AND CONFIDENTIAL

Banfico India Private Ltd.

WeWork, Tower 1, Seawoods Grand Central, Sector 40, Navi Mumbai, Maharashtra 400706

(e) info@banfico.com | (w) www.banfico.com



PRIVATE AND CONFIDENTIAL

11. You can take up to 5 days off for your reviews and for your Viva. If you require additional days, please inform your mentor.
12. On the successful completion of the internship program and graduation from your university, based on your performance, you will be offered the full time permanent "Associate Software Engineer" position. The CTC will be 6.5 LPA. Further Terms and Conditions for your Permanent Employment will be shared later.

Conditions of Offer

Our offer of internship is conditional on:

1. You signing the Internship agreement that is acceptable to us, in our absolute discretion.
2. Us receiving satisfactory reference from your university or college, in our absolute discretion. Please provide us with Reference letter as soon as possible.

If any of the above conditions are not satisfied, then this offer will be withdrawn or if it has already been accepted then we will be entitled to end your internship without notice or payment in lieu of notice. These conditions will continue to apply even if you have signed your contract of internship.

The Internship agreement will be provided to you under separate cover. Please confirm your acceptance of the offer by signing the Internship agreement and returning it to me. This offer is open for you to accept until 01 November 2021, at which time it will lapse automatically without further notice and no longer be capable of acceptance. If you do accept this offer, we would like you to commence your new internship on 01 February 2022 or as soon as possible afterwards.

We treat personal data collected during the recruitment process in accordance with our data protection policy. Information about how your data is used and the basis for processing your data is provided in our employee privacy notice and other policies.

Yours sincerely,

Kannan Rasappan

Kannan Rasappan for and on behalf of Banfico Limited

Muthu Sowmiya M

muthusowmya218@gmail.com

PRIVATE AND CONFIDENTIAL

Banfico India Private Ltd.

WeWork, Tower 1, Seawoods Grand Central, Sector 40, Navi Mumbai, Maharashtra 400706

(e) info@banfico.com | (w) www.banfico.com



Wipro Campus Update_LOI

1 message

Campus HR Team <wipro+email+2jc2j-a6e8fcb7fd@talent.icims.com>
Reply to: Campus HR Team <wipro+email+2jc2j-a6e8fcb7fd@talent.icims.com>
To: naveenv012001@gmail.com

Fri 12 Nov, 2021 at 12:02 PM

November 12, 2021

Dear Naveenkumar V,
Resume Number - 23075180

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Project Engineer** which will be in Career Band TRB-II of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

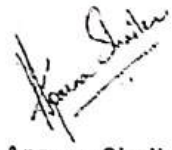
COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

Kindly note this letter of intent shall be followed by a letter of appointment from us.

Please confirm your interest to receive offer of appointment by clicking on this link [Click to Complete](#) and accepting the contents of this communication within 15 calendar days. Your confirmation of interest is a precondition to the issuance of offer of appointment.

Yours sincerely,

For Wipro Limited,



Apama Shailen
General Manager - Human Resources

This message was sent to naveenv012001@gmail.com. If you don't want to receive these emails from this company in the future, please go to:

<https://wipro.icims.com/icims2/?r=6E1C23075180&contactId=14266135>

© Wipro Limited, Doddakannelli, Sarjapur Road Bengaluru 560 035 IND



March 20, 2022

Dear Mr. Naveenkumar.

I am pleased to offer you a position as Software Engineer at CIX AdTech Private Limited (the "India Subsidiary"), an Indian entity, which is a wholly-owned subsidiary of CIX Inc., a Delaware corporation (the "Company"). The Company and all of its subsidiaries shall be collectively referred to as the CIX Group (the "Group").

If you decide to join us, you will receive from the India Subsidiary an annual salary of Rs.5,40,000/- Lakhs Indian Rupees, which will be paid monthly in accordance with the India Subsidiary's normal payroll procedures.

Your performance will be reviewed after 3 months and based on your satisfactory performance your salary will be revised to Rs.6,00,000/- Lakhs Indian Rupees. Your probation period will be for 6 months.

You should note that the Company may modify job titles, salaries and benefits from time to time as it deems necessary. You should note that the Company may modify job titles, salaries and benefits from time to time as it deems necessary.

The Group is excited about your joining and looks forward to a beneficial and productive relationship. Nevertheless, you should be aware that your employment with the Group is for no specified period and constitutes at-will employment. As a result, you are free to resign at any time, for any reason or for no reason. Similarly, the Group is free to conclude its employment relationship with you at any time, with or without cause, and with or without notice. We request that, in the event of resignation, you give the Group at least two months' notice.

We also ask that, if you have not already done so, you disclose to the Group any and all agreements relating to your prior employment that may affect your eligibility to be employed by the Group or limit the manner in which you may be employed. It is the Group's understanding that any such agreements will not prevent you from performing the duties of your position and you represent that such is the case. Moreover, you agree that, during the term of your employment with the Group, you will not engage in any other employment, occupation, consulting or other business activity directly related to the business in which the Group is now involved or becomes involved during the term of your employment, nor will you engage in any other activities that conflict with your obligations to the Group. Similarly, you agree not to bring any third party confidential information to the Group, including that of your former employer, and that in performing your duties for the Group you will not in any way utilize any such information.

As a Group employee, you will be expected to abide by the Group's rules and standards. Specifically, you will be required to sign an acknowledgment that you have read and that you understand the Group's rules of conduct which are included in the Company Handbook which the Group will soon complete and distribute.

Your reporting manager will be Mr. Nirmal Kumar Sathaimurthi, Director of Product & Engineering

Your employment will initially be structured based on the Company's standards, but may be revised as necessary to abide with the laws and standards of your main location of business, which is expected to be in Chennai, India. You may be transferred or required to travel for the Company's business/training at the sole discretion of the Company.

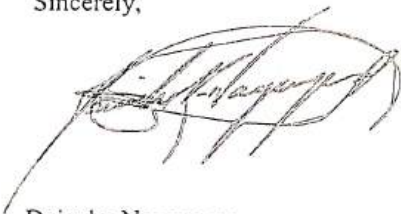
Though you have been engaged for a specific position, your services can be transferred by the company from one location to another, one department/entity to another. Your services can also be transferred to any of the company's subsidiary companies, associate companies, partners, affiliates etc. depending on the exigencies of business.

As a condition of your employment, you are also required to sign and comply with an At-Will Employment, Confidential Information, Invention Assignment and Arbitration Agreement which requires, among other provisions, the assignment of patent rights to any invention made during your employment at the Group, and non-disclosure of Group proprietary information. In the event of any dispute or claim relating to or arising out of our employment relationship, you and the Group agree that (i) any and all disputes between you and the Group shall be fully and finally resolved by binding arbitration, (ii) you are waiving any and all rights to a jury trial but all court remedies will be available in arbitration, (iii) all disputes shall be resolved by a neutral arbitrator who shall issue a written opinion, (iv) the arbitration shall provide for adequate discovery, and (v) the Group shall pay all the arbitration fees, except an amount equal to the filing fees you would have paid had you filed a complaint in a court of law. Please note that we must receive your signed Agreement before your first day of employment.

To accept the Group's offer, please sign and date this letter in the space provided below. A duplicate original is enclosed for your records. If you accept our offer, your first day of employment will be April 1, 2022. You will be on a probation for two months. After completion of two months your regular employment will commence from June 1, 2022. On the day of joining you are entitled to receive a joining bonus of 2 months' pay. This letter, along with any agreements relating to proprietary rights between you and the Group, set forth the terms of your employment with the Group and supersede any prior representations or agreements including, but not limited to, any representations made during your recruitment, interviews or pre-employment negotiations, whether written or oral. This letter, including, but not limited to, its at-will employment provision, may not be modified or amended except by a written agreement signed by the President of the Company and you. This offer of employment will terminate if it is not accepted, signed and returned by March 25, 2022.

We look forward to your favorable reply and to working with you at the CIX Group

Sincerely,



Daisuke Nagayama
Chief Operating Officer

Agreed to and accepted:

Signature: _____



Printed Name: Naveenkumar V

Date: 24.03.2022



Letter of Intent (LOI)

Superset ID: 1122023

November 02, 2021

Dear NISHANTHINI B,

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

*** Personal and Confidential ***

Ms. Ramaprabha R

GCT, Coimbatore,

Candidate ID: 3788545

Bosch Global Software
Technologies Private Limited,
123 Industrial Layout, Hosur
Road, Koramangala, Bangalore
- 560 095, India. Tel: +91 80 6657
5757 Fax: +91 80 6657 1404 CIN:
U72400KA1997PTC023164
www.bosch-india-software.com

Our reference: TN/55094/2022

Date: 14-May-2022

Dear **Ms. Ramaprabha R**,

This has reference to your application and the subsequent interviews you had with us. We are pleased to appoint you as '**Associate Software Engineer**' at BGSW in "Level 50" as detailed below.

1. Compensation

- a. Your annual CTC (Cost to Company) will be **Rs.5,00,000/-** (Rupees **Five Lakhs** only) per annum. In addition you will be entitled to benefits as detailed below, **Annexure I**.
- b. Please refer to **Annexure I** to know more details about your compensation package.
- c. The variable portion of your compensation shall depend upon achievement of company goals. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus, if applicable to you.

Your remuneration is strictly confidential between you and the Company and has been arrived on the basis of your specific background and professional merit. You are obliged to maintain absolute secrecy of the terms and conditions; failure to do so will invite disciplinary action and may even result in termination of your services.

2. Retirement

You will retire from the services of the company on attaining the age of retirement. The retirement age is 58 years with an option to retire at 55 years, basis mutual discussion and agreement subject to company retirement policy.

Tejas Networks Ltd.
Regd. Office: Plot No. 25, 5th Floor
I.D. Software Park, Electronic City Phase 1
Hosur Road, Bangalore 560 100, India
Tel : +91- 80- 4179 4600/700/800
Fax : +91- 80- 2352 0201



13-11-2021

Ms Samyuktha V
8/72 A Mahavishnu Nagar, Chettipalayam, Tiruppur TamilNadu- 641603

Dear Samyuktha V,

We welcome you to Tejas and are pleased to offer you the position of **Engineer, R&D** located at **Bangalore OR Mumbai OR Gurgaon**. This offer is valid subject to you accepting this offer by **17-11-2021** and you will be required to join us by the date of joining as mentioned below. The terms and conditions of your offer are given below:

1. **Date of Joining: 01-08-2022**

2. **Key Result Areas:** You will be reporting to **Manager, R&D**, who will finalize your roles and responsibilities.

3. **Compensation:** Your total compensation including fixed, variable pay (if applicable) and welfare benefits will be **Rs.999996/- (Nine Lakh Ninety Nine Thousand Nine Hundred And Ninety Six Rupees only)** per annum. The details of this are in Annexure A.

4. **Leave:** You will be eligible for 15 days privilege leave as per the leave policy of the company. You will also be eligible for 12 days of casual/sick leave. All leaves will be prorated during a given financial year (April 1st to March 31st) based on your date of joining.

5. **Area of work:** You must be willing to take on any responsibilities that are reasonably assigned to you by the company and be willing to relocate to any of our offices.

6. **Notice Period:** The notice period will be 60 days as per the separation policy. Either party can terminate the employment contract by providing this notice.

All other terms and conditions of your employment shall be as per your employment contract. This will contain policies like 'conflict of interest', 'non-disclosure and confidentiality', 'responsibility of company assets' and other relevant rules and regulations of the company as applicable and amended from time to time. The employment contract will be signed upon your joining.

We hope this will be the beginning of a long and mutually beneficial relationship between you and Tejas. Please sign copy of the offer letter as a confirmation of your acceptance and return it on or before **17-11-2021**.

Sincerely yours,
FOR TEJAS NETWORKS LIMITED

Accepted the Offer:

Signature:

Abhijat Mitra
Chief Human Resources Officer

Name: Samyuktha V

Date of Joining: 01-08-2022



Offer: Computer Consultancy
Ref: TCSL/CT20213649423/Chennai
Date: 03/11/2021

Mr. Sanjaykumar V
2/290Kamatchiyamman Kovil Street,
Iduvampalayam Post Office,
Tiruppur-641687,
Tamil Nadu.
Tel# -

Dear Sanjaykumar V,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be **₹3,36,877/-** 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 &

1

TCS Confidential
TCSL/CT20213649423

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 Line: 1800 209 3111 Email: careers@tcs.com



Withdrawal of Offer

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

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

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

21-Apr-2022

Dear Fahideen,

With reference to your interview conducted, we are pleased to inform that you have been shortlisted for the position of 'Trainee Engineer' with **Finzly India (R & D) Private Limited.**, (hereinafter referred to as "Finzly").

In this regard, you would be eligible to receive gross emoluments as mentioned in Annexure I from the date of your joining.

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 and the minimum passing percentage/ grade/ rank/ class as determined by Finzly.

Your date of joining will be **1-July-2022** and the location of posting (Pune/Chennai) will be based on the discussion during the campus interview. Finzly solely reserves the right to make any changes to the date of joining, during your training and employment with Finzly.

Pre-Joining Finzly

1. You will have to go through the training courses provided by company. Your joining will be subject to successful completion of these courses.

Upon joining Finzly,

1. You are expected to enter into an employment agreement with Finzly which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Finzly.
2. You will be on probation for a period of twelve months from the date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of twelve months.
3. During your probation you may be required to undergo classroom training as deemed necessary by Finzly and your performance will be evaluated periodically during such training period.
4. Finzly reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.



Finzly India (R&D) Private Limited
Formerly Swapstech India (R&D) Pvt. Ltd.
CIN: U74999PN2019FTC1S4119

ANNEXURE 1

Fahideen

Trainee Engineer

You will be under probation for twelve (12) months from your date of joining Finzly. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be INR 5,00,000/- (Five Lakh Rs Only) which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives as applicable to you. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

For & On Behalf of Finzly

Rajesh Sahadevan

HRD



Ref: LTTS/HR/ET/2022-23/10331

Date: 08th February 2022

Name: Sharmila S

Letter of Intent

Dear Sharmila S

Greeting from L&T Technology Services Ltd.!

We are pleased to share with you this Letter of intent for the position of **Associate Engineer (Trainee)**. We trust that this opportunity finds you mutually excited about your new employment with L&T Technology Services (hereinafter referred as "Company"). We reiterate that you have made the right decision and we are certain that you will have a great career with us!

Upon your acceptance of this Letter of Intent and subject to you meeting all the applicable requirements under this Letter of Intent, we shall share a detailed Appointment Letter, which will outline the specific employment terms, conditions and detailed breakup of remuneration. Please note this Letter of Intent is not an offer or offer of employment or a legally binding contract of employment.

The content of this Letter of Intent is strictly between you and the Company. Please treat this Letter of Intent and the contents here as personal and confidential.

This Letter of Intent is valid subject to you

- Having secured more than 60% in SSC / X and HSC / XII std (10th and 12th).
- Having secured 60% aggregate in Engineering Graduation
- Found medically fit by the Company authorized doctors.
- **Submitting a Service Agreement, agreeing to serve the company for a period of up to 2 years and 3 months from the date of commencement of training cum employment.**
- Submitting all necessary documents at the time of joining
- No drop in any semester/ year throughout the course

If any information provided by you during the selection process is found to be incorrect and / or false, the Company reserves the right to revoke this Letter of Intent without any notice.

This Letter of Intent is also contingent upon us working together to determine an appropriate start date for your employment. The date of commencement of training cum employment and venue for reporting will be intimated to you at a later date.

You will be continuously assessed during your training cum employment. If you do not complete the class room / on the job training to our satisfaction, your appointment automatically stand cancelled.

During your employment with LTTS, you will be paid a Total Compensation of INR 4,00,000/- per annum. A detailed compensation sheet will be shared along with the appointment letter.

