



**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**

<b>Name of student placed / enrolling into higher education and contact details</b>	<b>Placement/Progressed to Higher Education</b>	<b>Program graduated from</b>	<b>Name of the employer with contact details (in case of placement) / Name of institution joined (in case of progression to higher education)</b>	<b>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)</b>
AHALYA S	Placement	CIVIL ENGINEERING	TCS	3 LPA
AKALYA M	Placement	CIVIL ENGINEERING	CADS SOFTWARE	2.1 LPA
AKSHAYA V	Placement	CIVIL ENGINEERING	AARBEE STRUCTURES	2.1LPA
ANUPIRABA L K	Placement	CIVIL ENGINEERING	MITSOGO	4 LPA
ASWIN KARTHICK P	Placement	CIVIL ENGINEERING	AARBEE STRUCTURES	2.1 LPA
ASWINKUMAR A	Placement	CIVIL ENGINEERING	CHRYSO	3 LPA
BANUMATHI A	Placement	CIVIL ENGINEERING	QSPIDERS	NOT SPECIFIED
DEEPIKA M	Placement	CIVIL ENGINEERING	L&T CONSTRUCTIONS	6 LPA
DEEPIKA T	Placement	CIVIL ENGINEERING	QSPIDERS	NOT SPECIFIED
DHIVYA S R	Placement	CIVIL ENGINEERING	AARBEE STRUCTURES	2.1 LPA
ELAKKIYA S	Placement	CIVIL ENGINEERING	DBM VIRCON	2.5 LPA
GOKULA KRISHNAN	Placement	CIVIL ENGINEERING	SOBHA CONSTRUCTIONS LLC	13.5 LPA
GOKULKRISHNAN S	Placement	CIVIL ENGINEERING	CADS SOFTWARE	2.1 LPA
HARINI G	Placement	CIVIL ENGINEERING	DBM VIRCON	2.5 LPA
HARISH KUMAR S	Placement	CIVIL ENGINEERING	SOBHA CONSTRUCTIONS LLC	13.5 LPA
HEMALATHA U	Placement	CIVIL ENGINEERING	CTS	4 LPA
HEMASREE R	Placement	CIVIL ENGINEERING	SOBHA CONSTRUCTIONS LLC	13.5 LPA
JAISHREE G V	Placement	CIVIL ENGINEERING	INMOVIDU TECHNOLOGY	3 LPA
JEEVA R	Placement	CIVIL ENGINEERING	CTS	4 LPA
JEEVAPRIYAN S	Placement	CIVIL ENGINEERING	CHRYSO	3 LPA
KAVIN K	Placement	CIVIL ENGINEERING	EXTERRO	4.2 LPA
KAVIPPRIYA A	Placement	CIVIL ENGINEERING	TCS	3.36 LPA
KAVIPRIYA P	Placement	CIVIL ENGINEERING	AARBEE STRUCTURES	2.1 LPA
KULASI ABIRAMI S	Placement	CIVIL ENGINEERING	CADS SOFTWARE	2.1 LPA
MARUDEESWARAN F	Placement	CIVIL ENGINEERING	CADS SOFTWARE	2.1 LPA
MOHAMED HUSSAIN	Placement	CIVIL ENGINEERING	EXTERRO	4.2 LPA

MONIKA B	Placement	CIVIL ENGINEERING	EXTERRO	4.2 LPA
MUKILAN A	Placement	CIVIL ENGINEERING	CADS SOFTWARE	2.1 LPA
MYVIZHI R	Placement	CIVIL ENGINEERING	AARBEE STRUCTURES	2.1 LPA
NAGAPRAKASAM R	Placement	CIVIL ENGINEERING	LTI	4 LPA
PABITHA LAKSHMI S	Placement	CIVIL ENGINEERING	TCS	3.4 LPA
PARAMESHWARAN M	Placement	CIVIL ENGINEERING	AARBEE STRUCTURES	2.1 LPA
PAVITHRA M	Placement	CIVIL ENGINEERING	MEYON INNOVATIVE ENGINEERING	3.2 LPA
PAVITHRA L	Placement	CIVIL ENGINEERING	ONE BILL	6.5 LPA
PAWN KUMAR G	Placement	CIVIL ENGINEERING	TCS	3.36 LPA
PRABHAHAR N	Placement	CIVIL ENGINEERING	CADS SOFTWARE	2.1 LPA
RADHA P	Placement	CIVIL ENGINEERING	TURINGMINDSAI	6 LPA
RAGHUL L	Placement	CIVIL ENGINEERING	INMOVIDU TECHNOLOGY	3 LPA
RATHINA BOOPATHI	Placement	CIVIL ENGINEERING	CTS	4.1 LPA
RATHINA S	Placement	CIVIL ENGINEERING	CTS	3.5 LPA
RITHICK GANDHI	Placement	CIVIL ENGINEERING	QSPIDERS	NOT SPECIFIED
RUTHRA S	Placement	CIVIL ENGINEERING	QSPIDERS	NOT SPECIFIED
SABEERA JENISHA S	Placement	CIVIL ENGINEERING	SOBHA CONSTRUCTIONS LLC	13.5 LPA
SATHYAPRAKASH	Placement	CIVIL ENGINEERING	QSPIDERS	NOT SPECIFIED
SHIFA NASRIN S	Placement	CIVIL ENGINEERING	L&T CONSTRUCTIONS	6 LPA
SHURUTHI VARSHINI	Placement	CIVIL ENGINEERING	L&T CONSTRUCTIONS	6 LPA
SIVAPRABAKARAN V	Placement	CIVIL ENGINEERING	CTS	4 LPA
SIVARANJANI R	Placement	CIVIL ENGINEERING	MUSIGMA	5 LPA
SMRITHI L	Placement	CIVIL ENGINEERING	L&T CONSTRUCTIONS	6 LPA
SNEHA T	Placement	CIVIL ENGINEERING	TCS	3.36 LPA
SUDHARSHAN C	Placement	CIVIL ENGINEERING	TCS	3.36 LPA
SUHASHRI R	Placement	CIVIL ENGINEERING	CADS SOFTWARE	2.1 LPA
SUJITHA B	Placement	CIVIL ENGINEERING	ZOHO	2.4 LPA
THARUN N	Placement	CIVIL ENGINEERING	AQUAGREEN	4.2 LPA
VISHNUPRIYA K	Placement	CIVIL ENGINEERING	EXTERRO	4 LPA
ELAKKIYA B	Placement	CIVIL ENGINEERING	AARBEE STRUCTURES	2.1 LPA
VISHNU SURESH	Placement	CIVIL ENGINEERING	AARBEE STRUCTURES	2.1 LPA
AKSHAI KANNAN S	Placement	CIVIL ENGINEERING	CADS SOFTWARE	2.1 LPA

CHANDRA S	Placement	CIVIL ENGINEERING	AARBEE STRUCTURES	2.1 LPA
ELANCHEZHIAN S	Placement	CIVIL ENGINEERING	CADS SOFTWARE	2.1 LPA
KATHIR PRAVEEN T	Placement	CIVIL ENGINEERING	SOBHA CONSTRUCTIONS LLC	13.5 LPA
SANJITH M	Placement	CIVIL ENGINEERING	AARBEE STRUCTURES	2 LPA
SATHIYAPRAKASH R	Placement	CIVIL ENGINEERING	SOBHA CONSTRUCTIONS LLC	13.5 LPA
TAMILKUMARAN R C	Placement	CIVIL ENGINEERING	CADS SOFTWARE	2.1 LPA
VIJAI ANANTH S U	Placement	CIVIL ENGINEERING	AQUAGREEN	4.2 LPA
RAAMALINGA RAJAN	Placement	MECHANICAL ENGINEERING	AMBIGAI CONSULTANCY	4.1 LPA
ABI SANKAR V G	Placement	MECHANICAL ENGINEERING	AAKASH BYJU'S	7.25 LPA
ABINESH L	Placement	MECHANICAL ENGINEERING	LUCAS TVS	4.37 LPA
ABISHEK	Placement	MECHANICAL ENGINEERING	SCHLUMBERGER	6 LPA
AJAI N	Placement	MECHANICAL ENGINEERING	ASPIRE SYSTEMS	4.7 LPA
AKHIL L	Placement	MECHANICAL ENGINEERING	CTS / L&T INFOTECH	4 LPA / 4 LPA
ARUN M	Placement	MECHANICAL ENGINEERING	CTS	4 LPA
ARUN PR	Placement	MECHANICAL ENGINEERING	DETROIT ENGINEERED PRODUCTS	3 LPA
BALAJI S	Placement	MECHANICAL ENGINEERING	ASPIRE SYSTEMS	4.7 LPA
BARATH R	Placement	MECHANICAL ENGINEERING	JSW	8 LPA
DEEPAKKUMAR S	Placement	MECHANICAL ENGINEERING	ASPIRE SYSTEMS	4.75 LPA
DHAMODAR V	Placement	MECHANICAL ENGINEERING	ZOHO	8.4 LPA
DHAMODHARAN S	Placement	MECHANICAL ENGINEERING	ASPIRE SYSTEMS	4.75 LPA
DHARUNRAJ R	Placement	MECHANICAL ENGINEERING	TURBO ENERGY	3.6 LPA
GIRIDHAR M	Placement	MECHANICAL ENGINEERING	ZOHO	7 LPA
GOKULAKANNAN S	Placement	MECHANICAL ENGINEERING	TCS	3.36 LPA
GURU G	Placement	MECHANICAL ENGINEERING	ASPIRE SYSTEMS	4.75 LPA
HITESHWARAN G	Placement	MECHANICAL ENGINEERING	TCS	3.36 LPA
JANAKIRAMAN M	Placement	MECHANICAL ENGINEERING	ASPIRE SYSTEMS	4.7 LPA
JAWAHAR E	Placement	MECHANICAL ENGINEERING	TRICON INFOTECH	6 LPA
KAMALESH R	Placement	MECHANICAL ENGINEERING	ELGI EQUIPMENTS	5 LPA
KARTHICK DT	Placement	MECHANICAL ENGINEERING	TURBO ENERGY	3.6 LPA
KRISHNA KUMAR P	Placement	MECHANICAL ENGINEERING	ASPIRE SYSTEMS	4.7 LPA
MANISHARMA S	Placement	MECHANICAL ENGINEERING	ZOHO	7 LPA
MANISHARMA S	Placement	MECHANICAL ENGINEERING	KANTAR / EDGEVERVE SYSTEMS	7 LPA / 8 LPA