During your period of Training cum Employment, you can be posted / transferred to any of our SEZ / STPI sites across India. Your employment will be governed by the rules, regulations and policies of the company.



L&T Technology Services

If the above stated terms are acceptable to you, kindly sign and return the duplicate copy of this Letter of Intent within three (3) days from the date of issue. If we do not receive your acceptance within the stipulated time frame, this Letter of Intent will be deemed to have been rejected by you.

All communications / notices should be addressed to:

Human Resource Dept – Talent Acquisition (Campus Hiring)
L&T - Technology Services, SEZ Unit II,
Hazel-Block L3, Ground Floor, Manyata Embassy Business Park,
Nagawara, Bangalore 560045

We are confident you will be able to make a significant contribution to the success of our organization and look forward to working with you.

Yours truly,
For L&T Technology Services Limited

Prakash Krishnamoorthy
Head – Leadership Hiring and Strategic Talent Initiatives

Acceptance by applicant below

.....
I have read this Letter of Intent and accept the same

Name: Sharmila S

College: GOVERNMENT COLLEGE OF TECHNOLOGY, COIMBATORE

Signature *S. Shil*

Date: 09/02/2022



APPOINTMENT LETTER

January 21, 2022

Dear Sindhuja V,

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

and 60% in post-graduation.

v. You have any pending backlogs/ arrears on the date of appointment.

Please note that at any stage, whether during your online test and/or interview process or upon joining the Company, if it is brought to our notice that you have indulged in malpractices or used illegal means to clear your online assessment, the Company shall withdraw or revoke the offer with immediate effect and we reserve our rights to take suitable action against you as we may deem fit.

10. Training Agreement:

As part of your smooth transition from campus to corporate, the Company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs, Self-directed learning modules, MOOCs, in-classroom learning, on-the-job training, Top Gear modules, and / or customer specific tools and technology learning. Through this extensive training the Company makes significant investment for your project readiness and successful journey in the projects. In consideration of the Company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and continue your employment with the company for a period of **at least 12 months** commencing from the date of your joining. In case you choose to leave the Company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall **be liable to** pay to the Company liquidated damages of up to Rs. 75,000/- (Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the Company.

11. Notice Period & Termination:

Your employment with the Company shall be terminable, without reasons, by either party giving one-month notice during probationary period and three months' notice on confirmation. The Company reserves the right to pay or recover salary in lieu of notice period. Further, the Company may at its discretion relieve you from such date as it may deem fit even prior to the expiry of the notice period. However, if the Company desires you to continue the employment during the notice period you shall do so. Notice period and termination of employment contract shall be governed by the applicable internal policies of the Company as updated from time to time.

On acceptance of separation notice, you will immediately hand over to the Company before you are relieved, all correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and comply with all the relieving formalities required by the Company. Further, you shall not make or retain any copies of these items.

12. Pre Joining Program (PJP):

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For Wipro Limited,



Aparna Shailen
General Manager - Human Resources

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

I shall be reporting for duty on

ANNEXURE I

Appointment Letter

Mr. Sivaramakrishnan K.
HP: 9788830529
Email: shivamoorthy10@gmail.com

Date: 31st August 2021

Subject: Appointment letter

Dear Sivaramakrishnan,

We are pleased to offer you the position of Software Engineer I in our Engineering Team based in Chennai.

Your immediate supervisor will be Mr. Ananth Ramakrishnan -- Head of Engineering. We trust that your knowledge, skills, and experience will be among our most valuable assets.

You will be eligible to receive an annual gross salary of Rs.4,80,000/- beginning of your joining date, and an annual bonus of Rs. 75,000/-. You will receive 3000 stock options. In addition, you are eligible for a one-time relocation amount of Rs.45,000/- if applicable.

The details regarding your roles and responsibilities, leaves, remunerations, stock options, bonus, shift allowance, etc. will be set out in the employment agreement that you will execute on the date of joining and the said employment agreement shall be deemed to be incorporated herein by reference.

This offer letter is valid till the 2nd September 2021. Please send a signed copy of this letter indicating your acceptance to join and a resignation acceptance letter from your current employer to us at pradeep.prabhakaran@batonsystems.com

Please submit the following documents to us at the time of your joining (a) photocopies of your degree certificates, (b) certifications, if any, (c) experience / relieving letters (d) two colour passport size photos, (e) latest salary slip from your previous organization and (f) proof of address.

We look forward to welcoming you aboard.

Sincerely



Arjun Jayaram
Founder and CEO

K. Sivaramakrishnan



Letter of Intent (LOI)

Superset ID: 1087459

November 02, 2021

Dear Supriya J K,

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. You are also eligible for an One-time Skill Bonus* of **INR 25,000/-**. The detailed information on compensation and benefits will be provided in your Offer Letter.

***One-time Skill Bonus** will be based on the technical competency demonstrated thru skill based assessment, Interview and GenC Training post joining/Internship.

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

Appointment Letter

Ms. Swathi S
HP: 9566641296
Email: swathisubramani2001@gmail.com

Date: 31st August 2021

Subject: Appointment letter

Dear Swathi,

We are pleased to offer you the position of **Software Engineer I** in our **Engineering Team** based in **Chennai**.

Your immediate supervisor will be **Mr. Ananth Ramakrishnan – Head of Engineering**. We trust that your knowledge, skills, and experience will be among our most valuable assets.

You will be eligible to receive an **annual gross salary of Rs.4,80,000/-** beginning of your joining date, and an **annual bonus of Rs. 75,000/-**. You will receive **3000 stock options**. In addition, you are eligible for a one-time relocation amount of **Rs.45,000/-** if applicable.

The details regarding your roles and responsibilities, leaves, remunerations, stock options, bonus, shift allowance, etc, will be set out in the employment agreement that you will execute on the date of joining and the said employment agreement shall be deemed to be incorporated herein by reference.

This offer letter is valid till the **2nd September 2021**. Please send a signed copy of this letter indicating your acceptance to join and a resignation acceptance letter from your current employer to us at pradeep.prabhakaran@batonsystems.com

Please submit the following documents to us at the time of your joining (a) photocopies of your degree certificates, (b) certifications, if any, (c) experience / relieving letters (d) two colour passport size photos, (e) latest salary slip from your previous organization and (f) proof of address.

We look forward to welcoming you aboard.

Sincerely



Arjun Jayaram
Founder and CEO

S. Swathi

Swathi S

* Personal and Confidential *

Ms. Vaishnavi V
GCT, Coimbatore,
Candidate ID: 3788568

Bosch Global Software
Technologies Private Limited,
123 Industrial Layout, Hosur
Road, Koramangala, Bangalore
- 560 095, India. Tel: +91 80 6657
5757 Fax: +91 80 6657 1404 CIN:
U72400KA1997PTC023164
www.bosch-india-software.com

Our reference: TN/55095/2022

Date: 14-May-2022

Dear Ms. Vaishnavi V,

This has reference to your application and the subsequent interviews you had with us. We are pleased to appoint you as 'Associate Software Engineer' at BGSW in "Level 50" as detailed below.

1. Compensation

- a. Your annual CTC (Cost to Company) will be Rs.5,00,000/- (Rupees **Five Lakhs** only) per annum. In addition you will be entitled to benefits as detailed below, **Annexure I**.
- b. Please refer to **Annexure I** to know more details about your compensation package.
- c. The variable portion of your compensation shall depend upon achievement of company goals. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus, if applicable to you.

Your remuneration is strictly confidential between you and the Company and has been arrived on the basis of your specific background and professional merit. You are obliged to maintain absolute secrecy of the terms and conditions; failure to do so will invite disciplinary action and may even result in termination of your services.

2. Retirement

You will retire from the services of the company on attaining the age of retirement. The retirement age is 58 years with an option to retire at 55 years, basis mutual discussion and agreement subject to company retirement policy.



Letter of Intent (LOI)

Superset ID: 1127468

November 02, 2021

Dear Varuna Priya 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. You are also eligible for an One-time Skill Bonus* of **INR 25,000/-**. The detailed information on compensation and benefits will be provided in your Offer Letter.

***One-time Skill Bonus** will be based on the technical competency demonstrated thru skill based assessment, Interview and GenC Training post joining/Internship.

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

Ref No: DSIP/AD/HR/COL/2021/021

30 December 2021

Vasanthan R
S/O Ramalingam R,
411, Mudaliar Street,
Sirupakkam Post,
Sirupakkam,
Cuddalore,
Tamilnadu - 606 108.

Sub: - Letter of Appointment

With reference to the discussion, we had with you on 24th Dec 2021 we are pleased to appoint you as **Trainee Engineer** with the total package of Rs.5,00,000 in our company.

Your formal appointment letter/agreement will be issued to you on the day of your joining our Company.

Your internship of 6 months would be commencing from 1st Feb 2022, and it is mandated for the offered candidates. Stipend of Rs.10,000 will be compensated on the monthly basis.

On the date of your joining, you may please bring along the following documents:

1. Copies of certificates/ diplomas / degrees of educational qualifications. (Std. X, Std. XII, Graduation, and post-graduation).
2. Aadhar Card
3. PAN Card
4. Copy of latest valid passport.
5. Latest Passport size photograph

Your appointment will be subject to verification of references and this offer is subject to you being medically fit. We welcome you to the Deevia Family as we look forward to your joining for a long, successful, and mutually beneficial association.

Attached along with this letter is your compensation structure, please sign the copy and send us a scan of this letter as a token of acceptance of the same.



Indrakant Thakur
Managing Director

Vasanthan R

*** Personal and Confidential ***

Mr. Vijay Anand T
GCT, Coimbatore,
Candidate ID: 3788581

**Bosch Global Software
Technologies Private Limited,
123 industrial Layout, Hosur
Road, Koramangala, Bangalore
- 560 095, India. Tel: +91 80 6657
5757 Fax. +91 80 6657 1404 CIN:
U72400KA1997PTC023164
www.bosch-india-software.com**

Our reference: TN/55096/2022

Date: 14-May-2022

Dear **Mr. Vijay Anand T**,

This has reference to your application and the subsequent interviews you had with us. We are pleased to appoint you as '**Associate Software Engineer**' at BGSW in "**Level 50**" as detailed below.

1. Compensation

- a. Your annual CTC (Cost to Company) will be **Rs.5,00,000/-** (Rupees **Five Lakhs** only) per annum. In addition you will be entitled to benefits as detailed below, **Annexure I**.
- b. Please refer to **Annexure I** to know more details about your compensation package.
- c. The variable portion of your compensation shall depends upon achievement of company goals. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus, if applicable to you.

Your remuneration is strictly confidential between you and the Company and has been arrived on the basis of your specific background and professional merit. You are obliged to maintain absolute secrecy of the terms and conditions; failure to do so will invite disciplinary action and may even result in termination of your services.

2. Retirement

You will retire from the services of the company on attaining the age of retirement. The retirement age is 58 years with an option to retire at 55 years, basis mutual discussion and agreement subject to company retirement policy.



Wipro Campus Update_LOI

1 message

Campus HR Team <wipro+email+2tk7t-8823f8be78@talent.icims.com>
Reply to: Campus HR Team <wipro+email+2tk7t-8823f8be78@talent.icims.com>
To: yzhiniyazhu2001@gmail.com

Thu, 9 Dec 2021 at 5:19 pm

December 9, 2021

Dear Yzhini P,
Resume Number - 23283112

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Project Engineer** which will be in Career Band **TRB-II** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

Kindly note this letter of intent shall be followed by a letter of appointment from us.

Please confirm your interest to receive offer of appointment by clicking on this link [Click to Complete](#) and accepting the contents of this communication within 15 calendar days. Your confirmation of interest is a precondition to the issuance of offer of appointment.

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	25,000 – 75,000
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:

1. The special bonus is subject to

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

2. 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.

3. 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

4. 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

5. 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.

6. You shall keep the contents of this letter confidential

Note: The above shall be applicable from your joining date with Wipro.

Your's Sincerely,
For Wipro Limited



Aparna Shailen
General Manager - Human Resources

This message was sent to yzhiniyazhu2001@gmail.com. If you don't want to receive these emails from this company in the future, please go to:
<https://wipro.icims.com/icims2/?r=8BC1232B3112&contactId=15643054>



OFFER OF APPOINTMENT

Ref: HRD/2021/IND/Offer/1685

Date: December 19, 2021

To,

Akila Veerakumaran
8/1372, Sowdampiga Nagar,
Pooluvapatti, Neripperichal,
Tiruppur, Tamil Nadu-614602

Dear Akila,

With reference to your application and subsequent interview(s) you had with us, we are pleased to offer you employment in Orion India Systems Private Limited (the "Company") on the terms and conditions detailed in this letter under Annexure A hereto.

1. OPPORTUNITY, DESIGNATION AND DATE OF JOINING:

You will be appointed as Associate Engineer with the Company with effect from June 06, 2022 (the "Effective Date").

2. SALARY:

Your Salary will be as detailed under Annexure C to this letter (the "Salary").

3. DOCUMENTS:

On the date of appointment, you are required to furnish the documents as described under Annexure B to this letter.

Name: Akila Veerakumaran
 Designation: Associate Engineer
 Location: Coimbatore

Compensation Structure	
Components	Amount (₹)
	10,000.00
Basic	5,000.00
HRA	5,750.00
**Special Allowance	1,600.00
Conveyance Allowance	200.00
Education Allowance	1,250.00
Medical Allowance	23,800.00
Sub Total A	1,200.00
*PF Contribution (Employer)	1,200.00
Sub Total B	25,000.00
Total (A+B)	25,000.00
Monthly ETC	300,000.00
CTC (Fixed)	50,000.00
***Performance Bonus	350,000.00
Total CTC (per annum)	350,000.00

Income Tax Benefit Options

Food Coupons (Optional)	2,000.00
LTA (Optional)	(5% of CTC)
Fuel Reimbursement and Driver's Salary (Optional)	As per policy

**The amount will be subject to applicable Statutory and Income Tax Deductions. Employee Contribution of PF will be deducted from the Gross Salary.*

***Special Allowance is subject to change as per your choice of flexible benefit components.*

****Performance Bonus is subject to your achievement of Orion technology badges, certifications, and annual performance rating of 3 or more*

Yours sincerely,

For Orion India Systems Pvt. Ltd.

Narendra Kumar

Director

HCL TECHNOLOGIES LTD.

Corporate Identity Number: L741400L1991PL0345369

Technology Hub, Special Economic Zone

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

T +91 120 6125000 F +91 120 4683030

Registered Office: 808 Siddharth, E6, Nehru Place, New Delhi-110019, India

www.hcltech.com

www.hcl.com

7 February 2022

Rabiyathul Basriya M
11/1 Shandu Veeri Street,
Namakkal, Tamil Nadu 637408

Re.: Internship with HCL Technologies Limited

Dear Rabiyathul Basriya M,

Congratulations!

This is in response to your application for internship dated 22 February 2022.

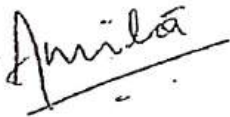
We are pleased to offer you an internship in HCL Technologies Limited ("HCL" or "Company").

You are required to report to Sunil Kumar Singh at the following Address HCL Technologies Ltd, ChennaiSEZ-SDB1-U10-4F:1B,1D,2A,2B,2C on 22 February 2022 at 9:00 AM.

The internship shall be governed by the terms and conditions as laid down hereunder in this internship agreement as stated in ANNEXURE 1.

We extend a warm welcome to you as an 'intern' in our establishment.

For HCL Technologies Limited,



Amrita Das
Senior Vice President, Head-Global Rewards

HCL



March 20, 2022

Dear Mr. Sankarkumar,

I am pleased to offer you a position as Software Engineer at CIX AdTech Private Limited (the “**India Subsidiary**”), an Indian entity, which is a wholly-owned subsidiary of CIX Inc., a Delaware corporation (the “**Company**”). The Company and all of its subsidiaries shall be collectively referred to as the CIX Group (the “**Group**”).

If you decide to join us, you will receive from the India Subsidiary an annual salary of Rs.4,20,000/- Lakhs Indian Rupees, which will be paid monthly in accordance with the India Subsidiary’s normal payroll procedures.

Your performance will be reviewed after 3 months and based on your satisfactory performance your salary will be revised to Rs.6,00,000/- Lakhs Indian Rupees. Your probation period will be for 6 months.

You should note that the Company may modify job titles, salaries and benefits from time to time as it deems necessary. You should note that the Company may modify job titles, salaries and benefits from time to time as it deems necessary.

The Group is excited about your joining and looks forward to a beneficial and productive relationship. Nevertheless, you should be aware that your employment with the Group is for no specified period and constitutes at-will employment. As a result, you are free to resign at any time, for any reason or for no reason. Similarly, the Group is free to conclude its employment relationship with you at any time, with or without cause, and with or without notice. We request that, in the event of resignation, you give the Group at least two months’ notice.

We also ask that, if you have not already done so, you disclose to the Group any and all agreements relating to your prior employment that may affect your eligibility to be employed by the Group or limit the manner in which you may be employed. It is the Group’s understanding that any such agreements will not prevent you from performing the duties of your position and you represent that such is the case. Moreover, you agree that, during the term of your employment with the Group, you will not engage in any other employment, occupation, consulting or other business activity directly related to the business in which the Group is now involved or becomes involved during the term of your employment, nor will you engage in any other activities that conflict with your obligations to the Group. Similarly, you agree not to bring any third party confidential information to the Group, including that of your former employer, and that in performing your duties for the Group you will not in any way utilize any such information.

As a Group employee, you will be expected to abide by the Group’s rules and standards. Specifically, you will be required to sign an acknowledgment that you have read and that you understand the Group’s rules of conduct which are included in the Company Handbook which the Group will soon complete and distribute.

Your reporting manager will be Mr. Nirmal Kumar Sathaimurthi, Director of Product & Engineering

Your employment will initially be structured based on the Company’s standards, but may be revised as necessary to abide with the laws and standards of your main location of business, which is expected to be in Chennai, India. You may be transferred or required to travel for the Company’s business/training at the sole discretion of the Company.

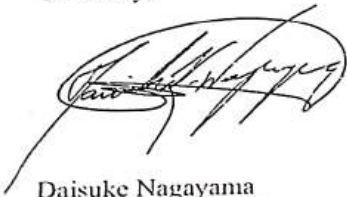
Though you have been engaged for a specific position, your services can be transferred by the company from one location to another, one department/entity to another. Your services can also be transferred to any of the company's subsidiary companies, associate companies, partners, affiliates etc. depending on the exigencies of business.

As a condition of your employment, you are also required to sign and comply with an At-Will Employment, Confidential Information, Invention Assignment and Arbitration Agreement which requires, among other provisions, the assignment of patent rights to any invention made during your employment at the Group, and non-disclosure of Group proprietary information. In the event of any dispute or claim relating to or arising out of our employment relationship, you and the Group agree that (i) any and all disputes between you and the Group shall be fully and finally resolved by binding arbitration, (ii) you are waiving any and all rights to a jury trial but all court remedies will be available in arbitration, (iii) all disputes shall be resolved by a neutral arbitrator who shall issue a written opinion, (iv) the arbitration shall provide for adequate discovery, and (v) the Group shall pay all the arbitration fees, except an amount equal to the filing fees you would have paid had you filed a complaint in a court of law. Please note that we must receive your signed Agreement before your first day of employment.

To accept the Group's offer, please sign and date this letter in the space provided below. A duplicate original is enclosed for your records. If you accept our offer, your first day of employment will be April 1, 2022. There will a probation period of 2 months to evaluate your performance. During this period your said monthly salary will be paid as a consolidated pay after deduction of necessary taxes. After completion of two months your regular employment will commence from June 1, 2022. On the day of joining you are entitled to receive a joining bonus of 2 months pay. This letter, along with any agreements relating to proprietary rights between you and the Group, set forth the terms of your employment with the Group and supersede any prior representations or agreements including, but not limited to, any representations made during your recruitment, interviews or pre-employment negotiations, whether written or oral. This letter, including, but not limited to, its at-will employment provision, may not be modified or amended except by a written agreement signed by the President of the Company and you. This offer of employment will terminate if it is not accepted, signed and returned by March 25, 2022.

We look forward to your favorable reply and to working with you at the CIX Group

Sincerely,



Daisuke Nagayama
Chief Operating Officer

Agreed to and accepted:

Signature: _____

Printed Name: Sankarkumar K

Date: _____

Cognizant

Letter of Intent (LOI)

Superset ID: 1094825

October 25, 2021

Dear VENKATESH R, IT

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**. 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 675,000/-**. 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

Cognizant

Letter of Intent (LOI)

Superset ID: 1113565

November 02, 2021

Dear Deena M, IT

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. You are also eligible for an One-time Skill Bonus* of **INR 25,000/-**. The detailed information on compensation and benefits will be provided in your Offer Letter.

***One-time Skill Bonus** will be based on the technical competency demonstrated thru skill based assessment, Interview and GenC Training post joining/Internship.

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

Cognizant

Letter of Intent (LOI)

Superset ID: 1131053

November 02, 2021

Dear Dharshana Natarajan, IT

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.

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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

Cognizant

Letter of Intent (LOI)

Superset ID: 1094826

November 02, 2021

Dear Naveenkumar R, IT

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. You are also eligible for an One-time Skill Bonus* of **INR 25,000/-**. The detailed information on compensation and benefits will be provided in your Offer Letter.

***One-time Skill Bonus** will be based on the technical competency demonstrated thru skill based assessment, Interview and GenC Training post joining/Internship.

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. Ranjith kumar K <gctplacements@gct.ac.in>

Final Select List - GCT

Rahul Purushothaman <rahul.purushotha@tigeranalytics.com>
To: "Dr. Ranjith kumar K" <gctplacements@gct.ac.in>
Cc: Sudha Krishnan <sudha.krishnan@tigeranalytics.com>

Tue, Aug 31, 2021 at 8:07 PM



Dear Team

Over the past several years, Tiger Analytics has had the privilege of hiring many graduates from your esteemed institution.

Everything we do is in the Heart of AI, we hope to empower students with the right tools to excel in their careers.

Our culture is modeled around expertise, humility, and mutual respect. In the world of AI & Analytics, we have arguably one of the best teams globally. As we continue to grow, we are happy to extend a Final Offer and Internship to the following student

- Hari Prasath S (IT)

Kindly confirm their acceptance of the offer and let us know once the candidates are signed out from the process.

Thank you,
Rahul

Disclaimer:

11/29/21, 3:13 AM

Govt College of Technology Mail - Shortlisted Candidate's (GCT-Coimbatore_2021) / SOTI Campus Drive



Dr. Ranjith Kumar K <gctplacements@gct.ac.in>

Shortlisted Candidate's (GCT-Coimbatore_2021) / SOTI Campus Drive
4 messages

George Oommen <George.Oommen@soti.net>
To: 'gctplacements@gct.ac.in' <gctplacements@gct.ac.in>

Dear Dr.K.Ranjith Kumar

Greeting from SOTI

Congratulations!

The list of students who have been shortlisted from your college is appended herewith for your perusal. The interviews will be held between (Tuesday) 14th (Thursday) 16th September 2021.

First Name	Last Name	College Name	Email Address	Contact No	FRESHER/INTE
Anusujith	K	GOVERNMENT COLLEGE OF TECHNOLOGY, COIMBATORE	anusuj230@gmail.com	5783016830	FRESHER
Mathumitha	S	GOVERNMENT COLLEGE OF TECHNOLOGY, COIMBATORE	mathumitha2562001@gmail.com	9944017957	FRESHER

For any further queries/clarifications, pls feel to discuss with the undersigned.

Regards,

George Oommen, Senior Manager - People & Culture | SOTI Inc | Mobile: +91 9947007430 | george.oommen@soti.net | sotinet | Facebook | LinkedIn | Twitter | YouTube

This e-mail and any files transmitted with it are confidential. If you have received this e-mail in error, please notify the sender immediately by e-mail. If you are not the named addressee you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately by e-mail if you have received this e-mail by mistake. If you are not the named addressee you should not disseminate, distribute or copy this e-mail. Please notify the sender immediately by e-mail if you have received this e-mail by mistake.

GCT Placement Cell <gctplacements@gct.ac.in>
To: 'gctplacements2021-2022@gct.ac.in' <gctplacements2021-2022@gct.ac.in>

Mon, Sep 13, 2021 at 6:48 AM

(Quoted text hidden)

George Oommen <George.Oommen@soti.net>
To: 'gctplacements@gct.ac.in' <gctplacements@gct.ac.in>

Dear Dr.K.Ranjith Kumar

Greeting from SOTI

Congratulations!

It is my pleasure to announce the names of those candidates who is selected. I am releasing the list on a priority basis to ensure that they join SOTI. Kindly confirm the receipt and do the need. Please consider this email as confirmation of their selection.

First Name	Last Name	Email Address	COLLEGE NAME	Contact No	FRESHER/INTERN	G
Mathumitha	S	mathumitha2562001@gmail.com	GOVERNMENT COLLEGE OF TECHNOLOGY, COIMBATORE	9944017957	FRESHER	FE

Regards

George Oommen, Senior Manager - People & Culture | SOTI Inc | Mobile: +91 9947007430 | george.oommen@soti.net | sotinet | Facebook | LinkedIn | Twitter | YouTube

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From: George Oommen
Sent: 13 September 2021 18:01
To: 'gctplacements@gct.ac.in' <gctplacements@gct.ac.in>
Subject: Shortlisted Candidate's (GCT-Coimbatore_2021) / SOTI Campus Drive

Dear Dr.K.Ranjith Kumar

Ref: OFF-EMP/21/097
08 October 2021

Ms. Mohanapriya
mohana2000harur@gmail.com

Dear Mohanapriya, IT

We have the pleasure of offering you the position of "Software Engineer" along with a mandatory "Internship" in PSG Software Technologies, a strategic technology organization of PSG & Sons' Charities.

The internship will be for 6 months for your final semester project. On successful completion of your internship and your final semester you will be converted to a full-time employee.

Details and the scope of your internship project will be provided to you upon your joining. You shall devote your full business efforts and time to the Organization and agree to perform your duties faithfully and to the best of your ability. You agree not to engage in any other employment, occupation, or consulting activity for any direct or indirect remuneration without the prior approval of your supervisor.

You will be paid **Rs. 10,000/- (Rupees Ten Thousand only)** as a stipend during the internship period. You will be paid in accordance with the Organization's normal payroll practices. While taking up internship hereunder, you will not be entitled to participate in the employee benefit plans maintained by the Organization, if any. You will not be eligible for paid leave unless approved by your supervisor.

Upon successful completion of your internship, you will be issued a project completion certificate by the Organization. You will be required to submit a soft copy of the detailed project report before completion of your internship.

Your role as **Software Engineer** expects you to take up the following primary responsibilities apart from other responsibilities as part of various organizational initiatives.

1. Application Development across layers on technology stack identified as part of the solution architecture.
2. Working alongside Engineering Managers, Architects, technical leads and business analysts throughout the SDLC cycle in a dynamic, highly productive environment.
3. Embrace agile working methods – in particular using SCRUM methodology.
4. Understand detailed architectural and technical plans and do the development with very little supervision and guidance
5. Effectively contribute as part of iterative development sprints
6. Ensure high code quality by adhering to coding styles / standards with complete coverage through unit test cases.
7. Actively contribute to technical documentation of individual modules in the product.



You will be paid an **Annual Total Compensation of Rs. 3,72,000 (Rupees Three Lakhs Seventy Two Thousand only)**. The other details about your compensation are presented in **Annexure A**.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the 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.

Please note:

1. This appointment is subject to satisfactory professional reference checks.
2. Please sign the copy of this letter as a token of your having read, understood, and accepted the above offer on or before **9th October 2021**.

Welcome to PSG Software Technologies and we look forward to a long, fruitful, happy, and exciting association with you.

With warm regards

Visagan M
HR Executive

ACCEPTED AND AGREED:

Name: T. MOHANAPRIYA

Signature: T. Mohan

Date: 09.10.2021

Date: October 19, 2021
Ref: LTI/HR/EN7/Campus/2022
Name: SIVASUNDHAR
College: Government College Of Technology, Coimbatore

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear SIVASUNDHAR, IT

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on being selected as a **Graduate Engineer Trainee**. This offer is on the following terms and conditions, subject to a successful background check.

1. During the training period (includes classroom and on the job training) of 3 months, your Stipend including all benefits will be **Rs.40000** as per the details mentioned in '**Annexure-1**'.
2. All payments made to you would be subject to deduction of applicable taxes at source (TDS). Your remuneration is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever, except with the prior consent of the Company.
3. You are required to register yourself as an 'apprentice' on the apprenticeship portal <http://www.mhrdnats.gov.in> within [7] days from the date of this offer or once your final semester is completed as applicable. You shall be required to accept the offer on the portal site as well.
4. You will also be issued a detailed Letter of Appointment as Graduate Engineer Trainee subject to you meeting the eligibility criteria as mentioned in '**Annexure-2**'. Your appointment is in accordance with the Apprentices Act, 1961.
5. **Documents** - Your offer is subject to you submitting all the mandatory documents at the time of joining. You may also need to submit other such documents as Company deems fit from time to time. In order to facilitate the joining process, we require documents in original from your end, which are mentioned in '**Annexure-3**'.
6. **Background Verification** - As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your educational / professional credentials/medical background and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, this offer shall stand withdrawn, apart from other legal action being initiated against you.

If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this **Graduate Engineer Trainee Offer Letter** on the **CampBuzz Portal** (<https://campbuzz.intinfotech.com>) and register your credentials therein within seven(7) days from the date of this letter. If you do not register your credentials within the above period on the Company portal and accept the offer on the portal within (7) days, the aforesaid offer automatically stands cancelled. Post registration on the CampBuzz portal, if you do not join on the date intimated to you, this offer will be cancelled at the discretion of the Company.

7. All Annexures appended herewith shall form an integral part of this letter.
8. Your engagement with the Company will be governed by the rules, regulations and policies of the Company in effect.

ANNEXURE-4		
Name : SIVASUNDHAR	Date : October 19, 2021	
Salary Grade : GE1		
Components	Rs. p.a.	Rs. p.m.
Basic		21,000
Bouquet of Benefits		35960
A. Base Salary (PA)	683520	56960
Annual Incentive	70000	
B. Total Variable (PA)	70000	
C. Total Target Cash (A+B)	753520	
Provident Fund (PF)	30240	2520
Gratuity	12121	1010
Mediclaime Premium	6773	
D. Retirals & Other Benefits	49134	
Cost to Company (CTC) C+D	802654	

Date: October 14, 2021

Ref: LTI/HR/EN6/Campus/2022

Name: Dharani T

College: Government College Of Technology, Coimbatore

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear Dharani T, IT

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on being selected as a **Graduate Engineer Trainee**. This offer is on the following terms and conditions, subject to a successful background check

1. During the training period (includes classroom and on the job training) of 3 months, your Stipend including all benefits will be **Rs.35000** as per the details mentioned in '**Annexure-1**'.
2. All payments made to you would be subject to deduction of applicable taxes at source (TDS). Your remuneration is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever, except with the prior consent of the Company.
3. You are required to register yourself as an 'apprentice' on the apprenticeship portal <http://www.mhrdnats.gov.in> within [7] days from the date of this offer or once your final semester is completed as applicable. You shall be required to accept the offer on the portal site as well.
4. You will also be issued a detailed Letter of Appointment as Graduate Engineer Trainee subject to you meeting the eligibility criteria as mentioned in '**Annexure-2**'. Your appointment is in accordance with the Apprentices Act, 1961.
5. **Documents** - Your offer is subject to you submitting all the mandatory documents at the time of joining. You may also need to submit other such documents as Company deems fit from time to time. In order to facilitate the joining process, we require documents in original from your end, which are mentioned in '**Annexure-3**'.
6. **Background Verification** - As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your educational / professional credentials/medical background and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, this offer shall stand withdrawn, apart from other legal action being initiated against you.