MOHAMED YASIR L	Placement	MECHANICAL ENGINEERING	VECV	4.5 LPA
MOHAMMED NAHEE	Placement	MECHANICAL ENGINEERING	TCS	3.36 LPA
MUTHUKUMARAN M	Placement	MECHANICAL ENGINEERING	EXTERRO	3.5 LPA
LAKSHANYA A	Placement	MECHANICAL ENGINEERING	ZOHO	7 LPA
NAVEEN P	Placement	MECHANICAL ENGINEERING	EDGEVERVE SYSTEMS	8 LPA
NAVEENA	Placement	MECHANICAL ENGINEERING	TAFE	6 LPA
NIRESH RAGHAVAN	Placement	MECHANICAL ENGINEERING	ZOHO	7 LPA
NITHISH KUMAR S	Placement	MECHANICAL ENGINEERING	ASPIRE SYSTEMS	4.75 LPA
NIVAS MS	Placement	MECHANICAL ENGINEERING	TCS	3.36 LPA
PEER MOHAMMED	Placement	MECHANICAL ENGINEERING	ONSTRUCTION / EDGEVERVE SYS	6 LPA / 8 LPA
PEER MOHAMMED K	Placement	MECHANICAL ENGINEERING	EYON INNOVATIVE ENGINEERING	3.2 LPA
PRADEEP V	Placement	MECHANICAL ENGINEERING	LMW	4 LPA
PRAVEEN KUMAR P	Placement	MECHANICAL ENGINEERING	L&T CONSTRUCTION / JSW	6 LPA / 8 LPA
RAHUL M	Placement	MECHANICAL ENGINEERING	L&T INFOTECH	4 LPA
RAKESH MJ	Placement	MECHANICAL ENGINEERING	CTS	4 LPA
SARAVANA KUMAR	Placement	MECHANICAL ENGINEERING	VECV	4.5 LPA
SELVASEKAR S	Placement	MECHANICAL ENGINEERING	TCS	3.36 LPA
SREEJITH RAVI	Placement	MECHANICAL ENGINEERING	L&T CONSTRUCTION / JSW	6 LPA / 8 LPA
SUMETHA D	Placement	MECHANICAL ENGINEERING	REVATHI EQUIPMENT	3 LPA
TAMILARASAN S	Placement	MECHANICAL ENGINEERING	ELGI EQUIPMENTS	5 LPA
THAMARAISELVAN T	Placement	MECHANICAL ENGINEERING	LMW	4 LPA
THEEBAN PONVANN	Placement	MECHANICAL ENGINEERING	ELEATION / SCHLUMBERGER	4.2 LPA / 6LPA
VASANTHA KUMAR I	Placement	MECHANICAL ENGINEERING	JSW	8 LPA
VENKATESAN P	Placement	MECHANICAL ENGINEERING	L&T CONSTRUCTION / JSW	6 LPA / 8 LPA
VIGNESH M	Placement	MECHANICAL ENGINEERING	ELGI EQUIPMENTS	5 LPA
VIGNESH S	Placement	MECHANICAL ENGINEERING	CTS	4 LPA
AMAL ALDRIN	Placement	MECHANICAL ENGINEERING	ASPIRE SYSTEMS	4.7 LPA
BALAKRISHNAN S	Placement	MECHANICAL ENGINEERING	LMW	4 LPA
DEVA S	Placement	MECHANICAL ENGINEERING	LUCAS TVS	4.37 LPA
KALAIYARASAN G	Placement	MECHANICAL ENGINEERING	URC CONSTRUCTIONS	3 LPA
KARTHIKEYAN	Placement	MECHANICAL ENGINEERING	SCHLUMBERGER	6 LPA
KAVIYARASAN M	Placement	MECHANICAL ENGINEERING	AQUAGREEN	4.5 LPA

KEERTHIVASAN M	Placement	MECHANICAL ENGINEERING	SCHWING STETTER INDIA PVT LTD	4 LPA
MOHAMMED JUBAIR	Placement	MECHANICAL ENGINEERING	VECV	4.5 LPA
PON ABISHEGA RAJA	Placement	MECHANICAL ENGINEERING	MUSIGMA	5 LPA
RAJESHWAR P	Placement	MECHANICAL ENGINEERING	AQUAGREEN	4.5 LPA
SASIKUMAR S	Placement	MECHANICAL ENGINEERING	AMBIGAI CONSULTANCY	4.1 LPA
SASIKUMAR R	Placement	MECHANICAL ENGINEERING	LUCAS TVS	4.37 LPA
SHAM V	Placement	MECHANICAL ENGINEERING	TURBO ENERGY	3.6 LPA
VIGNESHWAR M	Placement	MECHANICAL ENGINEERING	TAFE / INMOVIDU TECHNOLOGY	6 LPA / 7 LPA
YESHWANTH K	Placement	MECHANICAL ENGINEERING	SCHLUMBERGER	6 LPA
AARTHI G	Placement	ELECTRICALS AND ELECTRONICS	BGSW	7 LPA
ADITYA KUMAR KUS	Placement	ELECTRICALS AND ELECTRONICS	DAIMLER	7.5 LPA
AMEESHA A	Placement	ELECTRICALS AND ELECTRONICS	BGSW	7 LPA
ANIS CHELSE N	Placement	ELECTRICALS AND ELECTRONICS	BGSW	7 LPA
ARAVINTHA GANESH	Placement	ELECTRICALS AND ELECTRONICS	BGSW	7 LPA
DHANAPRIYADHARS	Placement	ELECTRICALS AND ELECTRONICS	JSW	8.5 LPA
DHANUSHYA A	Placement	ELECTRICALS AND ELECTRONICS	BGSW	7 LPA
DHARSIKA S	Placement	ELECTRICALS AND ELECTRONICS	BGSW	7 LPA
ENIYA RATHINAMAN	Placement	ELECTRICALS AND ELECTRONICS	TCS	3.36 LPA
GNANASEKAR S	Placement	ELECTRICALS AND ELECTRONICS	TCS	3.36 LPA
GOKUL P	Placement	ELECTRICALS AND ELECTRONICS	ONEBILL	6.5 LPA
HARISH M	Placement	ELECTRICALS AND ELECTRONICS	CTS	4 LPA
JANANI K	Placement	ELECTRICALS AND ELECTRONICS	ASPIRE SYSTEMS	4.7 LPA
JAYA SHAKTHI ADHA	Placement	ELECTRICALS AND ELECTRONICS	BGSW	7 LPA
JEFFEE JENSON A	Placement	ELECTRICALS AND ELECTRONICS	BGSW	7 LPA
KAAVEYA N B	Placement	ELECTRICALS AND ELECTRONICS	BGSW	5 LPA
KARTHICK N	Placement	ELECTRICALS AND ELECTRONICS	INCTURE	6 LPA
KARTHIKEYAN V	Placement	ELECTRICALS AND ELECTRONICS	ZOHO	6 LPA
KAVITHA V	Placement	ELECTRICALS AND ELECTRONICS	HITACHI	6 LPA
KAVIYA PRIYA B	Placement	ELECTRICALS AND ELECTRONICS	BGSW	7 LPA
KIRANKUMAR A	Placement	ELECTRICALS AND ELECTRONICS	CTS	4 LPA
MADHAN CHANDRU	Placement	ELECTRICALS AND ELECTRONICS	ZOHO	4.8 LPA
MANJU T	Placement	ELECTRICALS AND ELECTRONICS	ASPIRE SYSTEMS	4.7 LPA