If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this **Graduate Engineer Trainee Offer Letter** on the **CampBuzz Portal** (<https://campbuzz.lntinfotech.com>) and register your credentials therein within seven(7) days from the date of this letter. If you do not register your credentials within the above period on the Company portal and accept the offer on the portal within (7) days, the aforesaid offer automatically stands cancelled. Post registration on the CampBuzz portal, if you do not join on the date intimated to you, this offer will be cancelled at the discretion of the Company.

7. All Annexures appended herewith shall form an integral part of this letter.
8. Your engagement with the Company will be governed by the rules, regulations and policies of the Company in effect.

ANNEXURE-4		
Name : Dharani I	Date : October 14, 2021	
Salary Grade : GE1		
Components	Rs. p.a.	Rs. p.m.
Basic		21000
Bouquet of Benefits		25960
A. Base Salary (PA)	563520	46960
Annual Incentive	40000	
B. Total Variable (PA)	40000	
C. Total Target Cash (A+B)	603520	
Provident Fund (PF)	30240	2520
Gratuity	12121	1010
Mediclaime Premium	6773	
D. Retirals & Other Benefits	49134	
Cost to Company (CTC) C+D	652654	

Date: October 19, 2021
Ref: LTI/HR/EN6/Campus/2022
Name: AJITH KUMAR G
College: Government College Of Technology, Coimbatore

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear AJITH KUMAR G, IT

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on being selected as a **Graduate Engineer Trainee**. This offer is on the following terms and conditions, subject to a successful background check

1. During the training period (includes classroom and on the job training) of 3 months, your Stipend including all benefits will be **Rs.35000** as per the details mentioned in '**Annexure-1**'.
2. All payments made to you would be subject to deduction of applicable taxes at source (TDS). Your remuneration is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever, except with the prior consent of the Company.
3. You are required to register yourself as an 'apprentice' on the apprenticeship portal <http://www.mhrdnats.gov.in> within [7] days from the date of this offer or once your final semester is completed as applicable. You shall be required to accept the offer on the portal site as well.
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6. **Background Verification** - As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your educational / professional credentials/medical background and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, this offer shall stand withdrawn, apart from other legal action being initiated against you.

If the above stated terms and conditions are acceptable to you, kindly upload an acknowledged scanned soft copy of this **Graduate Engineer Trainee Offer Letter** on the **CampBuzz Portal** (<https://campbuzz.intinfotech.com>) and register your credentials therein within seven(7) days from the date of this letter. If you do not register your credentials within the above period on the Company portal and accept the offer on the portal within (7) days, the aforesaid offer automatically stands cancelled. Post registration on the CampBuzz portal, if you do not join on the date intimated to you, this offer will be cancelled at the discretion of the Company.

7. All Annexures appended herewith shall form an integral part of this letter.
8. Your engagement with the Company will be governed by the rules, regulations and policies of the Company in effect.

ANNEXURE-4		
Name	: AJITH KUMAR G	Date : October 19, 2021
Salary Grade	: GE1	
Components	Rs. p.a.	Rs. p.m.
Basic		21,000
Bouquet of Benefits		25960
A. Base Salary (PA)	563520	46960
Annual Incentive	40000	
B. Total Variable (PA)	40000	
C. Total Target Cash (A+B)	603520	
Provident Fund (PF)	30240	2520
Gratuity	12121	1010
Mediclaime Premium	6773	
D. Retirals & Other Benefits	49134	
Cost to Company (CTC) C+D	652654	

Date: October 19, 2021
Ref: LTI/HR/ENG/Campus/2022
Name: Mathumitha S
College: Government College Of Technology, Coimbatore

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear Mathumitha S, IT

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on being selected as a **Graduate Engineer Trainee**. This offer is on the following terms and conditions, subject to a successful background check

1. During the training period (includes classroom and on the job training) of 3 months, your Stipend including all benefits will be **Rs.35000** as per the details mentioned in '**Annexure-1**'.
2. All payments made to you would be subject to deduction of applicable taxes at source (TDS). Your remuneration is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever, except with the prior consent of the Company.
3. You are required to register yourself as an 'apprentice' on the apprenticeship portal <http://www.mhrdnats.gov.in> within [7] days from the date of this offer or once your final semester is completed as applicable. You shall be required to accept the offer on the portal site as well.
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5. **Documents** - Your offer is subject to you submitting all the mandatory documents at the time of joining. You may also need to submit other such documents as Company deems fit from time to time. In order to facilitate the joining process, we require documents in original from your end, which are mentioned in '**Annexure-3**'.
6. **Background Verification** - As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your educational / professional credentials/medical background and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, this offer shall stand withdrawn, apart from other legal action being initiated against you.

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7. All Annexures appended herewith shall form an integral part of this letter.
8. Your engagement with the Company will be governed by the rules, regulations and policies of the Company in effect.

ANNEXURE-4			
Name	: Mathumitha S	Date	: October 19, 2021
Salary Grade	: GE 1		
Components	Rs. p.a.	Rs. p.m.	
Basic		21,000	
Bouquet of Benefits		25960	
A. Base Salary (PA)	563520	46960	
Annual Incentive	40000		
B. Total Variable (PA)	40000		
C. Total Target Cash (A+B)	603520		
Provident Fund (PF)	30240	2520	
Gratuity	12121	1010	
Mediclaime Premium	6773		
D. Retirals & Other Benefits	49134		
Cost to Company (CTC) C+D	652654		

Date: October 14, 2021

Ref: LTI/HR/EN6/Campus/2022

Name: RAJASREE B

College: Government College Of Technology, Coimbatore

LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear RAJASREE B, IT

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on being selected as a **Graduate Engineer Trainee**. This offer is on the following terms and conditions, subject to a successful background check

1. During the training period (includes classroom and on the job training) of 3 months, your Stipend including all benefits will be **Rs.35000** as per the details mentioned in '**Annexure-1**'.
2. All payments made to you would be subject to deduction of applicable taxes at source (TDS). Your remuneration is strictly confidential between you and the Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever, except with the prior consent of the Company.
3. You are required to register yourself as an 'apprentice' on the apprenticeship portal <http://www.mhrdnats.gov.in> within [7] days from the date of this offer or once your final semester is completed as applicable. You shall be required to accept the offer on the portal site as well.
4. You will also be issued a detailed Letter of Appointment as Graduate Engineer Trainee subject to you meeting the eligibility criteria as mentioned in '**Annexure-2**'. Your appointment is in accordance with the Apprentices Act, 1961.
5. **Documents** - Your offer is subject to you submitting all the mandatory documents at the time of joining. You may also need to submit other such documents as Company deems fit from time to time. In order to facilitate the joining process, we require documents in original from your end, which are mentioned in '**Annexure-3**'.
6. **Background Verification** - As a part of background verification, we need your acknowledgement and authorization to undertake necessary background verification through internal or external agencies. These are including but not limited to your educational / professional credentials/medical background and other background checks. If any discrepancy is discovered after you have joined the Company or during background verification, this offer shall stand withdrawn, apart from other legal action being initiated against you.

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7. All Annexures appended herewith shall form an integral part of this letter.
8. Your engagement with the Company will be governed by the rules, regulations and policies of the Company in effect.

ANNEXURE-4		
Name	: RAJASREE B	Date : October 14, 2021
Salary Grade	: GE1	
Components	Rs. p.a.	Rs. p.m.
Basic		21000
Bouquet of Benefits		25960
A. Base Salary (PA)	563520	46960
Annual Incentive	40000	
B. Total Variable (PA)	40000	
C. Total Target Cash (A+B)	603520	
Provident Fund (PF)	30240	2520
Gratuity	12121	1010
Mediclaime Premium	6773	
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Cost to Company (CTC) C+D	652654	



Zoho Corporation Private Limited

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

SEZ Unit

Date: 10-Jan-2022

To

Ms.ABIRAMI R,
NO-3, OLD NO-81, KAMARAJAR STREET,
PENNADAM,
CUDDALORE-606105, TAMIL NADU.

Dear **Ms.ABIRAMI R,**

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.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.



Corporate Identification No: **U40100TN2010PTC075961**

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



September 03, 2021

Ms. Abisheikha A
GCT- Coimbatore.

Offer Letter

Private and confidential

Dear Ms. Abisheikha A

We are pleased to offer you a position as a **Software Engineer Trainee** with Onebill Software India Private Limited.

Your training period shall be for six month from 01st June 2022 to 30th November 2022. After the completion of successful training you will be assigned to the respective team in our organization at sole discretion and on the terms and conditions of the company.

Your annual CTC will be Rs.4,00,000/- per annum (Four Lakhs Rupees only). A detailed salary structure is enclosed in Exhibit A.

We would like you to join us on or before 01st June 2022.

Yours sincerely,

For OneBill Software India Private Limited

Muthukumar
Authorized Signatory

OneBill Software India Pvt Ltd.,
CIN-U72200KA2009PTC050973
No:32, Suraj Ganga Soft Park, 1st Main,
JP Nagar 3rd Phase, Bangalore-78
www.onebillsoftware.com

HRD/NOBA/1004319048

June 2, 2022

Mr. Ajith Kumar G
5/93, Moolaputhur Main Road
Thagaraputhur Post, Gangavalli Taluk, Salem District.
Salem - 636110
Tamil Nadu
India
Ph: (91) 93849 28909

Dear Ajith Kumar,

Congratulations! We are delighted to make you an offer as **Digital Specialist Engineer** and your role is **Digital Specialist Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **June 23, 2022**.

Location

Your location of training is **Mysore, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location.

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise.*

Training Period:

The training program will consist of classroom training and on-the-job training. The duration of the classroom training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and Successful completion of the training.

Probation and confirmation

You will be on probation for a period of six months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - III.





Letter of Intent (LOI)

Superset ID: 1128205

November 02, 2021

Dear Anand R,

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("Cognizant") and subsequent discussions. Basis the information and representation provided by you, we are pleased to inform you that we have found you suitable for the role you applied and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued.

Your annual total remuneration will be **INR 401,988/-**. This includes an annual incentive target of **INR 22,500/-**. This amount may vary depending on individual and Cognizant's performance. You are also eligible for an One-time Skill Bonus* of **INR 25,000/-**. The detailed information on compensation and benefits will be provided in your Offer Letter.

***One-time Skill Bonus** will be based on the technical competency demonstrated thru skill based assessment, Interview and GenC Training post joining/Internship.

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



* Personal and Confidential *

Mr. Barathiraman A

GCT, Coimbatore,

Candidate ID: 3788239

Bosch Global Software
Technologies Private Limited,
123 Industrial Layout, Hosur
Road, Koramangala, Bangalore
- 560 095, India. Tel: +91 80 6657
5757 Fax: +91 80 6657 1404 CIN:
U72400KA1997PTC023164
www.bosch-india-software.com

Our reference: TN/55116/2022

Date: 14-May-2022

Dear **Mr. Barathiraman A,**

This has reference to your application and the subsequent interviews you had with us. We are pleased to appoint you as '**Associate Software Engineer**' at BGSW in "**Level 50**" as detailed below.

1. Compensation

- a. Your annual CTC (Cost to Company) will be Rs. **5,00,000/-** (Rupees **Five Lakhs** only) per annum. In addition you will be entitled to benefits as detailed below, **Annexure I**.
- b. Please refer to **Annexure I** to know more details about your compensation package.
- c. The variable portion of your compensation shall depend upon achievement of company goals. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus, if applicable to you.

Your remuneration is strictly confidential between you and the Company and has been arrived on the basis of your specific background and professional merit. You are obliged to maintain absolute secrecy of the terms and conditions; failure to do so will invite disciplinary action and may even result in termination of your services.

2. Retirement

You will retire from the services of the company on attaining the age of retirement. The retirement age is 58 years with an option to retire at 55 years, basis mutual discussion and agreement subject to company retirement policy.

Registered office: Robert Bosch Engineering and Business Solutions Private Limited, 123, Industrial Layout, Hosur Road, Koramangala, Bengaluru - 560095, India
Managing Director: Mr. Dalta Salagame

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Cognizant

Letter of Intent (LOI)

Superset ID: 1137827

November 02, 2021

Dear Bharathi Surjit M,

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("**Cognizant**") and subsequent discussions. Basis the information and representation provided by you, we are pleased to inform you that we have found you suitable for the role you applied and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued.

Your annual total remuneration will be **INR 401,988/-**. This includes an annual incentive target of **INR 22,500/-**. This amount may vary depending on individual and Cognizant's performance. You are also eligible for an One-time Skill Bonus* of **INR 25,000/-**. The detailed information on compensation and benefits will be provided in your Offer Letter.

***One-time Skill Bonus** will be based on the technical competency demonstrated thru skill based assessment, Interview and GenC Training post joining/Internship.

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



Letter of Intent (LOI)

Superset ID: 1124243

November 02, 2021

Dear Bhuvana 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



Offer: Computer Consultancy
Ref: TCSL/CT20213649906/Chennai
Date: 10/06/2022

Ms. Brindha M
17/9Kamarajapuram,
Dharapuram,
Tirupur-638656,
Tamil Nadu.
Tel# -

Dear Brindha M,

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 of employment.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Systems Engineer** in Grade **C1**. You will be assigned a role in the **TCS Digital (TCS Digital)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹7,00,022/-** per annum, as per the terms and conditions set out herein. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

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

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

TCS Confidential
TCSL/CT20213649906

1

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

415/21-24, Kumeran 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



09-Mar-2022

Dear Deena Dayalan M,
B.Tech, Information Technology
Government College of Technology, Coimbatore

Candidate ID – 19727657

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. In addition, there will be an one time skill bonus of INR **25,000/-** given based on your skill proficiency. 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.

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



MulticoreWare India (P) Ltd
Sixth Floor, Block 9A
DLF IT Park, Manapakkam
Chennai - 600 089
www.multicorewareinc.com

9-Sep-2021

Ms. Deepa K
H.NO:385/87,
1st Cross,Sakthi Illam,
Vaiyapuri Nagar,
Senguthapuram (po),
Karur-639002.
Moblie: +91 8870030795
Email: deepakonangi@gmail.com

Dear Deepa,

With reference to your interest and subsequent assessments, we are pleased to offer you a Project Internship as a part of your curriculum. The internship is for a period of five months from the date of joining . You shall report to the Engineering manager and be based out of Chennai.

During the internship period, you will be paid a stipend of ₹10,000 (Rupees Ten Thousand only) per month. Additionally, you could qualify for a one-time incentive subject to satisfactory assessment of your overall internship. This one-time incentive could be paid either at the end of the internship period at a quantum not exceeding Rs. 25,000 (Rupees twenty-five thousand only) or upon completing six months of employment if your internship is commuted to a full-time employment with us. In case of commutation to full time employment, the quantum shall not exceed Rs. 50,000 (Rupees fifty thousand only). Prevailing income tax rules shall apply. The quantum and pay-out shall be approved by your reporting manager solely based on your performance during the internship.

After reading through this offer document including the terms and conditions, please confirm your acceptance by email within 5 days of receiving this offer letter failing which, we reserve the right to rescind the offer.

The Intellectual Property rights associated with the Projects executed during the Internship solely belongs to MulticoreWare and you are expected to abide by our confidentiality policy.

At the time of joining, you are requested to furnish copies of certificates and mark sheets of your academic credentials along with a consent letter from your institution for our records. The originals of the same would be required for scrutiny. Internship is subject to the verification of above documents.

We wish you all success and look forward to a good Internship engagement

Yours Faithfully
for **MulticoreWare India (P) Ltd**

Shashikanth Jayaraman
Vice President - Human Resources

I have read the contents
and accepted the Internship

Deepa K

Encl: Terms & Conditions of Project Internship

17th Sep 2021

DHARANI T
Muthukalivalasu, Velumani Kadu,
Pothiyapalayam, Kangeyam,
Tiruppur - 638701.

Subject: Offer Letter and Terms of Employment

Dear Ms. Dharani,

Congratulations! With reference to your application and subsequent discussions, we are pleased to offer you an employment with MBIT Wireless Private Limited for the position of **Development Engineer**.

You will be paid a Total Annual Compensation, **Cost to the company (CTC)** of **₹7,50,000.00 (Rupees Seven Lakhs and Fifty Thousand only)** per annum. Kindly refer Annexure - 1 for the complete breakup of your CTC.

You will be provided **Company's Family Medical Insurance for ₹3,00,000 and Employee Accidental Insurance Plan for ₹10,00,000.**

You will be on probation for a period of Eighteen (18) months from the date of joining and your performance will be reviewed at the end of each quarter during the probation period.

This offer, unless extended in writing, will automatically expire on 24th Sep 2021. Kindly confirm your acceptance of this offer by 24th Sep 2021. If we do not receive your acceptance by the expiry date, this offer is liable to lapse at the discretion of the Company.

Terms of Employment:

1. This offer of employment is subject to your completion of B.E or B.Tech degree course and successfully completing the Graduate Engineer training in our organization.
2. You will be on probation for a period of Eighteen (18) months from the date of joining. Your performance will be reviewed on a periodic basis. Your probation can be extended, if your performance is not up to the desired level or any unplanned leaves ("loss of pay"), vacation taken during the probation period. The terms and conditions of the probation will be governed by the Company's probation policy.
3. As part of the joining formalities, you are required to sign a confidentiality agreement, which aims to protect the intellectual property rights and business information of the Company.



Incture Technologies Pvt Ltd
No 27/ B, Konappana Agrahara, Begur
Hobli, Electronic City Bangalore Bangalore
KA 560100 IN
CIN – U72200KA2005PTC037156

Phone: +91-80-67833033
E-mail: info@incture.com
www.incture.com

Date: 13th October 2021

Dear Femi Sterling S,

Letter of Intent

Congratulations!

We, Incture Technologies Pvt Ltd., are pleased to inform you that you have successfully completed the campus selection process. This letter is to confirm that we intend to offer the **Associate Engineer** competency level opportunity to you, on the following terms and conditions

1. Designation: **Associate Engineer**
2. CTC: **INR. 600,000/- (Rupees Six Lakh Only)**
3. Training Period: **12 weeks**

Please note the above terms and conditions are subject to change at company's discretion.

Based on your acceptance to this letter of intent, an offer letter with detailed terms and condition will be issued to you.

Your joining is subject to satisfactory verification of the information/documents furnished by you at the time of joining, in addition to fulfillment of the academic eligibility criteria shared with your college placement officer.

Here's wishing you a successful career with Incture Technologies Pvt Ltd. We look forward to welcome you on board.

Warm regards,

For Incture Technologies (P) Ltd.

Anitha R Davis
Associate Director - Talent Acquisition

Wipro Campus Update_LOI

Inbox



wipro...@talent.icims... 12/11/2021

to me



November 12, 2021

Dear GEETHANJALI R ,
Resume Number - 23075191

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Project Engineer** which will be in Career Band **TRB-II** of the organization.

The salary stack for this role is detailed below.
Do reach out to us should you have any clarifications.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation	



April 18th 2022

Dear Ms. Gomathi Aravindan

I am pleased to offer you a position as Software Engineer at CIX AdTech Private Limited (the “**India Subsidiary**”), an Indian entity, which is a wholly-owned subsidiary of CIX Inc., a Delaware corporation (the “**Company**”). The Company and all of its subsidiaries shall be collectively referred to as the CIX Group (the “**Group**”).

If you decide to join us, you will receive from the India Subsidiary an annual salary of Rs.6,00,000/- Lakhs Indian Rupees, which will be paid monthly in accordance with the India Subsidiary’s normal payroll procedures.

You should note that the Company may modify job titles, salaries and benefits from time to time as it deems necessary. You should note that the Company may modify job titles, salaries and benefits from time to time as it deems necessary.

The Group is excited about your joining and looks forward to a beneficial and productive relationship. Nevertheless, you should be aware that your employment with the Group is for no specified period and constitutes at-will employment. As a result, you are free to resign at any time, for any reason or for no reason. Similarly, the Group is free to conclude its employment relationship with you at any time, with or without cause, and with or without notice. We request that, in the event of resignation, you give the Group at least two months’ notice.

We also ask that, if you have not already done so, you disclose to the Group any and all agreements relating to your prior employment that may affect your eligibility to be employed by the Group or limit the manner in which you may be employed. It is the Group’s understanding that any such agreements will not prevent you from performing the duties of your position and you represent that such is the case. Moreover, you agree that, during the term of your employment with the Group, you will not engage in any other employment, occupation, consulting or other business activity directly related to the business in which the Group is now involved or becomes involved during the term of your employment, nor will you engage in any other activities that conflict with your obligations to the Group. Similarly, you agree not to bring any third party confidential information to the Group, including that of your former employer, and that in performing your duties for the Group you will not in any way utilize any such information.

As a Group employee, you will be expected to abide by the Group’s rules and standards. Specifically, you will be required to sign an acknowledgment that you have read and that you understand the Group’s rules of conduct which are included in the Company Handbook which the Group will soon complete and distribute.

Your reporting manager will be Mr. Nirmal Kumar Sathaimurthi, Director of Product & Engineering



*** Personal and Confidential ***

Mr. Gokulakrishnan S

GCT, Coimbatore,

Candidate ID: 3788291

Bosch Global Software
Technologies Private Limited,
123 Industrial Layout, Hosur
Road, Koramangala, Bangalore
- 560 095, India. Tel: +91 80 6657
5757 Fax. +91 80 6657 1404 CIN:
U72400KA1997PTC023164
www.bosch-india-software.com

Our reference: TN/55098/2022

Date: 14-May-2022

Dear **Mr. Gokulakrishnan S**,

This has reference to your application and the subsequent interviews you had with us. We are pleased to appoint you as '**Associate Software Engineer**' at BGSW in "**Level 50**" as detailed below.

1. Compensation

- a. Your annual CTC (Cost to Company) will be Rs. **5,00,000/-** (Rupees **Five Lakhs** only) per annum. In addition you will be entitled to benefits as detailed below, **Annexure I**.
- b. Please refer to **Annexure I** to know more details about your compensation package.
- c. The variable portion of your compensation shall depend upon achievement of company goals. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus, if applicable to you.

Your remuneration is strictly confidential between you and the Company and has been arrived on the basis of your specific background and professional merit. You are obliged to maintain absolute secrecy of the terms and conditions; failure to do so will invite disciplinary action and may even result in termination of your services.

2. Retirement

You will retire from the services of the company on attaining the age of retirement. The retirement age is 58 years with an option to retire at 55 years, basis mutual discussion and agreement subject to company retirement policy.



Hariprasath Srinivasan

Jun 22, 2022

Dear Hariprasath,

We are pleased to extend to you a position with **Tiger Analytics India Consulting Private Limited** (the **Company**) as **Analyst** within our Data Science team. Your employment is subject to satisfactory completion of background and reference checks, the absence of any bars or restrictions on your employment with the Company and your acceptance of these terms and conditions.

1. Date of Commencement

Your commencement date will be Jul 18, 2022.

2. Place of Work

Your normal place of work is Chennai. You may be required to work at other locations approved by the Company from time to time.

3. Duties

Your duties will be as per our discussions during various conversations.

4. Time sheets

You are required to accurately complete and submit a weekly time sheet each Monday covering the prior week.

5. Salary

For the first year, the detailed breakdown of your salary expressed as total cost to the Company is attached. Your salary will be reviewed, considering your performance, annually in accordance with the Company salary review timetables.

6. Provident Fund

There is an employee provident fund plan. The employee and company contributions to the provident fund are deducted from the above-mentioned CTC (indicated in line item #5).

7. Health Insurance

The company provides health insurance to the employee and their immediate dependents (spouse and two children). Additional insurance can be purchased for dependent parents.

TIGER ANALYTICS INDIA CONSULTING PVT LTD

{CIN: U74999TN2021FTC146673}

RMZ Millenia Business Park-2, Campus 5(2nd Floor) No. 143, Kandanchavadi,
MGR Road, Perungudi, Chennai 600096. www.tigeranalytics.com



March 6, 2022

Dear Haripriya ,,

Sub: Letter of Engagement as Intern

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

1. Nature of Engagement

You will be engaged as an Intern at Wipro.

2. Duration of training

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

3. Verification Report

Your engagement with Wipro will be subject to receipt of satisfactory report with regard to verification of the particulars furnished by you in your application and information given at the time of Interview. If any declaration or information furnished to Wipro proves to be false or if you have willfully suppressed any material information, in such case, you will be liable to removal from training without any notice.

4. Obligations and Responsibilities

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

Consequently, you are required to understand the scope and intent behind these policies and to comply with the same. These Policies are updated / modified on a periodic basis and new Policies may be introduced and notified to employees/trainees from time to time and you will be required to comply with the same. Any matter or situation or incident that may arise that could potentially result, or has resulted, in any violation of the Policies or the terms of your employment, shall immediately be brought to the notice of Wipro and appropriate disciplinary action will be initiated.

- b. During the training period, if you conceive any new or advanced method of improving processes / formulae / systems in relation to the Business or Trade of Wipro, such developments will be fully communicated to Wipro and will be the sole property of Wipro. In consideration of the opportunities, training and access to new techniques and know-how that will be made available to you, you will be required to comply with the Confidentiality Policy of Wipro. Therefore, please maintain all Confidential Information as defined from time to time in the Confidentiality Policy of Wipro, as secret and confidential and do not use or disclose any such Confidential Information except as may be required



September 03, 2021

Mr. HARISH B
GCT- Coimbatore.

Offer Letter

Private and confidential

Dear Mr. HARISH B

We are pleased to offer you a position as a **Software Engineer Trainee** with Onebill Software India Private Limited.

Your training period shall be for six month from 01st June 2022 to 30th November 2022. After the completion of successful training you will be assigned to the respective team in our organization at sole discretion and on the terms and conditions of the company.

Your annual CTC will be Rs.4,00,000/- per annum (Four Lakhs Rupees only). A detailed salary structure is enclosed in Exhibit A.

We would like you to join us on or before 01st June 2022.

Yours sincerely,

For OneBill Software India Private Limited

Muthukumar
Authorized Signatory

OneBill Software India Pvt Ltd.,
CIN-U72200KA2009PTC050973
No:32, Suraj Ganga Soft Park, 1st Main,
JP Nagar 3rd Phase, Bangalore-78
www.onebillsoftware.COM

Date: 24th Aug 2021

Place: Chennai

Letter of Offer for Internship

Dear Harish,

Further to our recent interviews and discussion, we are pleased to offer you an internship with our company's Chennai office on terms and conditions set out below. Also, on successful completion of internship you will be offered with a full-time role of Application Developer with an annual CTC of **INR 8,00,000 (Eight Lakhs Rupees Only)**.

If you agree to accept the offer on these terms, please signify your acceptance by signing in the space below.

Position:

Your position will be "**Application Developer Intern**" with RootQuotient Technologies Private Limited (hereafter referred to as The Company). As an intern of the company, you will be required to report to the Chennai office of the company located at:

Innov8,
SKCL Tech Square, South Phase,
Ambedkar Nagar, SIDCO Industrial Estate,
Guindy, Chennai, Tamil Nadu 600032.

Duration of Internship:

Your duration of the internship with the company will be for 6 months from the date of joining. We request you to serve this period with utmost dedication & sincerity.

Duties:

In your position, you will at times carry out the duties of that position as are assigned to you from time to time and all incidental duties in a diligent, timely and competent manner.

While serving as an intern with the company you will not be engaged in any other form of employment/internship without prior approval of the company





Zoho Corporation Private Limited

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

DTA UNIT

Date: 10-Jan-2022

To

Ms.JAYASREE T,
32-B/65, PILLAIYAR KOVIL STREET,
THILLAI PURAM,
NAMAKKAL-637001, TAMIL NADU.

Dear **Ms.JAYASREE T,**

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.

Branch Office:
No 4/16, Kizhakkadu, Periyasiragapadi,
Salem, Tamilnadu, 636 308.

Corporate Identification No: **U40100TN2010PTC075961**
e-mail ID: **hr-team@zohocorp.com**



Offer: Computer Consultancy
Ref: TCSL/DT20218045231/Chennai
Date: 03/11/2021

Ms. Kanishkadevi N
3/63 DPeriyakallippatti,
Sathyamangalam,
Erode-641302,
Tamil Nadu.
Tel# -6369197989

Dear Kanishkadevi 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 a part of the application development and maintenance projects across any of the business units of TCSL.

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

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

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

TCS Confidential
TCSL/DT20218045231

1

TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

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



OFFER OF APPOINTMENT

Ref: HRD/2021/IND/Offer/1682

Date: December 19, 2021

To,

Karthik Seku
38/1/7, Pudhiya Mathanagopalapuram,
Perambalur, Tamil Nadu-621212

Dear Karthik,

With reference to your application and subsequent interview(s) you had with us, we are pleased to offer you employment in Orion India Systems Private Limited (the "Company") on the terms and conditions detailed in this letter under **Annexure A** hereto.

1. **OPPORTUNITY, DESIGNATION AND DATE OF JOINING:**

You will be appointed as **Associate Engineer** with the Company with effect from **June 06, 2022** (the "Effective Date").

2. **SALARY:**

Your Salary will be as detailed under **Annexure C** to this letter (the "Salary").

3. **DOCUMENTS:**

On the date of appointment, you are required to furnish the documents as described under **Annexure B** to this letter.



Letter of Intent (LOI)

Superset ID: 1135948

November 02, 2021

Dear KARTHIKRAJA 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

OFFER & APPOINTMENT LETTER

Offer Release Date: February 27, 2023

Dear Kavin V,
122A, S/O N. Vadivel, Parakkattu thottam
Rettaravalasu south, Nallampalayam, Dharapuram, Tiruppur,
Tamil Nadu, India, 638661
Document ID - a402a4e6-1311-46df-a96e-9fbe6e879b8a

Dear Kavin V, service

Congratulations! With reference to the interviews conducted by **HCL Technologies Ltd. (herein referred as "HCL" or "Company")**, we are pleased to inform you that you have been selected for employment in our organization as Senior Software Engineer in band **E1.2**

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

You are requested to join us on **March 9, 2023**. Your joining would be subject to successful completion and compliance with the pre joining requirements as applicable.

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

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

Your Total Compensation will be **INR 600000** per annum, outlined in [Annexure I](#).

You will be required to sign a service agreement of **12 months** with a surety amount of **INR 50,000**. This amount shall be payable to the Company only on the event of your separation from the company before **12 months** from the date of Joining.