NAGASUJITHA R	Placement	ELECTRICALS AND ELECTRONICS	BGSW	7 LPA
NAHOMIARCHANAN	Placement	ELECTRICALS AND ELECTRONICS	HITACHI	6 LPA
NANDHA KUMAR K P	Placement	ELECTRICALS AND ELECTRONICS	ZOHO	4.8 LPA
NANDHINI T	Placement	ELECTRICALS AND ELECTRONICS	BGSW	5 LPA
PARAMESHWARAN P	Placement	ELECTRICALS AND ELECTRONICS	BGSW	7 LPA
PRAVINKRISHNA V	Placement	ELECTRICALS AND ELECTRONICS	BGSW	7 LPA
PRINITHA S	Placement	ELECTRICALS AND ELECTRONICS	BGSW	7 LPA
PRIYADHARSHINI S	Placement	ELECTRICALS AND ELECTRONICS	ZOHO	4.8 LPA
RAJESWARI T	Placement	ELECTRICALS AND ELECTRONICS	ZOHO	6 LPA
RUBAN M	Placement	ELECTRICALS AND ELECTRONICS	BGSW	7 LPA
SABARIESWARAN R	Placement	ELECTRICALS AND ELECTRONICS	BGSW	7 LPA
SANTIP RAJA P	Placement	ELECTRICALS AND ELECTRONICS	BGSW	7 LPA
SHRIHARI P	Placement	ELECTRICALS AND ELECTRONICS	BGSW	7 LPA
SUDAR VEL MURUGA	Placement	ELECTRICALS AND ELECTRONICS	BGSW	7 LPA
SUKEER J	Placement	ELECTRICALS AND ELECTRONICS	TCS	3.36 LPA
SURENDHAR A	Placement	ELECTRICALS AND ELECTRONICS	BGSW	7 LPA
TRIPTI SINGH	Placement	ELECTRICALS AND ELECTRONICS	MU SIGMA	5 LPA
VIGNESH S	Placement	ELECTRICALS AND ELECTRONICS	ASPIRE SYSTEMS	4.7 LPA
VIGNESH V	Placement	ELECTRICALS AND ELECTRONICS	BGSW	7 LPA
VIMAL M S R	Placement	ELECTRICALS AND ELECTRONICS	BGSW	7 LPA
GIRIVEL R	Placement	ELECTRICALS AND ELECTRONICS	ASPIRE SYSTEMS	4.7 LPA
GOKULNATH V	Placement	ELECTRICALS AND ELECTRONICS	ZOHO	7 LPA
GURU SUNDHAR G	Placement	ELECTRICALS AND ELECTRONICS	BGSW	7 LPA
LOGESH G P	Placement	ELECTRICALS AND ELECTRONICS	ZOHO	5.6 LPA
MEGHARANJANI P	Placement	ELECTRICALS AND ELECTRONICS	SILICONCH SYSTEMS	5 LPA
SURIYA P	Placement	ELECTRICALS AND ELECTRONICS	BGSW	7 LPA
VIJAY P	Placement	ELECTRICALS AND ELECTRONICS	BGSW	7 LPA
DEEPAK P	Placement	ELECTRICALS AND ELECTRONICS	AQUAGREEN	4.25 LPA
LAVANYA D	Placement	ELECTRICALS AND ELECTRONICS	VERSADRIVES	4 LPA
SMALINE DAYANA C	Placement	ELECTRICALS AND ELECTRONICS	ASPIRE SYSTEMS	4.7 LPA
ABDUL MALIK A	Placement	ELECTRONICS AND COMMUNICATION	BGSW	5 LPA
ANBARASU M	Placement	ELECTRONICS AND COMMUNICATION	EXTERRO	3 LPA

ANTO SANJAY S	Placement	ELECTRONICS AND COMMUNICATION	EXTERRO	3 LPA
ARUN VIKRAM A R	Placement	ELECTRONICS AND COMMUNICATION	VIASAT/BGSW	5 LPA
ARUNA P	Placement	ELECTRONICS AND COMMUNICATION	BGSW	5 LPA
ARUNPRASATH K	Placement	ELECTRONICS AND COMMUNICATION	BGSW	7 LPA
BINUSHYA PRAKASH	Placement	ELECTRONICS AND COMMUNICATION	BGSW	5 LPA
DHANUJA A	Placement	ELECTRONICS AND COMMUNICATION	MISTRAL SOLUTIONS	5 LPA
GOWTHAM R	Placement	ELECTRONICS AND COMMUNICATION	BGSW	7 LPA
GURUPRASATH A	Placement	ELECTRONICS AND COMMUNICATION	BGSW	4.2 LPA
HARINI M P	Placement	ELECTRONICS AND COMMUNICATION	BGSW	7 LPA
JAISHREE J	Placement	ELECTRONICS AND COMMUNICATION	SMARTIOPS	7 LPA
JAYAPRIYA P	Placement	ELECTRONICS AND COMMUNICATION	EXTERRO/SILICONCH	4.25 LPA
JIGENDHRA GOWRI M	Placement	ELECTRONICS AND COMMUNICATION	ZOHO	5.6 LPA
KARISHMA B B	Placement	ELECTRONICS AND COMMUNICATION	BGSW	7 LPA
KARTHI N	Placement	ELECTRONICS AND COMMUNICATION	BGSW	7 LPA
KAVIN R	Placement	ELECTRONICS AND COMMUNICATION	SILICONCH SYSTEMS	7 LPA
KAVINRAJ K	Placement	ELECTRONICS AND COMMUNICATION	VIASAT	7 LPA
KAVIYA SHRI M	Placement	ELECTRONICS AND COMMUNICATION	MISTRAL SOLUTIONS	7 LPA
KOKULRAJA R	Placement	ELECTRONICS AND COMMUNICATION	BGSW	5 LPA
MANI BHARATHI T	Placement	ELECTRONICS AND COMMUNICATION	BGSW	7 LPA
MUKILAN A K	Placement	ELECTRONICS AND COMMUNICATION	VIASAT	7 LPA
NIRMAL AJAY N	Placement	ELECTRONICS AND COMMUNICATION	BGSW	7 LPA
PREETHI S R	Placement	ELECTRONICS AND COMMUNICATION	MISTRAL SOLUTIONS	5 LPA
SANFIYA BANU M H	Placement	ELECTRONICS AND COMMUNICATION	BGSW	5 LPA
SATHISH R	Placement	ELECTRONICS AND COMMUNICATION	MISTRAL SOLUTIONS	5 LPA
SETHURAMAN P	Placement	ELECTRONICS AND COMMUNICATION	BGSW	5 LPA
SIVANESH M	Placement	ELECTRONICS AND COMMUNICATION	BGSW	5 LPA
SNEHA K	Placement	ELECTRONICS AND COMMUNICATION	ZOHO	5 LPA
VINUPRIYA K P	Placement	ELECTRONICS AND COMMUNICATION	SMARTIOPS	7 LPA
VISHNUPRIYA E	Placement	ELECTRONICS AND COMMUNICATION	BGSW	14 LPA
ANNE SHIFANA S R	Placement	ELECTRONICS AND COMMUNICATION	BGSW	5 LPA
MAHARAJA S	Placement	ELECTRONICS AND COMMUNICATION	ZOHO	7 LPA
MEIANANDA VEL T	Placement	ELECTRONICS AND COMMUNICATION	BGSW	5 LPA



PRASANTHI T	Placement	ELECTRONICS AND COMMUNICATION	BGSW	7 LPA
RAGA VARSHINI R	Placement	ELECTRONICS AND COMMUNICATION	BGSW	4.5 LPA
RAM SRI HARI S	Placement	ELECTRONICS AND COMMUNICATION	BGSW	5.75 LPA
SANTHOSH KUMAR S	Placement	ELECTRONICS AND COMMUNICATION	BGSW	7 LPA
SWETHA T	Placement	ELECTRONICS AND COMMUNICATION	BGSW	4 LPA/INTERN
DHARUN D	Placement	ELECTRONICS AND COMMUNICATION	BGSW	4.2 LPA
ARUN M	Placement	ELECTRONICS AND COMMUNICATION	BGSW	7 LPA
INDHUMATHI S	Placement	ELECTRONICS AND COMMUNICATION	BGSW	7 LPA
IYAPPAN V	Placement	ELECTRONICS AND COMMUNICATION	BGSW	4.25 LPA
MONISHA R	Placement	ELECTRONICS AND COMMUNICATION	SILICONCH SYSTEMS	2.5 LPA
RUBESH R	Placement	ELECTRONICS AND COMMUNICATION	BGSW	7 LPA
VENKATESH P	Placement	ELECTRONICS AND COMMUNICATION	MISTRAL SOLUTIONS	5 LPA
VIKRAM P	Placement	ELECTRONICS AND COMMUNICATION	MISTRAL SOLUTIONS	5 LPA
AKSHAYA A	Placement	PRODUCTION ENGINEERING	EPITOME.AI(Off Campus)	5 LPA
AZHAGUSUJA M	Placement	PRODUCTION ENGINEERING	MODULAR IND LLC / AQUASUB ENG	13.5 LPA / 4 LPA
BHARANI P	Placement	PRODUCTION ENGINEERING	TCS	3.36 LPA
BHALA SUNDAR MS	Placement	PRODUCTION ENGINEERING	EXTERRO	4.2 LPA
DHANYASHREE B	Placement	PRODUCTION ENGINEERING	TCS	3.36 LPA
DHARSHANA G	Placement	PRODUCTION ENGINEERING	AQUASUB ENGINEERING	4 LPA
GOPINATH P	Placement	PRODUCTION ENGINEERING	MU SIGMA	5 LPA
GUNA SEKARAN G	Placement	PRODUCTION ENGINEERING	LMW	4 LPA
HIRITHI NANDHA K	Placement	PRODUCTION ENGINEERING	GANIT INC	6 LPA
KARTHIK S	Placement	PRODUCTION ENGINEERING	TCS	3.36 LPA
KARTHIK VIGNESH S	Placement	PRODUCTION ENGINEERING	EXTERRO	4.2 LPA
KARTHIKRAJA D	Placement	PRODUCTION ENGINEERING	EXTERRO	4.2 LPA
KAVIN S	Placement	PRODUCTION ENGINEERING	CTS	4 LPA
MADHAN P	Placement	PRODUCTION ENGINEERING	EXTERRO	4.2 LPA
MANMADHAN S	Placement	PRODUCTION ENGINEERING	EXTERRO	4.2 LPA
MEENALOCHINI B	Placement	PRODUCTION ENGINEERING	ZOHO / TRICON INFOTECH	5.6 LPA / 5.5 LPA
MEHA VARSHINI J	Placement	PRODUCTION ENGINEERING	LTI / CTS	4 LPA / 4 LPA
MOHAMED ANAS M	Placement	PRODUCTION ENGINEERING	EXTERRO	4.2 LPA
NARENDRA VIMAL R	Placement	PRODUCTION ENGINEERING	TCS	3.36 LPA