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

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

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

Signature of Employee:

HCL Technologies Ltd.
Technology Hub, Special Economic Zone
Plot No. 3A, Sector 126, NOIDA - 201304, UP, India
E: +91 8101 8229 01000 F: +91 8101 46821210

Corporate Identity Number: L74140DL1991PLCD46369
Registered Office:
B201, Subhashitya, 6th, Mathura Road, New Delhi - 110029, India

HCL

Tejas Networks Ltd.
Regd. Office: Plot No. 23, 5th Floor
IT Software Park, Electronic City Phase 1
Hosur Road, Bengaluru 560 100, India
Tel: +91-80-4179 4009/700900
Fax: +91-80-2852 0291



13-11-2021

Ms Kavipriya S
1/52, Goundar Street, Vallipuram, Namakkal, Tamil Nadu - 637003

Dear Kavipriya S,

We welcome you to Tejas and are pleased to offer you the position of **Engineer, R&D** located at **Bangalore OR Mumbai OR Gurgaon**. This offer is valid subject to you accepting this offer by **17-11-2021** and you will be required to join us by the date of joining as mentioned below. The terms and conditions of your offer are given below:

- 1. Date of Joining: 01-08-2022**
- 2. Key Result Areas:** You will be reporting to **Manager, R&D**, who will finalize your roles and responsibilities.
- 3. Compensation:** Your total compensation including fixed, variable pay (if applicable) and welfare benefits will be **Rs. 999996/- (Nine Lakh Ninety Nine Thousand Nine Hundred And Ninety Six Rupees only)** per annum. The details of this are in Annexure A.
- 4. Leave:** You will be eligible for 15 days privilege leave as per the leave policy of the company. You will also be eligible for 12 days of casual/sick leave. All leaves will be prorated during a given financial year (April 1st to March 31st) based on your date of joining.
- 5. Area of work:** You must be willing to take on any responsibilities that are reasonably assigned to you by the company and be willing to relocate to any of our offices.
- 6. Notice Period:** The notice period will be 60 days as per the separation policy. Either party can terminate the employment contract by providing this notice.

All other terms and conditions of your employment shall be as per your employment contract. This will contain policies like 'conflict of interest', 'non-disclosure and confidentiality', 'responsibility of company assets' and other relevant rules and regulations of the company as applicable and amended from time to time. The employment contract will be signed upon your joining.

We hope this will be the beginning of a long and mutually beneficial relationship between you and Tejas. Please sign copy of the offer letter as a confirmation of your acceptance and return it on or before **17-11-2021**.

Sincerely yours,
FOR TEJAS NETWORKS LIMITED

A handwritten signature in black ink, appearing to read "Abhijat Mitra".

Abhijat Mitra
Chief Human Resources Officer

Accepted the Offer:

A handwritten signature in black ink, appearing to read "Kavipriya S".

Signature: Kavipriya S
Name: Kavipriya S

Date of Joining: 01-08-2022



September 03, 2021

Mr. KRISHNARAJ P
GCT- Coimbatore.

Offer Letter

Private and confidential

Dear Mr. KRISHNARAJ P

We are pleased to offer you a position as a **Software Engineer Trainee** with Onebill Software India Private Limited.

Your training period shall be for six month from 01st June 2022 to 30th November 2022. After the completion of successful training you will be assigned to the respective team in our organization at sole discretion and on the terms and conditions of the company.

Your annual CTC will be Rs.4,00,000/- per annum (Four Lakhs Rupees only). A detailed salary structure is enclosed in Exhibit A.

We would like you to join us on or before 01st June 2022.

Yours sincerely,

For OneBill Software India Private Limited

Muthukumar
Authorized Signatory

OneBill Software India Pvt Ltd.,
CIN-U72200KA2009PTC050973
No:32, Suraj Ganga Soft Park, 1st Main,
JP Nagar 3rd Phase, Bangalore-78
www.onebillsoftware.COM



September 03, 2021

Mr. Mathavamani V
GCT- Coimbatore.

Offer Letter

Private and confidential

Dear Mr. Mathavamani V

We are pleased to offer you a position as a **Software Engineer Trainee** with Onebill Software India Private Limited.

Your training period shall be for six month from 01st June 2022 to 30th November 2022. After the completion of successful training you will be assigned to the respective team in our organization at sole discretion and on the terms and conditions of the company.

Your annual CTC will be Rs.4,00,000/- per annum (Four Lakhs Rupees only). A detailed salary structure is enclosed in Exhibit A.

We would like you to join us on or before 01st June 2022.

Yours sincerely,

For OneBill Software India Private Limited

Muthukumar
Authorized Signatory

OneBill Software India Pvt Ltd.,
CIN-U72200KA2009PTC050973
No:32, Suraj Ganga Soft Park, 1st Main,
JP Nagar 3rd Phase, Bangalore-78
www.onebillsoftware.com



September 03, 2021

Mr. MOHAN V
GCT- Coimbatore.

Offer Letter

Private and confidential

Dear Mr. MOHAN V

We are pleased to offer you a position as a **Software Engineer Trainee** with Onebill Software India Private Limited.

Your training period shall be for six month from 01st June 2022 to 30th November 2022. After the completion of successful training you will be assigned to the respective team in our organization at sole discretion and on the terms and conditions of the company.

Your annual CTC will be Rs.4,00,000/- per annum (Four Lakhs Rupees only). A detailed salary structure is enclosed in Exhibit A.

We would like you to join us on or before 01st June 2022.

Yours sincerely,

For OneBill Software India Private Limited

Muthukumar
Authorized Signatory

OneBill Software India Pvt Ltd.,
CIN-U72200KA2009PTC050973
No:32, Suraj Ganga Soft Park, 1st Main,
JP Nagar 3rd Phase, Bangalore-78
www.onebillsoftware.COM



September 03, 2021

Mr. NAVEENKUMAR J
GCT- Coimbatore.

Offer Letter

Private and confidential

Dear Mr. NAVEENKUMAR J

We are pleased to offer you a position as a **Software Engineer Trainee** with Onebill Software India Private Limited.

Your training period shall be for six month from 01st June 2022 to 30th November 2022. After the completion of successful training you will be assigned to the respective team in our organization at sole discretion and on the terms and conditions of the company.

Your annual CTC will be Rs.4,00,000/- per annum (Four Lakhs Rupees only). A detailed salary structure is enclosed in Exhibit A.

We would like you to join us on or before 01st June 2022.

Yours sincerely,

For OneBill Software India Private Limited

Muthukumar
Authorized Signatory

OneBill Software India Pvt Ltd.,
CIN-U72200KA2009PTC050973
No:32, Suraj Ganga Soft Park, 1st Main,
JP Nagar 3rd Phase, Bangalore-78
www.onebillsoftware.com

3rd August 2021

Nivethitha Murugesan

+91 9943779077

nivethithamurugesan21@gmail.com

Dear **Nivethitha**,

We are pleased to confirm our offer for the position of **Software Engineer - Trainee** with NSM Services Private Limited (the "Company"). Your work location will be Chennai, India. NSM Services Private Limited is a wholly owned subsidiary of Mr. Cooper Group Inc., head quartered in Dallas, Texas. Mr. Cooper Group Inc. is an industry-leading mortgage services provider, including servicing, originations, and digital real estate solutions.

Your compensation in this position will be **INR 750,000/-** per annum excluding benefits. Please refer to the Annexure herein for the breakup. This salary will be reviewed periodically for possible adjustments based on competitive practices and personal performance. The Company will deduct amounts for TDS (Tax Deduction at Source), PF (Provident Fund) and all other statutory deductions, as may be applicable from time to time, from your monthly salary to meet the obligations and as per the rules laid out by the government on these matters.

Performance based Retention Bonus: You will be eligible for a performance-based retention bonus, subject to the terms described below:

1. INR 100,000/- will be paid to you after your completion of the 1st year with Mr. Cooper Group.
2. INR 150,000/- will be paid to you after your completion of the 2nd year with Mr. Cooper Group.

Both sums will be taxable and paid to you through the following reasonable payroll cycle once you complete the mentioned tenure subject to meeting performance expectations.

In addition to the Compensation stated above you will be eligible to benefits, such as Insurance – Group Term Life (GTL), Group Personal Accident (GPA) and Group Mediclaim Coverage (GMC), Gratuity, etc. Details of the benefits are available in the offer annexure.

Other terms and conditions:

1. You are required to sign a Non-Disclosure Agreement, which will be shared with you at the time of joining. You will be required to be confidential about the information that you may access with regard to the Company.



Zoho Corporation Private Limited

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

Ph: +91 - 44 - 6744 7070

www.zohocorp.com

SEZ Unit

Date: 10-Jan-2022

To

Mr.NIYAZ AHAMAD M N,
43/44B,
MANALI NEW TOWN,
CHENNAI-600103, TAMIL NADU.

Dear Mr.NIYAZ AHAMAD M N,

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.



Corporate Identification No: U40100TN2010PTC075961

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

Appointment Letter

Ms. Sandhiya V
HP: 8428060619
Email: sandhiyagct@gmail.com

Date: 31st August 2021

Subject: Appointment letter

Dear Sandhiya,

We are pleased to offer you the position of **Software Engineer I** in our **Engineering Team** based in **Chennai**.

Your immediate supervisor will be **Mr. Ananth Ramakrishnan – Head of Engineering**. We trust that your knowledge, skills, and experience will be among our most valuable assets.

You will be eligible to receive an **annual gross salary of Rs.4,80,000/-** beginning of your joining date, and an **annual bonus of Rs. 75,000/-**. You will receive **3000 stock options**. In addition, you are eligible for a one-time relocation amount of **Rs.45,000/-** if applicable.

The details regarding your roles and responsibilities, leaves, remunerations, stock options, bonus, shift allowance, etc, will be set out in the employment agreement that you will execute on the date of joining and the said employment agreement shall be deemed to be incorporated herein by reference.

This offer letter is valid till the **2nd September 2021**. Please send a signed copy of this letter indicating your acceptance to join and a resignation acceptance letter from your current employer to us at **pradeep.prabhakaran@batonsystems.com**


Please submit the following documents to us at the time of your joining (a) photocopies of your degree certificates, (b) certifications, if any, (c) experience / relieving letters (d) two colour passport size photos, (e) latest salary slip from your previous organization and (f) proof of address.

We look forward to welcoming you aboard.

Sincerely



Arjun Jayaram
Founder and CEO



02/09/2021

Sandhiya V.

Baton-Ubixi Systems India Pvt Ltd,

TS 140, Block 2 & 9, Module 44B, 4th Floor, Elnet Software City, Rajiv Gandhi Salai, Taramani, Chennai 113

Telephone: +91 44 4868 4102

www..batonsystems.com

CIN no:

U72900TN2018PTC125459



*** Personal and Confidential ***

Mr. Sasikumar K

GCT, Coimbatore,

Candidate ID: 3788287

Bosch Global Software
Technologies Private Limited,
123 Industrial Layout, Hosur
Road, Koramangala, Bangalore
- 560 095, India. Tel: +91 80 6657
5757 Fax. +91 80 6657 1404 CIN:
U72400KA1997PTC023164
www.bosch-india-software.com

Our reference: TN/55099/2022

Date: 14-May-2022

Dear **Mr. Sasikumar K**,

This has reference to your application and the subsequent interviews you had with us. We are pleased to appoint you as '**Associate Software Engineer**' at BGSW in "**Level 50**" as detailed below.

1. Compensation

- a. Your annual CTC (Cost to Company) will be Rs.**5,00,000/-** (Rupees **Five Lakhs** only) per annum. In addition you will be entitled to benefits as detailed below, **Annexure I**.
- b. Please refer to **Annexure I** to know more details about your compensation package.
- c. The variable portion of your compensation shall depend upon achievement of company goals. This amount is paid as per section 31-A of the Bonus Act in lieu of profit sharing bonus, if applicable to you.

Your remuneration is strictly confidential between you and the Company and has been arrived on the basis of your specific background and professional merit. You are obliged to maintain absolute secrecy of the terms and conditions; failure to do so will invite disciplinary action and may even result in termination of your services.

2. Retirement

You will retire from the services of the company on attaining the age of retirement. The retirement age is 58 years with an option to retire at 55 years, basis mutual discussion and agreement subject to company retirement policy.

Registered office: Robert Bosch Engineering and Business Solutions Private Limited, 123, Industrial Layout, Hosur Road, Koramangala, Bengaluru - 560095, India
Managing Director: Mr. Datta Salagame

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Letter of Intent (LOI)

Superset ID: 1129862

November 02, 2021

Dear SHARMILA R,

This LOI refers to your application for employment with Cognizant Technology Solutions India Private Limited ("**Cognizant**") and subsequent discussions. Basis the information and representation provided by you, we are pleased to inform you that we have found you suitable for the role you applied and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal Offer Letter with the compensation, terms and conditions, rules, regulations & policies ("Employment Agreement") will be issued.

Your annual total remuneration will be **INR 401,988/-**. This includes an annual incentive target of **INR 22,500/-**. This amount may vary depending on individual and Cognizant's performance. The detailed information on compensation and benefits will be provided in your Offer Letter.

This LOI expresses only our intent to enter into a definitive Employment Agreement, subject to completion of all hiring formalities and procedures. This document does not confer any rights or obligations upon you and Cognizant, and as such does not constitute any contractually binding relationship between you and Cognizant.

This LOI from Cognizant is valid for 3 weeks from the date of the LOI. Hence, you are requested to accept or decline the LOI within 3 weeks from the date of the LOI. In case we do not receive any response from your end within the aforementioned time period, this LOI shall stand withdrawn, and will be considered as void. Any extension to the LOI validity will be at the sole discretion of Cognizant. Please note that this LOI is not deemed to be considered for purposes of joining Cognizant. For all onboarding formalities, the definitive Employment Agreement is required.

For further queries, related to Letter of Intent (LOI), please raise a request by clicking "Raise a Query" button in the below link.

Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).

<https://campus2cognizant.cognizant.com/Pages/Prelogin>

Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

For **Cognizant Technology Solutions India Pvt. Ltd.**

Maya Sreekumar

Vice President - Human Resources

HCL TECHNOLOGIES LTD.

Corporate Identity Number: L741400L1991PLC046369

Technology Hub, Special Economic Zone

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

T +91 120 6125000 F +91 120 4683030

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

www.hcltech.com

www.hcl.com

OFFER & APPOINTMENT LETTER

Offer Release Date: August 17, 2022

**Dear SIVASRI D,
2/272, Erumiyampatti, Kokkarapatti, Pappiredepatti, Dharmapuri,
Tamil Nadu, India, 636905**

Dear **SIVASRI D**, service

Congratulations! With reference to the interviews conducted by HCL Technologies Ltd (**herein referred as "HCL" or "Company"**), we are pleased to inform you that you have been selected for employment in our organization as **Post Graduate Engineer Trainee** in band **E1.2**

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

You are requested to join us on **August 19, 2022** at 9:00 A.M at the following address **HCL - ELCOT Chennai SEZ- SDB 4**. Your joining would be subject to successful completion and compliance with the pre joining requirements as applicable.

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

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

Your Total Compensation will be **INR 600000** per annum, outlined in [Annexure I](#).

You will be required to sign a service agreement of **12 months** with a surety amount of **INR 50,000**. This amount shall be payable to the Company only on the event of your separation from the company before **12 months** from the date of Joining.

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

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

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

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

HCL Confidential

HCL

OFFER & APPOINTMENT LETTER

Offer Release Date: February 28, 2023

Dear Sobiya M,
1/133/2,Sithukkadu,
kalathur west, kalathur, pattu, Thanjavur,
Tamil Nadu, India, 614804
Document ID - e49ae0e1-0d9d-4f0b-a7da-06ca30e83e41

Dear Sobiya M, service

Congratulations! With reference to the interviews conducted by **HCL Technologies Ltd. (herein referred as "HCL" or "Company")**, we are pleased to inform you that you have been selected for employment in our organization as Senior Software Engineer in band **E1.2**

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

You are requested to join us on **March 9, 2023**. Your joining would be subject to successful completion and compliance with the pre joining requirements as applicable.

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

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

Your Total Compensation will be **INR 600000** per annum, outlined in [Annexure I](#).

You will be required to sign a service agreement of **12 months** with a surety amount of **INR 50,000**. This amount shall be payable to the Company only on the event of your separation from the company before **12 months** from the date of Joining.

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

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

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

Signature of Employee:

HCL Technologies Ltd.
Technology Hub, Special Economic Zone
Plot No.3A, Sector 128, NOIDA-201304, UP, India
t: +91 0120 6120 25000 f: +91 120 4680330

Corporate Identity Number: L741400L991P1,CO46369
Registered Office:
806 Siddharth, 96, Nehru Place, New Delhi -110009, India





September 03, 2021

Ms. SOWNDARYA K
GCT- Coimbatore.