NIVETHETHA JM	Placement	PRODUCTION ENGINEERING	GANIT INC	6 LPA
PARTHASARATHY S	Placement	PRODUCTION ENGINEERING	MAHINDRA & MAHINDRA	4.2 LPA
PAVITHRA SD	Placement	PRODUCTION ENGINEERING	TCS	3.36 LPA
RUTHRESH RB	Placement	PRODUCTION ENGINEERING	TCS / MU SIGMA	3.36 LPA / 5 LPA
SANJAI ADHITHYA K	Placement	PRODUCTION ENGINEERING	CTS	4 LPA
SANTHIYA R	Placement	PRODUCTION ENGINEERING	EXTERRO	4.2 LPA
SASIKUMAR N	Placement	PRODUCTION ENGINEERING	ZOHO / MU SIGMA	5.6 LPA / 5 LPA
SIVA SANKAR S	Placement	PRODUCTION ENGINEERING	TCS	3.36 LPA
SIVAPRAKASH K	Placement	PRODUCTION ENGINEERING	EXTERRO	4.2 LPA
SUBRAMANIYAN A	Placement	PRODUCTION ENGINEERING	SCHWING STETTER	4 LPA
SUVETHA S	Placement	PRODUCTION ENGINEERING	ZOHO CORPORATION	6 LPA
VARSHINI S	Placement	PRODUCTION ENGINEERING	TAFE	6 LPA
VIGNESHWAR SK	Placement	PRODUCTION ENGINEERING	TCS	3.36 LPA
VIJAY S	Placement	PRODUCTION ENGINEERING	ONE BILL	6.5 LPA
YOGESH N	Placement	PRODUCTION ENGINEERING	TCS	3.36 LPA
YUVANESH P	Placement	PRODUCTION ENGINEERING	ZOHO	4.8 LPA
VASANTHAKUMAR R	Placement	PRODUCTION ENGINEERING	CTS	4 LPA
DEEPAN N	Placement	PRODUCTION ENGINEERING	MU SIGMA	5 LPA
GURUPRASANTH RG	Placement	PRODUCTION ENGINEERING	TCS	3.36 LPA
JEEVA AR	Placement	PRODUCTION ENGINEERING	EXTERRO	4.2 LPA
ROJIN RAJENDRAN	Placement	PRODUCTION ENGINEERING	CTS	4 LPA
SRIDHARAN B	Placement	PRODUCTION ENGINEERING	LMW	4 LPA
THARUNKUMAR S	Placement	PRODUCTION ENGINEERING	TEXMO INDUSTRIES	3 LPA
VIGNESH BS	Placement	PRODUCTION ENGINEERING	MU SIGMA	5 LPA
AISHWARYA P	Placement	ELECTRONICS AND INSTRUMENTATION	BOSCH	7 LPA
AJITH KUMAR R	Placement	ELECTRONICS AND INSTRUMENTATION	EXTERRO	4.2 LPA
AKILASH KUMAR	Placement	ELECTRONICS AND INSTRUMENTATION	COGNITICA AI	Not Specified
ANGEL R	Placement	ELECTRONICS AND INSTRUMENTATION	CTS	4 LPA
ARUN KUMAR S	Placement	ELECTRONICS AND INSTRUMENTATION	ASPIRE SYSTEMS	4.7 LPA
BALAJI O S P	Placement	ELECTRONICS AND INSTRUMENTATION	BOSCH	7 LPA
BHARATHI BALAN G	Placement	ELECTRONICS AND INSTRUMENTATION	EXTERRO	4.2 LPA
BHARATH KUMAR S	Placement	ELECTRONICS AND INSTRUMENTATION	MISTRAL SOLUTIONS	5 LPA

BOOBALAN M	Placement	ELECTRONICS AND INSTRUMENTATION	ASPIRE SYSTEMS	4.7 LPA
DEIVANAYAKI B	Placement	ELECTRONICS AND INSTRUMENTATION	BOSCH	7 LPA
HARIHARAN S	Placement	ELECTRONICS AND INSTRUMENTATION	ZOHO	6 LPA
HARISH B	Placement	ELECTRONICS AND INSTRUMENTATION	BOSCH	7 LPA
KALPANA P	Placement	ELECTRONICS AND INSTRUMENTATION	BOSCH	7 LPA
KAVYA M	Placement	ELECTRONICS AND INSTRUMENTATION	KRAYEN	10 LPA
KIRUTHIGA R	Placement	ELECTRONICS AND INSTRUMENTATION	BOSCH	7 LPA
MANIKANDAN R	Placement	ELECTRONICS AND INSTRUMENTATION	EXTERRO	4.2 LPA
MOHAMED YOUSEF I	Placement	ELECTRONICS AND INSTRUMENTATION	CHEMFAB ALKALIS	4 LPA
NITHISH KUMAR R	Placement	ELECTRONICS AND INSTRUMENTATION	ASPIRE SYSTEMS	4.7 LPA
POOVIZHI S	Placement	ELECTRONICS AND INSTRUMENTATION	TCS	3.36 LPA
PRAKASH R	Placement	ELECTRONICS AND INSTRUMENTATION	EXTERRO	4.2 LPA
RAMBARATH P	Placement	ELECTRONICS AND INSTRUMENTATION	BOSCH	7 LPA
RAMYA M	Placement	ELECTRONICS AND INSTRUMENTATION	MISTRAL SOLUTIONS	5 LPA
SAFREEN Z	Placement	ELECTRONICS AND INSTRUMENTATION	BOSCH	7 LPA
SANDHIYA S	Placement	ELECTRONICS AND INSTRUMENTATION	ASPIRE SYSTEMS	4.7 LPA
SANTHOSH P	Placement	ELECTRONICS AND INSTRUMENTATION	ONEBILL	6.5 LPA
SELVA RANI V	Placement	ELECTRONICS AND INSTRUMENTATION	SCHNEIDER ELECTRIC	4.75 LPA
SHOBICA B	Placement	ELECTRONICS AND INSTRUMENTATION	BOSCH	7 LPA
SRI KAMESH GURU R	Placement	ELECTRONICS AND INSTRUMENTATION	BOSCH	7 LPA
SUBARANJANI P	Placement	ELECTRONICS AND INSTRUMENTATION	ASPIRE SYSTEMS	4.7 LPA
SUNTRAKANESH SU	Placement	ELECTRONICS AND INSTRUMENTATION	MICRON	14.4 LPA
THILLAIARASI V	Placement	ELECTRONICS AND INSTRUMENTATION	ASPIRE SYSTEMS	4.7 LPA
VAISHNAVI G	Placement	ELECTRONICS AND INSTRUMENTATION	ASPIRE SYSTEMS	4.7 LPA
VENKATESAN V	Placement	ELECTRONICS AND INSTRUMENTATION	TCS	3.36 LPA
YASHOLEKHA R	Placement	ELECTRONICS AND INSTRUMENTATION	BOSCH	7 LPA
BHARANI KUMAR B	Placement	ELECTRONICS AND INSTRUMENTATION	ASPIRE SYSTEMS	4.7 LPA
DEEPAN RAJ M	Placement	ELECTRONICS AND INSTRUMENTATION	BOSCH	7 LPA
ELANGO VAN R	Placement	ELECTRONICS AND INSTRUMENTATION	FLEXTRONICS	4.85 LPA
KARTHICK S	Placement	ELECTRONICS AND INSTRUMENTATION	CTS	4 LPA
MADHANREYAN V	Placement	ELECTRONICS AND INSTRUMENTATION	BOSCH	5 LPA
SUDHARSAN M	Placement	ELECTRONICS AND INSTRUMENTATION	BOSCH	7 LPA

AARTHI K	Placement	COMPUTER SCIENCE ENGINEERING	BOSCH	7 LPA
AARTHI M V	Placement	COMPUTER SCIENCE ENGINEERING	H GLOBAL SOFTWARE TECHNOLOG	5 LPA
AKSHAYA RAJ S A	Placement	COMPUTER SCIENCE ENGINEERING	BOSCH	7 LPA
ALIN JENI C	Placement	COMPUTER SCIENCE ENGINEERING	ONEBILL SOFTWARE	6.5 LPA
ANBU PRIYA A D	Placement	COMPUTER SCIENCE ENGINEERING	H GLOBAL SOFTWARE TECHNOLOG	5LPA
ARRASURA PARAMESWARAN	Placement	COMPUTER SCIENCE ENGINEERING	H GLOBAL SOFTWARE TECHNOLOG	5 LPA
BHARATH C	Placement	COMPUTER SCIENCE ENGINEERING	ZOHO CORP PVT LTD	7.2 LPA
DHARUN KHANNA	Placement	COMPUTER SCIENCE ENGINEERING	GLOBAL SOFTWARE TECHNOLOG	5 LPA
DIVYA D	Placement	COMPUTER SCIENCE ENGINEERING	BGSW	4.5 LPA
EMILA PAUL Y S	Placement	COMPUTER SCIENCE ENGINEERING	ZOHO CORP PVT LTD	4.8 LPA
GANAPRIYA S	Placement	COMPUTER SCIENCE ENGINEERING	BGSW	10 LPA
GHAYATHRI DEVI V	Placement	COMPUTER SCIENCE ENGINEERING	H GLOBAL SOFTWARE TECHNOLOG	7 LPA
GOUTHAM K	Placement	COMPUTER SCIENCE ENGINEERING	H GLOBAL SOFTWARE TECHNOLOG	5 LPA
GUNASEKARAN G	Placement	COMPUTER SCIENCE ENGINEERING	DELOITTE	4.12 LPA
JEYAPRATHAP S	Placement	COMPUTER SCIENCE ENGINEERING	NCTURE TECHNOLOGIES PVT LTD	6 LPA
JUMLI KAMKI	Placement	COMPUTER SCIENCE ENGINEERING	ONEBILL SOFTWARE	6.5 LPA
	Placement	COMPUTER SCIENCE ENGINEERING		
KAMALI S	Placement	COMPUTER SCIENCE ENGINEERING	ASTRAZENECA INDIA PVT LTD	2.2 LPA
KAMALRAJ K	Placement	COMPUTER SCIENCE ENGINEERING	MULTICOREWARE	7.2 LPA
KIRAN KARTHIKEYA	Placement	COMPUTER SCIENCE ENGINEERING	VIASAT	14 LPA
LIKITHE K	Placement	COMPUTER SCIENCE ENGINEERING	Ganit Inc	6 LPA
MAHESWARI S	Placement	COMPUTER SCIENCE ENGINEERING	ASTRAZENECA INDIA PVT LTD	2.2 LPA
MANOJ K	Placement	COMPUTER SCIENCE ENGINEERING	ONEBILL SOFTWARE	6.5 LPA
MEGA D	Placement	COMPUTER SCIENCE ENGINEERING	BOSCH	5 LPA
MONICA M	Placement	COMPUTER SCIENCE ENGINEERING	ASTRAZENECA INDIA PVT LTD	2.2 LPA
MONIKA D	Placement	COMPUTER SCIENCE ENGINEERING	ASTRAZENECA INDIA PVT LTD	2.2 LPA
RAHUL R	Placement	COMPUTER SCIENCE ENGINEERING	QUALITEST	2.2 LPA
RANJANI K	Placement	COMPUTER SCIENCE ENGINEERING	EDGEVERVE SYESTEMS LTD	8 LPA
SANDHIYA S	Placement	COMPUTER SCIENCE ENGINEERING	MULTICOREWARE	7.2 LPA
SIVA SUDHAN M	Placement	COMPUTER SCIENCE ENGINEERING	BOSCH	5 LPA
SIVASANKARAN M	Placement	COMPUTER SCIENCE ENGINEERING	H GLOBAL SOFTWARE TECHNOLOG	5LPA
SRINITHI B	Placement	COMPUTER SCIENCE ENGINEERING	EKIZMA INDIA SOLUTIONS PVT LTD	7 LPA

SRIRAM S	Placement	COMPUTER SCIENCE ENGINEERING	H GLOBAL SOFTWARE TECHNOLOG	5 LPA
SUBIKSHA M S	Placement	COMPUTER SCIENCE ENGINEERING	H GLOBAL SOFTWARE TECHNOLOG	7 LPA
THOWFEEKAHAMAD	Placement	COMPUTER SCIENCE ENGINEERING	H GLOBAL SOFTWARE TECHNOLOG	5 LPA
VIJAY P	Placement	COMPUTER SCIENCE ENGINEERING	H GLOBAL SOFTWARE TECHNOLOG	5 LPA
VINETHA R	Placement	COMPUTER SCIENCE ENGINEERING	H GLOBAL SOFTWARE TECHNOLOG	7 LPA
VINOTHA M	Placement	COMPUTER SCIENCE ENGINEERING	ASTRAZENECA INDIA PVT LTD	5.75 LPA
PRIYADHARSINI M	Placement	COMPUTER SCIENCE ENGINEERING	H GLOBAL SOFTWARE TECHNOLOG	5 LPA
SREE RAM H	Placement	COMPUTER SCIENCE ENGINEERING	BOSCH	7 LPA
VISHALI R	Placement	COMPUTER SCIENCE ENGINEERING	ASTRAZENECA INDIA PVT LTD	5.75 LPA
AKASH R S	Placement	COMPUTER SCIENCE ENGINEERING	H GLOBAL SOFTWARE TECHNOLOG	5 LPA
BHUVANESWARI T	Placement	COMPUTER SCIENCE ENGINEERING	ASPIRE SYSTEMS	4.7 LPA
DEEPAN P	Placement	COMPUTER SCIENCE ENGINEERING	EXTERRO	4.2 LPA
DIVYA D	Placement	COMPUTER SCIENCE ENGINEERING	H GLOBAL SOFTWARE TECHNOLOG	5 LPA
KALAIVANI U	Placement	COMPUTER SCIENCE ENGINEERING	FLEXTRONICS TECHNOLOGIES	4.85 LPA
KRISHNAN D	Placement	COMPUTER SCIENCE ENGINEERING	FLEXTRONICS TECHNOLOGIES	4.85 LPA
MOHAMMED ASHIK S	Placement	COMPUTER SCIENCE ENGINEERING	BOSCH	5 LPA
MOULE MOHANRAJ S	Placement	COMPUTER SCIENCE ENGINEERING	ONEBILL SOFTWARE SOLUTIONS	6.5 LPA
PAVITHRAN G	Placement	COMPUTER SCIENCE ENGINEERING	ILL SOFTWARE INDIA PRIVATE LI	6.5 LPA
SIVASURIYA G	Placement	COMPUTER SCIENCE ENGINEERING	NCTURE TECHNOLOGIES PVT LTD	6LPA
SUDHA R	Placement	COMPUTER SCIENCE ENGINEERING	ASPIRE SYSTEMS	4.70 LPA
ABIRAMI B	Placement	INFORMATION TECHNOLOGY	Zoho Corporation	7 LPA
ARIFA M Y	Placement	INFORMATION TECHNOLOGY	Robert Bosch	5 LPA
ARIHARAN D	Placement	INFORMATION TECHNOLOGY	Zoho Corporation	7 LPA
ARUNA S	Placement	INFORMATION TECHNOLOGY	AstraZeneca	5.75 LPA
ARUNPRASATH A	Placement	INFORMATION TECHNOLOGY	Robert Bosch / Viasat	5 LPA / 14 LPA
BRINDHA RAMESH	Placement	INFORMATION TECHNOLOGY	Robert Bosch	5 LPA
CHINNASAMY K	Placement	INFORMATION TECHNOLOGY	CaratLane	7LPA
DHANUSHA A R	Placement	INFORMATION TECHNOLOGY	Robert Bosch	5 LPA
DHARSHINI B	Placement	INFORMATION TECHNOLOGY	Robert Bosch	7 LPA
HARISKUMAR S	Placement	INFORMATION TECHNOLOGY	Robert Bosch	7 LPA
INDHIRANI S	Placement	INFORMATION TECHNOLOGY	Ford Motors	6 LPA
INDHU R	Placement	INFORMATION TECHNOLOGY	Robert Bosch	7 LPA

INDIRA S	Placement	INFORMATION TECHNOLOGY	CaratLane	7LPA
JAYAMEENAKSHI S	Placement	INFORMATION TECHNOLOGY	Robert Bosch	5 LPA
JAYAPRIYA G	Placement	INFORMATION TECHNOLOGY	OneBill	6.5 LPA
JINI J TRACY	Placement	INFORMATION TECHNOLOGY	Robert Bosch	5 LPA
KIRUBA R	Placement	INFORMATION TECHNOLOGY	AstraZeneca	5.75 LPA
LAVANYA R	Placement	INFORMATION TECHNOLOGY	OneBill	6.5 LPA
LIKHIT KUMAR V P	Placement	INFORMATION TECHNOLOGY	Bounteous	10 LPA
MANOJ T	Placement	INFORMATION TECHNOLOGY	Robert Bosch	5 LPA
MEERA S A	Placement	INFORMATION TECHNOLOGY	OneBill	6.5 LPA
MITHRA P	Placement	INFORMATION TECHNOLOGY	Edgeverve	8 LPA
NARENKUMAR RM	Placement	INFORMATION TECHNOLOGY	Zoho Corporation / Viasat	7 LPA / 14 LPA
NARMADHA A	Placement	INFORMATION TECHNOLOGY	Ford Motors	6 LPA
NAVEENA R	Placement	INFORMATION TECHNOLOGY	Robert Bosch	7 LPA
PRADEEPAN S	Placement	INFORMATION TECHNOLOGY	MuSigma	5 LPA
RAJPRIYA R	Placement	INFORMATION TECHNOLOGY	Robert Bosch	7 LPA
RESHMA M	Placement	INFORMATION TECHNOLOGY	Tekizma	7 LPA
ROHITH R	Placement	INFORMATION TECHNOLOGY	AstraZeneca	5.75 LPA
SARANYA L	Placement	INFORMATION TECHNOLOGY	Flextronics	4.75 LPA
SATHISH KUMAR S	Placement	INFORMATION TECHNOLOGY	Exterro	3.5 LPA
SHIHAF AHIL M	Placement	INFORMATION TECHNOLOGY	Zoho Corporation	5.6 LPA
SOWMIYA S	Placement	INFORMATION TECHNOLOGY	Edgeverve	8 LPA
SUGUMAR S	Placement	INFORMATION TECHNOLOGY	Exterro	3.5 LPA
SUJAN A B	Placement	INFORMATION TECHNOLOGY	Zoho Corporation	7 LPA
SURYA B	Placement	INFORMATION TECHNOLOGY	Zoho Corporation	7 LPA
THIYANESH S	Placement	INFORMATION TECHNOLOGY	Zoho Corporation	7 LPA
VARSHINI S	Placement	INFORMATION TECHNOLOGY	OneBill	6.5 LPA
VENKATA KRISHNA S	Placement	INFORMATION TECHNOLOGY	OneBill	6.5 LPA
VENKATESAN C	Placement	INFORMATION TECHNOLOGY	Robert Bosch	5 LPA
VIGNESH S	Placement	INFORMATION TECHNOLOGY	Robert Bosch	5 LPA
VISHAL PRANAV R B	Placement	INFORMATION TECHNOLOGY	Zoho Corporation	8.4 LPA
VISHNUKUMAR D	Placement	INFORMATION TECHNOLOGY	Zoho Corporation	5.6 LPA
GODS GRACESON M	Placement	INFORMATION TECHNOLOGY	Tricon InfoTech	5.5 LPA