Offer Letter

Private and confidential

Dear Ms. SOWNDARYA K

We are pleased to offer you a position as a **Software Engineer Trainee** with Onebill Software India Private Limited.

Your training period shall be for six month from 01st June 2022 to 30th November 2022. After the completion of successful training you will be assigned to the respective team in our organization at sole discretion and on the terms and conditions of the company.

Your annual CTC will be Rs.4,00,000/- per annum (Four Lakhs Rupees only). A detailed salary structure is enclosed in Exhibit A.

We would like you to join us on or before 01st June 2022.

Yours sincerely,

For OneBill Software India Private Limited

Muthukumar
Authorized Signatory

OneBill Software India Pvt Ltd.,
CIN-U72200KA2009PTC050973
No:32, Suraj Ganga Soft Park, 1st Main,
JP Nagar 3rd Phase, Bangalore-78
www.onebillsoftware.com



OFFER OF APPOINTMENT

Ref: HRD/2021/IND/Offer/1681

Date: December 19, 2021

To,

Sukumar
2/50, A, Mein Road,
Iduvai Post, Tiruppur,
Tamil Nadu-641687

Dear Sukumar,

With reference to your application and subsequent interview(s) you had with us, we are pleased to offer you employment in Orion India Systems Private Limited (the "Company") on the terms and conditions detailed in this letter under **Annexure A** hereto.

1. OPPORTUNITY, DESIGNATION AND DATE OF JOINING:

You will be appointed as **Associate Engineer** with the Company with effect from **June 06, 2022** (the "Effective Date").

2. SALARY:

Your Salary will be as detailed under **Annexure C** to this letter (the "Salary").

3. DOCUMENTS:

On the date of appointment, you are required to furnish the documents as described under **Annexure B** to this letter.



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

2053427 / ELTP-CAMPUS / 2022

20-Jun-2022

Subject: Letter of Intent

Dear Dhillip,

This refers to the campus interview that you had attended.

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

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

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

- o You will be under **probation for a period of 3 (Three) months** from the date of joining.
- o 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 - B** for breakup of your intended Annual Salary package.
- o In addition, you will also be entitled for a one-time settlement Allowance not exceeding **INR 15,000, (Indian Rupees Fifteen Thousand Only)** if eligible, as per Tech Mahindra policy.
- o At the time of joining, you are required to sign a service bond with Tech Mahindra. As per this bond, you will be required to serve Tech Mahindra for a period of at least 2 years from the date of your joining, failing which, you will need to pay a sum of **Indian Rupees 100,000/- (Indian Rupees One Hundred Thousand Only)** as liquidated damages to Tech Mahindra.
- o You are required to mandatorily possess a valid Passport and Income Tax PAN Card at the time of joining the Company.



OFFER OF APPOINTMENT

Ref: HRD/2021/IND/Offer/1683

Date: December 19, 2021

To,

Princy V
4/594-83, 8Th Cross 1St Street,
Adaikala Annai Nagar, Kilakurichy,
Ponmalai, Tiruchirapalli, Golden Rock,
Tamil Nadu-620004

Dear Princy,

With reference to your application and subsequent interview(s) you had with us, we are pleased to offer you employment in Orion India Systems Private Limited (the "Company") on the terms and conditions detailed in this letter under **Annexure A** hereto.

1. **OPPORTUNITY, DESIGNATION AND DATE OF JOINING:**

You will be appointed as **Associate Engineer** with the Company with effect from **June 06, 2022** (the "Effective Date").

2. **SALARY:**

Your Salary will be as detailed under **Annexure C** to this letter (the "Salary").

3. **DOCUMENTS:**

On the date of appointment, you are required to furnish the documents as described under **Annexure B** to this letter.

Hexmoto Controls Private Limited,
No 4-A, Belivada Industrial Area, MYSORE, INDIA - 570 018
Phone (0821) 4282140, 4280040
Email info@hexmoto.com, www.hexmoto.com

HEXMOTO®

INTERNSHIP LETTER

Ref : HCPL/HRD/067
Date : 05-Jul-2022

Mr. Roshan Kumar M
#2279/5, 4th Cross, 6th Main,
Vinayaka Nagar,
MYSURU- 570 012

Hello Mr. Roshan Kumar M (+91 6362 839459)

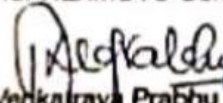
We are delighted & excited to welcome you to HEXMOTO as an **IOT engineering-Intern**. At HEXMOTO we believe that our team is our biggest strength and we take pride in hiring only the best and the brightest. We are confident that you would play a significant role in the overall success of the venture and wish you the most enjoyable, learning and truly meaningful internship experience with HEXMOTO.


Your internship will be governed by the terms and conditions presented in the "**Terms and Conditions of Internship**" enclosed.

We look forward to you joining us. Please do not hesitate to call us for any information you may need. Also, please sign the duplicate of this offer as your acceptance and forward the same to us.

Congratulations.

for HEXMOTO Controls Private Limited,


Venkatraya Prabhu
Managing Director.



Enclosure: **Terms and Conditions of Internship**

No. 474, 301 Road, Phoenix Village,
Airoli Island, Thane (West)
Dist. Mumbai-400015
Ph : +91 - 44 - 47102200
Fax : +91 - 44 - 47102011
www.fiserv.com

fiserv.

June 13, 2022

Sonaikumar M

Dear **Sonaikumar M**,

Subsequent to our discussions with you, we are pleased to offer you an appointment with **Fiserv CE Private Limited ("Company")** as **Associate, Software Development Engineering**. Your appointment with the Company shall be governed by the terms and conditions as set forth in this letter and Annexures.

If you wish to accept our offer of employment based on the terms and conditions of employment contained herein, please acknowledge your acceptance of this offer by electronically signing this agreement and submitting it back to the Company within 5 days. Our offer shall automatically lapse unless you submit your acceptance within the prescribed time.

Please treat this letter and its contents as strictly confidential and do not disclose the same to any person or entity (except to your advisors, attorneys and accountants, for seeking their advice) without the Company's prior written consent. Your salary and benefits are confidential and you should refrain from discussing it with other employees of the Company.

If you have any questions in relation to this offer, please contact your respective Recruiter.

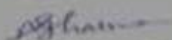
Sincerely,
Mamta Sharma
VP, HR, India

Acceptance

I hereby accept the terms and conditions of this offer for employment with **Fiserv CE Private Limited** and agree to join on such date as may be communicated to me by the Company. I confirm that I am not breaching any terms or provisions of any prior agreement or arrangement by accepting this offer.

By selecting the "**E-sign by Adobe Sign**" button, you are signing this Agreement electronically. The parties agree that the electronic signature of a party to this Agreement shall be as valid as an original signature of such party and shall be effective to bind such party to this Agreement. By selecting "**E-sign by Adobe Sign**" you consent to be legally bound by this Agreement's terms and conditions and the attached annexures. You further agree that your use of a key pad, mouse or other device to select an item, button, icon or similar act/action, or in accessing or making any transaction regarding any agreement, acknowledgement, consent terms, disclosures or conditions constitutes your signature (hereafter referred to as "E-Signature"), acceptance and agreement as if actually signed by you in writing. You also agree that no certification authority or other third party verification is necessary to validate your E-Signature and that the lack of such certification or third party verification will not in any way affect the enforceability of your E-Signature or any resulting contract between you and the Company.


Sonaikumar M (E-Sign) (1) (6) (4) (1) (5) (3)


Mamta Sharma
VP, HR, India

Registered address:
Fiserv CE Private Limited
30, Nizamuddin East,
New Delhi - 110013
CIN: 072900012003PTC123500



March 20, 2022

Dear Mr. Thirupathi,

I am pleased to offer you a position as Software Engineer at CIX AdTech Private Limited (the "**India Subsidiary**"), an Indian entity, which is a wholly-owned subsidiary of CIX Inc., a Delaware corporation (the "**Company**"). The Company and all of its subsidiaries shall be collectively referred to as the CIX Group (the "**Group**").

If you decide to join us, you will receive from the India Subsidiary an annual salary of Rs.4,20,000/- Lakhs Indian Rupees, which will be paid monthly in accordance with the India Subsidiary's normal payroll procedures.

Your performance will be reviewed after 3 months and based on your satisfactory performance your salary will be revised to Rs.6,00,000/- Lakhs Indian Rupees. Your probation period will be for 6 months.

You should note that the Company may modify job titles, salaries and benefits from time to time as it deems necessary. You should note that the Company may modify job titles, salaries and benefits from time to time as it deems necessary.

The Group is excited about your joining and looks forward to a beneficial and productive relationship. Nevertheless, you should be aware that your employment with the Group is for no specified period and constitutes at-will employment. As a result, you are free to resign at any time, for any reason or for no reason. Similarly, the Group is free to conclude its employment relationship with you at any time, with or without cause, and with or without notice. We request that, in the event of resignation, you give the Group at least two months' notice.

We also ask that, if you have not already done so, you disclose to the Group any and all agreements relating to your prior employment that may affect your eligibility to be employed by the Group or limit the manner in which you may be employed. It is the Group's understanding that any such agreements will not prevent you from performing the duties of your position and you represent that such is the case. Moreover, you agree that, during the term of your employment with the Group, you will not engage in any other employment, occupation, consulting or other business activity directly related to the business in which the Group is now involved or becomes involved during the term of your employment, nor will you engage in any other activities that conflict with your obligations to the Group. Similarly, you agree not to bring any third party confidential information to the Group, including that of your former employer, and that in performing your duties for the Group you will not in any way utilize any such information.

As a Group employee, you will be expected to abide by the Group's rules and standards. Specifically, you will be required to sign an acknowledgment that you have read and that you understand the Group's rules of conduct which are included in the Company Handbook which the Group will soon complete and distribute.

Your reporting manager will be Mr. Nirmal Kumar Sathaimurthi, Director of Product & Engineering

Your employment will initially be structured based on the Company's standards, but may be revised as necessary to abide with the laws and standards of your main location of business, which is expected to be in Chennai, India. You may be transferred or required to travel for the Company's business/training at the sole discretion of the Company.

14-Apr-2022



Dear Venkatesh Ranga Raju,
B.Tech, Information Technology
Government College of Technology, Coimbatore

Candidate ID – 19549924

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**.

You are entitled to an Annual Total Remuneration (ATR) of **INR 675,948/-**. This includes an annual target incentive of **INR 22,500/-**. This amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**.

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.

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 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 focuses primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized based on the successful completion of same. In event of non-completion of the Internship or Continuous Skill Development program, Cognizant may at its sole discretion revoke this offer of employment.

3.1 Cognizant Internship (If offered to you):

Successful completion of Cognizant Internship (if offered to you), which is a pre-requisite skill and capability development program will form a critical part of your employment with Cognizant.

3.2 Continuous Skill Development (CSD) Program (If offered to you):

Industrial

Biotechnology

2021-2022

Cognizant

Letter of Intent (LOI)

Superset ID: 1402965

November 02, 2021

Dear Preethi S H,

IBT

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

Cognizant

Letter of Intent (LOI)

Superset ID: 1549176

November 02, 2021

Dear SATHYA ROOBHA, IBT

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.

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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

Cognizant

Letter of Intent (LOI)

Superset ID: 1549123

November 02, 2021

Dear SWATHI M,

IBT

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.

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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

Cognizant

Letter of Intent (LOI)

Superset ID: 1334745

November 02, 2021

Dear Kailash , (BT)

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.

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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

Cognizant

Letter of Intent (LOI)

Superset ID: 1424242

November 02, 2021

Dear KOWSALYA K,

IBT

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



Letter of Intent (LOI)

Superset ID: 1578199

November 02, 2021

Dear Lithika M,

IBT

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://campus2.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

Cognizant

Letter of Intent (LOI)

Superset ID: 1581094

November 02, 2021

Dear Gowthamraj R, IBT

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

Cognizant

Letter of Intent (LOI)

Superset ID: 1569090

November 02, 2021

Dear Balaji Sampathkumar,

IBT

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.

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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

Cognizant

OFFER LETTER

Letter of Intent (LOI)

Superset ID: 1345561

November 02, 2021

Dear MADESH K,

IBT

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

OFFER LETTER

Dear Navaneetha Sivasamy, **IBT**

OL-2021: 0222

Congratulations!

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

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

Insurance Coverage

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

Probation

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

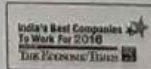
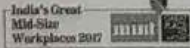
Non-Disclosure Agreement and Service Agreement

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

Leaves

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

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



Maternity and Paternity Policy

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

Working Hours

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

Background Check

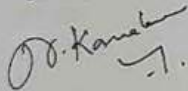
Zifo is a part of the Regulated R&D industry and Zifo reserves the right to conduct background reference checks for all its employees.

Joining Date

Your date of joining will be communicated through Launchpad.

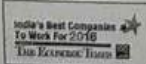
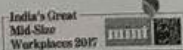
We warmly welcome you to the Zifo family!

Regards,



Kamalahasan N
Head – HR

PRIVACY



OFFER LETTER

OL-2021: 0223

Dear Vengadesh Annamalai, **IBT**

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.

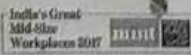
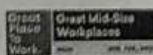
Non-Disclosure Agreement and Service Agreement

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.

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Working Hours

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Background Check

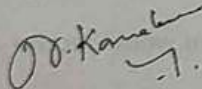
Zifo is a part of the Regulated R&D industry and Zifo reserves the right to conduct background reference checks for all its employees.

Joining Date

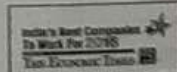
Your date of joining will be communicated through Launchpad.

We warmly welcome you to the Zifo family!

Regards,



Kamalahasan N
Head – HR



OFFER LETTER

OL-2021-0215

Dear Chandilyan Kalaivanan, **IBT**

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

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Probation

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

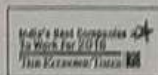
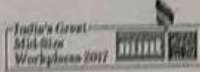
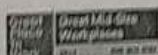
Non-Disclosure Agreement and Service Agreement

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

Leaves

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

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



Maternity and Paternity Policy

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Working Hours

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Background Check

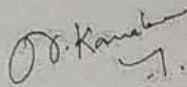
Zifo is a part of the Regulated R&D industry and Zifo reserves the right to conduct background reference checks for all its employees.

Joining Date

Your date of joining will be communicated through Launchpad.

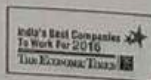
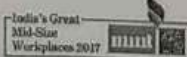
We warmly welcome you to the Zifo family!

Regards,



Kamalhasan N
Head – HR

PRIVATE



OFFER LETTER

OL-2021: 0217

Dear Hari Krishnan Srinivasan, **IBT**

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

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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.

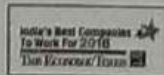
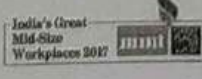
Non-Disclosure Agreement and Service Agreement

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.

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Maternity and Paternity Policy

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Working Hours

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Background Check

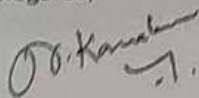
Zifo is a part of the Regulated R&D industry and Zifo reserves the right to conduct background reference checks for all its employees.

Joining Date

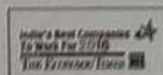
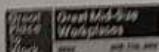
Your date of joining will be communicated through Launchpad.

We warmly welcome you to the Zifo family!

Regards,



Kamalahasan N
Head - HR



OFFER LETTER

Dear Boopathy St, **IBT**

OL-2021: 0214

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

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Probation

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

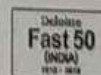
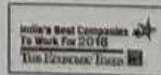
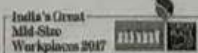
Non-Disclosure Agreement and Service Agreement

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

Leaves

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

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



Maternity and Paternity Policy

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Background Check

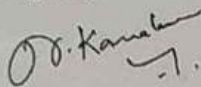
Zifo is a part of the Regulated R&D industry and Zifo reserves the right to conduct background reference checks for all its employees.