PRABHU RAAM R G	Placement	INFORMATION TECHNOLOGY	Zoho Corporation	8.4 LPA
DHAKSHINAMOORTH	Placement	INFORMATION TECHNOLOGY	Robert Bosch	5 LPA
GOKUL R	Placement	INFORMATION TECHNOLOGY	OneBill	6.5 LPA
HARIESH R	Placement	INFORMATION TECHNOLOGY	Robert Bosch	5 LPA
KAMALAHASAN A	Placement	INFORMATION TECHNOLOGY	SquareShift	Intern
KAVIYARASU K	Placement	INFORMATION TECHNOLOGY	Exterro	3.5 LPA
KRITHEEBHAN B	Placement	INFORMATION TECHNOLOGY	Aspire Systems	4.75 LPA
MURALI PRASANTH I	Placement	INFORMATION TECHNOLOGY	OneBill	6.5 LPA
NAVEENPRABAHARA	Placement	INFORMATION TECHNOLOGY	Robert Bosch	5 LPA
RAGAVAN M	Placement	INFORMATION TECHNOLOGY	Tricon InfoTech	5.5 LPA
SHOWMINI R	Placement	INFORMATION TECHNOLOGY	Enova Solutions	3 LPA
TAMILARASU V	Placement	INFORMATION TECHNOLOGY	Robert Bosch	5 LPA
VARATHARAJ MANI	Placement	INFORMATION TECHNOLOGY	Exterro	3.5 LPA
AMRISH S	Placement	INDUSTRIAL BIOTECHNOLOGY	QUALITEST	4 LPA
ANBUKARASI K	Placement	INDUSTRIAL BIOTECHNOLOGY	CTS	4 LPA
DHEENATHAYALAN	Placement	INDUSTRIAL BIOTECHNOLOGY	QUALITEST	4 LPA
DHINESH M	Placement	INDUSTRIAL BIOTECHNOLOGY	TCS	3.36 LPA
DHIVYA DHARSHINI	Placement	INDUSTRIAL BIOTECHNOLOGY	CTS	4 LPA
GOUTHAM KOUSHIK	Placement	INDUSTRIAL BIOTECHNOLOGY	TCS NINJA	3.36 LPA
HARINI V S	Placement	INDUSTRIAL BIOTECHNOLOGY	IMMOVIDU TECHNOLOGIES	3.6 LPA
HARSHAVARDHANA	Placement	INDUSTRIAL BIOTECHNOLOGY	ZIFO	4.76 LPA
JENNIFER T C	Placement	INDUSTRIAL BIOTECHNOLOGY	ZIFO	4.76 LPA
KANMANI GOWSALY	Placement	INDUSTRIAL BIOTECHNOLOGY	IMMOVIDU	3.6 LPA
KAVYA S	Placement	INDUSTRIAL BIOTECHNOLOGY	QUALITEST	4 LPA
KEERTHANA SHAMII	Placement	INDUSTRIAL BIOTECHNOLOGY	MU SIGMA	5 LPA
KEERTHINI S	Placement	INDUSTRIAL BIOTECHNOLOGY	TCS	3.36 LPA
KIRUTHIKVASAN K	Placement	INDUSTRIAL BIOTECHNOLOGY	IMMOVIDU	3 LPA
LEKHA SRI R	Placement	INDUSTRIAL BIOTECHNOLOGY	CTS	4 LPA
MANJULA L	Placement	INDUSTRIAL BIOTECHNOLOGY	AVANTOR	3 LPA
MITHRA R	Placement	INDUSTRIAL BIOTECHNOLOGY	TCS	3.36 LPA
MYTHILI J	Placement	INDUSTRIAL BIOTECHNOLOGY	AVANTOR	3 LPA
NARAYANAMANIKA	Placement	INDUSTRIAL BIOTECHNOLOGY	AVANTOR	3 LPA

NITHIL SAMUEL S	Placement	INDUSTRIAL BIOTECHNOLOGY	QUALITEST	4 LPA
NITHYA RAGA R	Placement	INDUSTRIAL BIOTECHNOLOGY	CTS	4 LPA
NIVETHA M	Placement	INDUSTRIAL BIOTECHNOLOGY	TCS	3.36 LPA
PRADHIKA S	Placement	INDUSTRIAL BIOTECHNOLOGY	CTS	4 LPA
RAGHAVI S	Placement	INDUSTRIAL BIOTECHNOLOGY	MU SIGMA	5 LPA
RANJANIDEVI N	Placement	INDUSTRIAL BIOTECHNOLOGY	TCS	3.36 LPA
RITHANYA V	Placement	INDUSTRIAL BIOTECHNOLOGY	CTS	4 LPA
SAKTHI BHAGAVATHI	Placement	INDUSTRIAL BIOTECHNOLOGY	ZOHO	5.6 LPA
SANGEETHA V	Placement	INDUSTRIAL BIOTECHNOLOGY	TCS	3.36 LPA
SARMID	Placement	INDUSTRIAL BIOTECHNOLOGY	MU SIGMA	5 LPA
SASIBALA S	Placement	INDUSTRIAL BIOTECHNOLOGY	TCS	3.36 LPA
SEPHINOUS MAYTAN	Placement	INDUSTRIAL BIOTECHNOLOGY	ZIFO	4.76 LPA
SHARMILA M	Placement	INDUSTRIAL BIOTECHNOLOGY	LTI	4 LPA
SUBHASHINI S	Placement	INDUSTRIAL BIOTECHNOLOGY	CTS	4 LPA
SUJITHA R	Placement	INDUSTRIAL BIOTECHNOLOGY	CTS	4 LPA
VEL VIJAYAN K	Placement	INDUSTRIAL BIOTECHNOLOGY	LTI	4 LPA
VINODHINI S	Placement	INDUSTRIAL BIOTECHNOLOGY	CTS	4 LPA
KOWSHIGA P	Placement	INDUSTRIAL BIOTECHNOLOGY	IMMOVIDU	3.6 LPA
NANDHINI LAKSHMI	Placement	INDUSTRIAL BIOTECHNOLOGY	CTS	4 LPA





**Offer: Computer Consultancy**

**Ref: TCSL/CT20223921728/Chennai**

**Date: 13/09/2022**

Ms. Ahalya S  
B2, Eden Park Apartment Ramalinga Nagar,  
Saibaba Colony,  
Coimbatore-641011,  
Tamilnadu.  
Tel# -9986036558

Dear Ahalya S,

**Sub: Letter of Offer**

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

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

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

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

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

**TCS Confidential**

**TCSL/CT20223921728**

**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



**GROSS SALARY SHEET**

**Annexure 1**

<b>Name</b>	<b>Ahalya S</b>
<b>Designation</b>	<b>Assistant System Engineer-Trainee</b>
<b>Institute Name</b>	<b>Government College Of Technology, Coimbatore</b>

Table 1: Compensation Details (All Components in INR)

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

# 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)

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

## Offer Letter

CSI/DET/2023/011-054  
Wednesday, 01 February 2023

To  
**Ms. AKALYA M**  
GOVERNMENT COLLEGE OF TECHNOLOGY

Dear **AKALYA**,

Congratulations! We are happy to inform that you have successfully cleared our recruitment process, conducted at CADS Office, Coimbatore. We take pleasure in welcoming you and commence your professional career with us as **Trainee Engineer**.

### Date of joining

Your employment is effective from 15<sup>th</sup> June 2023.

### Training

You will be on trainee status for a period of six months from the date of joining. During the training period you will be trained on specific software and engineering drawings for a minimum period of six months, by our expert team of Training Managers. Training will include:

- AutoCAD Software – Internationally used drawing environment software for creating civil and structural drawings.
- Reinforced Concrete Detailing Software – CADS RC - Internationally acclaimed software developed in house for detailing reinforced concrete.
- Hands on training on live projects – Training will be imparted on working in teams to achieve targets and meet deadlines.
- English Communication Skills and Personality Development - To keep you on par with global standards.

### Probation

On successful completion of the trainee period, you may be absorbed on probation status based on a performance review, which is for a period of six months that may be extended or terminated based on your performance.

### Working hours

You will be governed by the Company's rules on working hours. You may also be called upon to attend duties on your personal time if and when the exigencies of work so demand.

### Salary

Your gross annual compensation is **Rs. 2,16,240/- (Rupees Two Lakhs Sixteen Thousand Two Hundred and Forty Only)** on a cost to the company basis. The breakup is as given below:

Particulars	Monthly	Annual
Basic	5,800	69,600
HRA	2,900	34,800
Conveyance	1,600	19,200
Medical	1,250	15,000
Others	4,850	58,200
Gross Salary	16,400	1,96,800
Employer Contribution	1,620	19,440
CTC	<b>18,020</b>	<b>2,16,240</b>



# Aarbee Structures Pvt. Ltd.

Structural Steel Designers & Detailers

CIN: U74210KA2005PTC036409

RBS/CBE/HR/20230308/2197

09 March 2023

To

6/9, Sowbakkiya Nagar,  
Aanaigoundampatti,  
Salem-636011

**Subject: Offer Letter for the Post of Trainee Detailing Engineer.**

Dear Akshaya V,

Congratulations! Further to your Interview and Subsequent selection process we are delighted to offer you the role of **Trainee Detailing Engineer.**

**Remuneration**

You will be paid a stipend of **INR.17000/- (Rupees Seventeen thousand only)** per month which includes PF and ESI benefits.

**Reporting:**

You will be reporting to Project Leader or whomsoever management nominates. You will be based in the **Coimbatore office** of the Company, i.e. **Aarbee Structures Pvt. Ltd., 2<sup>nd</sup> Floor, Module No 201 to 204, Ticel Bio Park Ltd Phase-III, Marudhamalai Road, Coimbatore, Tamil Nadu – 641046.** The Company shall further be entitled to change the location of the place of work.

**Probation:**

You will be on probation for a period of nine (9) months from the date of your joining, on successful completion of probation, your employment with the company will stand confirmed subject to the terms and conditions as per the Company policies.

On your joining date, you are expected to sign "Bond" for Three (3) years including 9 months of training to ensure the employment with us in case of confirmation. One of your parents should come along with you to sign the "Bond" on the date of Joining. Please note that the increment / incentive / appraisal are not on automatic basis and it will be decided by the management according to your performance. **Your date of Joining will be intimated to you through a separate letter/mail, after your final semester examinations.** You are requested to submit copy of all your qualification documents, Address proof and PAN card on the date of joining. You are also requested to bring along all the original documents for verification purpose. The terms of this offer letter shall remain confidential and are not to be disclosed to any third party. We request you to carry a signed copy of the offer letter on the day of your joining as token of your acceptance. Welcome to Aarbee Structures Pvt. Ltd. We wish you a long, rewarding and fulfilling career.

Yours sincerely,

For Aarbee Structures Pvt. Ltd.

Praseed Kumar C  
Asst Manager Admin & HR



V. Akshaya  
(V. AKSHAYA)



**REF:HR - 05-04-000245/24**

08 March 2023

### **Offer Letter**

To,  
Anupiraba L K  
26, Anuram Illam, Janci Rani Street,  
Virudhachalam Taluk, Balaji Nagar,  
Periyar Nagar South, Virudhalam, Cuddalore,  
Tamil Nadu - 606001

Dear Anupiraba,

Congratulations! We are pleased to inform you that you have been selected to work for Mitsogo Technologies Pvt Ltd at its Chennai Branch. We are delighted to make you the following job offer:

Designation: Product Evangelist

CTC Per Annum: **4,00,000/-** (Rupees Four Lakhs Only) + Benefits

Working Hours: Morning Shift

Working Day: Monday – Friday

Type of Employment: Permanent

## Annexure

Name : Anupiraba L K  
Designation : Product Evangelist  
CTC : 4,00,000/- + Benefits

### Salary Break Up:

Compensation Package		
Salary Components	Annual	Monthly
Basic	160,000	13,333
HRA	80,000	6,667
Conveyance Allowance	19,200	1,600
Medical Allowance	15,000	1,250
Other Allowance	104,200	8,683
<b>Gross Pay</b>	<b>378,400</b>	<b>31,533</b>
EPF	21,600	1,800
<b>CTC</b>	<b>400,000</b>	<b>33,333</b>

Note:

1. You will be covered under the Employee Provident Fund Scheme from the date of joining. Under this scheme, the company will contribute 12% of your basic salary per month as employer contribution and equal amount will be deducted from your salary as your contribution towards the fund.
2. TDS will be deducted as per Income Tax Rules, if applicable.
3. Professional Tax will be deducted as per the act.



# Aarbee Structures Pvt. Ltd.

Structural Steel Designers & Detailers

CIN: U74210KA2005PTC036409

RBS/CBE/HR/20230308/2201  
09 March 2023

To

3/40, Perumal Kovil,  
Street, K.Natapatti,  
Usilampatti, Madurai, TN.

**Subject: Offer Letter for the Post of Trainee Detailing Engineer.**

Dear Aswin Karthick,

Congratulations! Further to your Interview and Subsequent selection process we are delighted to offer you the role of **Trainee Detailing Engineer.**

**Remuneration**

You will be paid a stipend of **INR.17000/- (Rupees Seventeen thousand only)** per month which includes PF and ESI benefits.

**Reporting:**

You will be reporting to Project Leader or whomsoever management nominates. You will be based in the **Coimbatore office** of the Company, i.e. **Aarbee Structures Pvt. Ltd., 2<sup>nd</sup> Floor, Module No 201to 204, Ticel Bio Park Ltd Phase-III, Marudhamalai Road, Coimbatore, Tamil Nadu – 641046.** The Company shall further be entitled to change the location of the place of work.


**Probation:**

You will be on probation for a period of nine (9) months from the date of your joining, on successful completion of probation, your employment with the company will stand confirmed subject to the terms and conditions as per the Company policies.

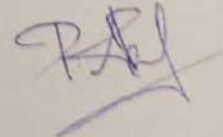
On your joining date, you are expected to sign "Bond" for Three (3) years including 9 months of training to ensure the employment with us in case of confirmation. One of your parents should come along with you to sign the "Bond" on the date of Joining. Please note that the increment / incentive / appraisal are not on automatic basis and it will be decided by the management according to your performance. **Your date of Joining will be intimated to you through a separate letter/mail, after your final semester examinations.** You are requested to submit copy of all your qualification documents, Address proof and PAN card on the date of joining. You are also requested to bring along all the original documents for verification purpose. The terms of this offer letter shall remain confidential and are not to be disclosed to any third party. We request you to carry a signed copy of the offer letter on the day of your joining as token of your acceptance. Welcome to Aarbee Structures Pvt. Ltd. We wish you a long, rewarding and fulfilling career.

Yours sincerely,

For Aarbee Structures Pvt. Ltd.

  
Praseed Kumar C  
Asst Manager Admin & HR



  
( P. ASWIN KARTHICK )





Ref: CHRYSO/ Aswin /2023

Date: 10/03/2023

Ashwin Kumar A  
2/778,A7, Muthunagar,  
Kallangadu,Veerapandi Post, Tiruppur ,  
Tamil Nadu- 641 605

Dear Mr. Ashwin,

Subsequent to your successful interview and discussions with us, we are pleased to inform you that you have been selected for the post of “**Graduate Engineer Trainee**” to be based at **Chennai**. You will be reporting to “**Deputy Manager -Technical Services**”.

The compensation offered to you is per below Annexure -I.

Your formal appointment letter mentioning the terms and conditions of your employment and the detailed annexure of the agreed compensation with the Company will be issued to you on your joining.

This letter is valid till **10/03/2023** for you to acknowledge your formal acceptance of the same to us and your latest date of joining must be on or before **19/06/2023**.

The continuation of your employment is subject to clearance of background verification check and pre- employment medical check. Both of these checks will be initiated post acceptance of formal offer letter.

A copy of this letter is to be sent back duly signed as a formal acknowledgement of your acceptance.  
Yours truly

**For CHRYSO India Private Limited.**

**Jayeeta Dasgupta**  
**General Manager – Human Resource.**

.....  
I hereby accept the offer and will join on or before .....

Name : .....

Signature : .....



**CHRYSO INDIA PRIVATE LIMITED**

Corporate Office : D - 30/7, TTC Industrial Area, M.I.D.C. Turbhe, Navi Mumbai - 400705, Maharashtra – INDIA Tel: + 91 22 27685991 / 2 / 3  
Registered office : JL No.93, Mouza- Jarura, Delhi Road, Sugandha Panchayat, Polba - Dadpur, Dist - Hoogly. West Bengal - 712138  
<http://www.chryso.in> | [info.india@chryso.com](mailto:info.india@chryso.com)



Annexure I

<b>Salary Components</b>	
	<b>(Monthly)</b>
Basic Salary	15,002.00
HRA	2,500.00
Statutory bonus	1,250.00
Other Allowance	4,000.00
<b>TOTAL (A)</b>	<b>22,752.00</b>
	<b>(Per Annum)</b>
Retirals	
Contribution to Provident Fund (12%)	21,600.00
* Gratuity (4.81%)	8,655.00
<b>TOTAL (B)</b>	<b>30,255.00</b>
<b>FIXED CTC (C) - (A*12+B)</b>	<b>3,03,279.00</b>

\*Gratuity will be applicable as per Gratuity Act 1972

**Other Benefits:**

1. Group Personal Accident Insurance Policy - 30 Lakh
2. Group Health Insurance Policy - 2 Lac (Includes Self, Spouse, Parents 2 dependent Children up to 25 yrs. of Age).
3. Group Term Insurance - Life Assurance of the employee equal to a multiple of twice the Fixed CTC limited to 50 lakh on death of employee during service

**Ref: L&T / GET 2022 /Civil /LT2023106586201282**

**Date: 05-12-2022**

Ms.Deepika M  
Government College Of Tech Coimbatore  
Email ID: deep.1911111@gct.ac.in  
Contact No: 9489745581

Greetings from Larsen & Toubro Limited!

Congratulations! We are pleased to inform you that you have been selected for the position of “**Graduate Engineer Trainee**” with Larsen & Toubro Limited basis the rigorous selection process that you underwent with us. We are eagerly looking forward to your being a member of L&T family.

Your date of joining will be tentatively in **July 2023**, subject to your medical fitness being cleared and certified by our company’s authorized doctor and passing the **B.E / B.Tech Degree** in first attempt with 65% and above marks.

This selection is subject to your fulfilling all our eligibility criteria and academic requirements shared at the time of campus recruitment. In case these criteria and requirements are not met, and / or the declaration made by you in our Employment Application Form submitted is found to be false, this offer of selection would stand withdrawn.

Your date of joining along with other details will be communicated to you separately.

The pre-joining process including Pre-Employment Medical Check (PEMC) will commence soon and communication in this regard will be sent to your email ID.

Please acknowledge receipt and acceptance of this letter within 10 days of the communication by providing your digital signature below.