Joining Date

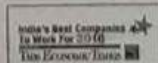
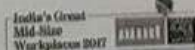
Your date of joining will be communicated through Launchpad.

We warmly welcome you to the Zifo family!

Regards,



Kamalahasan N
Head – HR



OFFER LETTER

Dear Keerthana Murugesan, **IBT**

OL-2021: 0218

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.

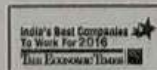
Non-Disclosure Agreement and Service Agreement

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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.

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Working Hours

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Background Check

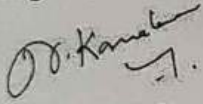
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Joining Date

Your date of joining will be communicated through Launchpad.

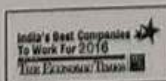
We warmly welcome you to the Zifo family!

Regards,



Kamalahasan N
Head – HR

PRIVATE



OFFER LETTER

Dear Laakshmi Ar,

IBT

OL-2021: 0219

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.

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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.

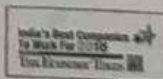
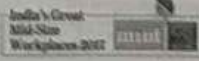
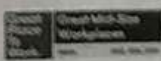
Non-Disclosure Agreement and Service Agreement

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.

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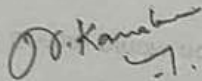
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Joining Date

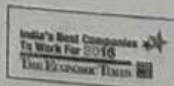
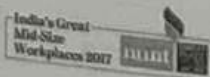
Your date of joining will be communicated through Launchpad.

We warmly welcome you to the Zifo family!

Regards,



Kamalahasan N
Head - HR





OFFER LETTER

Dear Arun Prasath, **IBT**

OL-2021: 0213

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.

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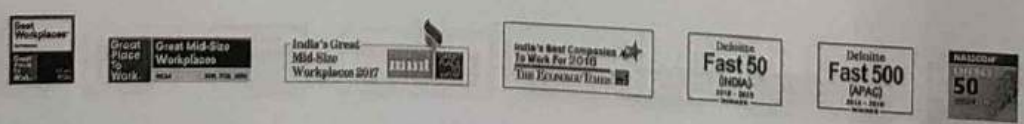
Non-Disclosure Agreement and Service Agreement

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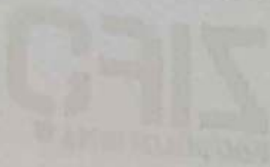
Joining Date

Your date of joining will be communicated through Launchpad.

We warmly welcome you to the Zifo family!

Regards,

Kamalahasan N
Head – HR



OFFER LETTER

Dear Muthuveni Murugan, **IBT**

OL-2021: 0221

Congratulations!

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

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

Insurance Coverage

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

Probation

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

Non-Disclosure Agreement and Service Agreement

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

Leaves

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

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



Maternity and Paternity Policy

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

Working Hours

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

Background Check

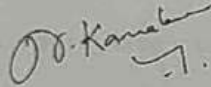
Zifo is a part of the Regulated R&D industry and Zifo reserves the right to conduct background reference checks for all its employees.

Joining Date

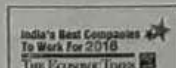
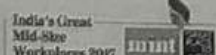
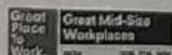
Your date of joining will be communicated through Launchpad.

We warmly welcome you to the Zifo family!

Regards,



Kamalhasan N
Head – HR



OFFER LETTER

OL-2021: 0216

Dear Deebika Subramani, **IBT**

Congratulations!

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

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

Insurance Coverage

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

Probation

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

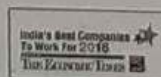
Non-Disclosure Agreement and Service Agreement

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

Leaves

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

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



Maternity and Paternity Policy

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

Working Hours

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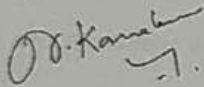
Zifo is a part of the Regulated R&D industry and Zifo reserves the right to conduct background reference checks for all its employees.

Joining Date

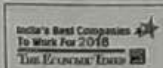
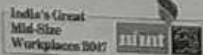
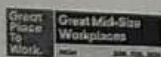
Your date of joining will be communicated through Launchpad.

We warmly welcome you to the Zifo family!

Regards,



Kamalhasan N
Head – HR



OFFER LETTER

OL-2021: 0220

Dear Madhumitha Mathan, **IBT**

Congratulations!

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

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

Insurance Coverage

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

Probation

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

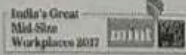
Non-Disclosure Agreement and Service Agreement

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

Leaves

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

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



Maternity and Paternity Policy

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Working Hours

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Background Check

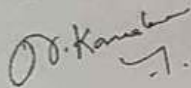
Zifo is a part of the Regulated R&D industry and Zifo reserves the right to conduct background reference checks for all its employees.

Joining Date

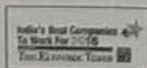
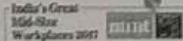
Your date of joining will be communicated through Launchpad.

We warmly welcome you to the Zifo family!

Regards,



Kamalahasan N
Head – HR





Wipro Campus Update_LOI

1 message

Fri, 12 Nov 2021 at 12:09 pm

Campus HR Team <wipro+email+2jco0-64661f9768@talent.icims.com>
Reply to: Campus HR Team <wipro+email+2jco0-64661f9768@talent.icims.com>
To: rajashree5820@gmail.com

November 12, 2021

Dear Rajashree U, IBT
Resume Number - 23075031

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Project Engineer** which will be in Career Band **TRB-II** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

Kindly note this letter of intent shall be followed by a letter of appointment from us.

Please confirm your interest to receive offer of appointment by clicking on this link [Click to Complete](#) and accepting the contents of this communication within 15 calendar days. Your confirmation of interest is a precondition to the issuance of offer of appointment.

Yours sincerely,

For Wipro Limited,



Apama Shailen
General Manager - Human Resources

This message was sent to rajashree5820@gmail.com. If you don't want to receive these emails from this company in the future, please go to:
<https://wipro.icims.com/icims2/?r=A28823075031&contactId=14266135>

© Wipro Limited, Doddakannelli, Sarjapur Road Bengaluru 560 035 IND

Fwd: Wipro Campus Update_LOI

1 message

KIRUTHIKA S 1819147 <kiru.1819147@gct.ac.in>
 To: "xerobpc@gmail.com" <xerobpc@gmail.com>

Mon, Nov 15, 2021 at 4:50 PM

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

 From: **KEERTHANA R** <keerthanarengaraj1812@gmail.com>
 Date: Mon, 15 Nov 2021, 16:45
 Subject: Fwd: Wipro Campus Update_LOI
 To: kiru.1819147@gct.ac.in <kiru.1819147@gct.ac.in>

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

 From: **Campus HR Team** <wipro+email+2jb04-e31568fcfb@talent.icims.com>
 Date: Fri, 12 Nov 2021, 11:52 am
 Subject: Wipro Campus Update_LOI
 To: <keerthanarengaraj1812@gmail.com>

November 12, 2021

 Dear keerthana R, **IBT**
 Resume Number - 23074108

Based on our discussions with you, we would like to inform you of our intent to offer you the role of **Project Engineer** which will be in Career Band **TRB-II** of the organization.

The salary stack for this role is detailed below. Do reach out to us should you have any clarifications.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

Kindly note this letter of intent shall be followed by a letter of appointment from us.

Please confirm your interest to receive offer of appointment by clicking on this link [Click to Complete](#) and accepting the contents of this communication within 15 calendar days. Your confirmation of interest is a precondition to the issuance of offer of appointment.

Cognizant

Letter of Intent (LOI)

Superset ID: 1533407

November 02, 2021

Dear PRADEEP R, **IBT**

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

Cognizant

Letter of Intent (LOI)

Superset ID: 1547302

November 02, 2021

Dear PRAMILA P, **IBT**

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.

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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

Cognizant

Letter of Intent (LOI)

Superset ID: 1442275

November 02, 2021

Dear Keerthana Thangaraj, **IBT**

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.

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Use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).

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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

Cognizant

Letter of Intent (LOI)

Superset ID: 1548383

November 02, 2021

Dear AGNES JEFFIE A, **IBT**

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.

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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



Offer: Computer Consultancy
Ref: TCSL/CT20213703305/Chennai
Date: 04/11/2021

Mr. Pradeep R
4/48Adhi Dravidar Street,
Thurayur Road,
Namakkal-637021,
Tamil.Nadu.
Tel# 91-9789641104

Dear Pradeep R, *IBT*

Sub: Letter of Offer

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

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

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

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

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

TCS Confidential
TCSL/CT20213703305

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



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.

TCS Confidential
TCSL/CT20213703305

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



PERFORMANCE PAY

Monthly Performance Pay

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

Quarterly Variable Allowance

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

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

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

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

CITY ALLOWANCE

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

XPLORE/ LEARNING INCENTIVES

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

OTHER BENEFITS

Health Insurance Scheme

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

HIS offers the following benefits:



1. **Basic Cover**
 - i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

- ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. **Higher Hospitalisation**

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

- i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

- ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

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

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

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

Loans

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

Professional Memberships

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



RETIRALS

Provident Fund

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

Gratuity

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

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

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

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

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

2. Pre requisites for Joining

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

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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



3. Training Period

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

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

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

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

4. Working Hours

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

5. Mobility

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

6. Compensation Structure / Salary components

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

7. Increments and Promotions

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

8. Alternative Occupation / Employment

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

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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 TCSL as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCSL.

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 minimum 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 Government 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 form 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 recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

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

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

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

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

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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 TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

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	Pradeep R
Designation	Assistant System Engineer-Trainee
Institute Name	Government College Of Technology, Coimbatore

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
	200	2,400
3) City Allowance		
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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<p>Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007</p>	<p>Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka</p>
<p>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</p>	<p>Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119</p>
<p>DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana</p>	<p>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</p>
<p>Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFI House,G.S. Road, Dispur,Guwahati - 781006,Assam</p>	<p>Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad</p>
<p>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</p>	<p>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</p>
<p>KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042</p>	<p>MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606</p>
<p>NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,</p>	<p>PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra</p>
<p>Trivandrum TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India</p>	



Confidentiality and IP Terms and Conditions

Confidential Information

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

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

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

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

(d) Customer and prospective customer lists, and

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



Offer: Computer Consultancy
Ref: TCSL/CT20213649744/Chennai
Date: 03/09/2021

Mr. Godwin Vijay Sunder M
1a/3Bharathipuram,
Near Mc Kalyana Mandappam,
Tirupur-641664,
Tamil Nadu.
Tel# 91-9487165153

Dear Godwin Vijay Sunder M, *IBT*

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

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

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



GROSS SALARY SHEET

Annexure 1

Name	Godwin Vijay Sunder M
Designation	Assistant System Engineer-Trainee
Institute Name	Government College Of Technology, Coimbatore

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
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Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
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GROSS SALARY SHEET

Annexure 1

Name	Godwin Vijay Sunder M
Designation	Assistant System Engineer-Trainee
Institute Name	Government College Of Technology, Coimbatore

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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



Annexure 2

<p>Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park,IT/ITES SEZ,Plot # 41, Gandhinagar - 382007</p>	<p>Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100,Karnataka</p>
<p>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</p>	<p>Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119</p>
<p>DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana</p>	<p>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</p>
<p>Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFi House,G.S. Road, Dispur,Guwahati - 781006,Assam</p>	<p>Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad</p>
<p>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</p>	<p>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</p>
<p>KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark , Kakkanad, Kerala 682042</p>	<p>MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606</p>
<p>NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,</p>	<p>PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057,Maharashtra</p>
<p>Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India</p>	



Offer: Computer Consultancy
Ref: TCSL/CT20213649875/Chennai
Date: 04/11/2021

Ms. Abinaya M
No:1182,2nd FloorKamban Nagar,Milk Company,
Rs Puram,
Coimbatore-641002,
Tamilnadu.
Tel# 91-6382642136

Dear Abinaya M, **IBT**

Sub: Letter of Offer

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

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

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

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

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

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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



Withdrawal of Offer

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

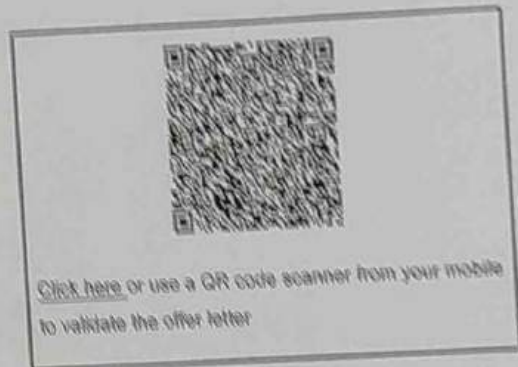
Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



- 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	Abinaya M
Designation	Assistant System Engineer-Trainee
Institute Name	Government College Of Technology, Coimbatore

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



Offer: Computer Consultancy
Ref: TCSL/CT20213734615/Chennai
Date: 04/11/2021

Mr. Gokul R
1/121Kudistreet,
Jambumadai,
Musiri-621214,
Tamilnadu.
Tel# -

Dear Gokul R, **IBT**

Sub: Letter of Offer

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

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

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

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

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

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

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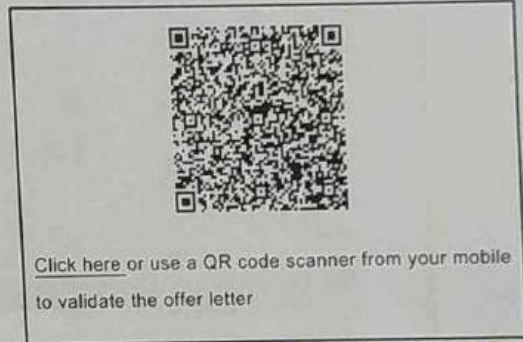
Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



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



GROSS SALARY SHEET

Annexure 1

Name	Gokul R
Designation	Assistant System Engineer-Trainee
Institute Name	Government College Of Technology, Coimbatore

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
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Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
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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.

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*** 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.

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Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
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Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752



Offer: Computer Consultancy
Ref: TCSL/DT20218047698/Chennai
Date: 04/11/2021

Ms. Archana E
55-2N.K.G Nagar,
Near Glory Cottage,
Coimbatore-641033,
Tamilnadu.
Tel# 91-9994611817

Dear Archana E, **IBT**

Sub: Letter of Offer

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

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

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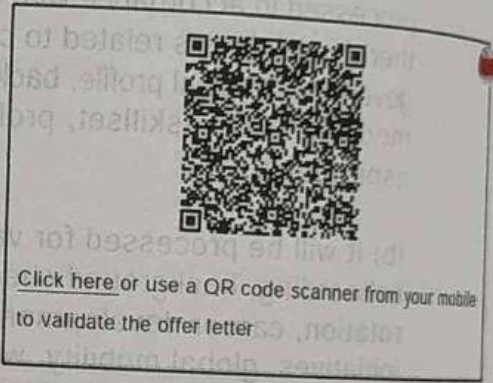
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For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



- 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	Archana E
Designation	Assistant System Engineer-Trainee
Institute Name	Government College Of Technology, Coimbatore

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
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GROSS BOUQUET OF BENEFITS	7,646	91,752

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<p>DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana</p>	<p>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</p>
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<p>Trivandrum TCS XP HR Lead Tata Consultancy Serives, Peepul Park, Technopark Campus ,Kariyavattom P.O. Trivandrum - 695581, India</p>	



Confidentiality and IP Terms and Conditions

1. Confidential Information

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

- (a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,
- (b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).
- (c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,
- (d) Customer and prospective customer lists, and
- (e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.



2. Associate's Obligations

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

3. Intellectual Property Rights

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

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4. Prior knowledge

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

5. Use of third party material

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

6. Security policies and Guidelines.

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

7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

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

9. No License

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

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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



10. Equitable Rights

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

11. General

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

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

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

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



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

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

17. General

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

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

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