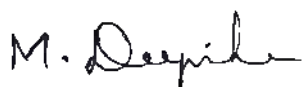
**Yours faithfully,  
For LARSEN & TOUBRO LIMITED**



**Satyender Tanwar  
Joint General Manager  
Corporate Human Resources**

#### **Acknowledgement**

I acknowledge that I have received, read the above communication, and accept the same.



**(Deepika M)**



# Aarbee Structures Pvt. Ltd.

Structural Steel Designers & Detailers

CIN: U74210KA2005PTC036409

RBS/CBE/HR/20230308/2198

09 March 2023

To

16/362E,  
New Kandappa Colony,  
Annadhanapatty Salem

**Subject: Offer Letter for the Post of Trainee Detailing Engineer.**

Dear Dhivya S R,

Congratulations! Further to your Interview and Subsequent selection process we are delighted to offer you the role of **Trainee Detailing Engineer**.

**Remuneration**

You will be paid a stipend of **INR.17000/- (Rupees Seventeen thousand only)** per month which includes PF and ESI benefits.

**Reporting:**

You will be reporting to Project Leader or whomsoever management nominates. You will be based in the **Coimbatore office** of the Company, i.e. **Aarbee Structures Pvt. Ltd., 2<sup>nd</sup> Floor, Module No 201to 204, Tichel Bio Park Ltd Phase-III, Marudhamalai Road, Coimbatore, Tamil Nadu – 641046**. The Company shall further be entitled to change the location of the place of work.

**Probation:**

You will be on probation for a period of nine (9) months from the date of your joining, on successful completion of probation, your employment with the company will stand confirmed subject to the terms and conditions as per the Company policies.

On your joining date, you are expected to sign "Bond" for Three (3) years including 9 months of training to ensure the employment with us in case of confirmation. One of your parents should come along with you to sign the "Bond" on the date of Joining. Please note that the increment / incentive / appraisal are not on automatic basis and it will be decided by the management according to your performance. **Your date of Joining will be intimated to you through a separate letter/mail, after your final semester examinations.** You are requested to submit copy of all your qualification documents, Address proof and PAN card on the date of joining. You are also requested to bring along all the original documents for verification purpose. The terms of this offer letter shall remain confidential and are not to be disclosed to any third party. We request you to carry a signed copy of the offer letter on the day of your joining as token of your acceptance. Welcome to Aarbee Structures Pvt. Ltd. We wish you a long, rewarding and fulfilling career.

Yours sincerely,

For Aarbee Structures Pvt. Ltd.

Praseed Kumar C  
Asst Manager Admin & HR





DBM Vircon Services (India) Private Limited  
(Formerly known as BDS Vircon Private Limited)  
CIN: U74999TN2018FTC120622  
T: +91 44 4903 4200  
E: admin.chennai@dbmvircon.com  
W: www.dbmvircon.com

**PRIVATE & CONFIDENTIAL**

To,

**ELAKKIYA S**

**5A-84/6D,Rose Nagar, Perambalur - 621212**

Dear ELAKKIYA,

**RE: OFFER / AGREEMENT OF EMPLOYMENT**

DBM Vircon Services (India) Private Limited (**Company**) is pleased to make you this offer of employment (**Offer**) in the role of **Graduate Engineer Trainee**. We trust that you will enjoy this role and make a significant contribution to the Company's success.

The **enclosed** Employment Agreement (**Agreement**) sets out the terms and conditions of employment that shall apply if you accept this Offer.

If you wish to accept this Offer, please return a signed copy of the agreement to people team (chennaipeople@dbmvircon.com) no later than five (5) working days of the date of this offer letter.

On behalf of the Company, I would like to take this opportunity to welcome you to our team, and we look forward to working with you into the future.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Kamala Kannan S.', with a small flourish at the end.

**Kamala Kannan. S**

General Manager-India

**Congratulations!**

Corporate & Registered Office

DLF IT SEZ, Block 8, 3rd Floor, 1/124, Shivaji Gardens  
Manapakkam, Mount Poonamallee High Road  
Chennai, Tamil Nadu 600089, India

4th Floor, Wing 2, Office No 4  
Jyothirmaya, Infopark SEZ Phase 2,  
Brahmapuram PO, Kochi, Kerala 682303, India

**Pay Structure**
**Annexure -1**

<b>Name of the Employee</b>		:	<b>Elakkiya S</b>	
<b>Designation</b>		:	<b>Graduate Engineer Trainee</b>	
<b>Department</b>		:	<b>Rebar</b>	
<b>Annual CTC</b>		:	<b>₹ 2,62,944.00</b>	
<b>Sloe.</b>	<b>Description</b>	<b>Basis</b>	<b>Monthly (INR)</b>	<b>Annually (INR)</b>
1	Basic Pay	PF Base	<b>8,500.00</b>	<b>1,02,000.00</b>
2	HRA	50 % of Basic Pay	<b>4,250.00</b>	<b>51,000.00</b>
3	Special Allowance <i>As per Rule - Flexible Benefit</i>	PF Base	<b>4,250.00</b>	<b>51,000.00</b>
4	LTA *	Accrued and Paid Yearly	-	-
5	Meal Coupons	Optional to employee	-	-
	<b>Total Gross Salary</b>		<b>17,000.00</b>	<b>2,04,000.00</b>
	<b>Employee Contribution:</b>			
6	EPF- Employee Contribution	Statutory as applicable	<b>1,800.00</b>	<b>21,600.00</b>
7	ESIC - Employee Contribution	Statutory as applicable	<b>128.00</b>	<b>1,536.00</b>
	<b>Total Net Take Home Salary</b>		<b>15,072.00</b>	<b>1,80,864.00</b>
	<b>Employer Contribution:</b>			
8	EPF- Employer Contribution	Statutory as applicable	<b>1,800.00</b>	<b>21,600.00</b>
9	ESIC - Employer Contribution	Statutory as applicable	<b>553.00</b>	<b>6,636.00</b>
10	Shift Allowance # <i>Annual Benefits</i>	Based on Shift eligibility criteria	<b>1,500.00</b>	<b>18,000.00</b>
11	Group Insurance Benefit	Annual coverage	<b>650.00</b>	<b>7,800.00</b>
12	Gratuity Benefit # #	On Completion of 5 Years	<b>409.00</b>	<b>4,908.00</b>
	<b>Total Cost to Company (CTC)</b>		<b>21,912.00</b>	<b>2,62,944.00</b>

**Date: 27-Feb-2023**
**Location: Chennai**
Corporate & Registered Office

DLF IT SEZ, Block 8, 3rd Floor, 1/124, Shivaji Gardens  
Manapakkam, Mount Poonamallee High Road  
Chennai, Tamil Nadu 600089, India

4th Floor, Wing 2, Office No 4  
Jyothirmaya, Infopark SEZ Phase 2,  
Brahmapuram PO, Kochi, Kerala 682303, India



## **JOB OFFER FOR LIMITED TERM CONTRACT**

This Job Offer Letter (the "**Contract**") is made on this day, 30 November 2022

### **BETWEEN**

**SOBHA CONSTRUCTIONS LLC**, having its Registered Office at PO Box: 25654 25654 , MBR City, Nad Al Sheba 1, Dubai, United Arab Emirates. .

### **AND**

**Gokula Krishnan Ananthakumar** an Indian, holder of Passport number W5534889 (hereinafter referred to as the "**Employee**").

The Employer and the Employee collectively referred to as the "**Parties**" and individually referred to as a "**Party**".

WHEREAS, THE PARTIES HERETO HAVE MUTUALLY AGREED AS FOLLOWS:

#### **(1) Position**

The Employee is hereby appointed as **Graduate Engineer Trainee** on the terms and conditions stated and agreed herein.

#### **(2) Effective Date and Contract Period:**

This Contract shall be effective from the date the Employee joins the Employer and shall remain valid for an limited period unless terminated in accordance with the provisions of Ministry of Labor Contract (MOL).

#### **(3) Probation:**

The Employee shall be on probation for the period indicated in **Annexure A**. During the probation period, the Employer reserves the right to terminate the employment of the Employee forthwith upon notice.

At the end of probation period, the performance of the Employee shall be evaluated by the management and his employment shall be confirmed if the performance is found to be satisfactory. In case his performance is found unsatisfactory, the Employer shall have the right to terminate the Employee's employment forthwith upon notice.

#### **(4) Location of Work:**

The Employee shall be assigned to work at **SOBHA CONSTRUCTIONS LLC** in **Dubai, UAE**. However, during the period of employment, the Employee may be assigned or transferred to any of the Offices/departments/divisions/ of the Employer or its subsidiaries located in the UAE or any other country.



## ANNEXURE A

### **EMPLOYMENT COMPENSATION & BENEFITS SUMMARY**

#### **GENERAL**

- |                       |  |
|-----------------------|--|
| (1) NAME              | : Gokula Krishnan Ananthakumar           |
| (2) NATIONALITY       | : Indian                                 |
| (3) PASSPORT NO.      | : W5534889                               |
| (4) EMPLOYMENT STATUS | : Single Status                          |
| (5) DESIGNATION       | : Graduate Engineer Trainee              |
| (6) CONTRACT TYPE     | : Limited                                |
| (7) DATE OF JOINING   | : Subject to approval of employment visa |

#### **COMPENSATION (Paid in UAE Dirhams)**

- |                              |                     |
|------------------------------|---------------------|
| (1) BASIC                    | : 2,500/- Per Month |
| (2) HOUSE RENT ALLOWANCE     | : 1,250/- Per Month |
| (3) TRANSPORT/ SPL ALLOWANCE | : 500/- Per Month   |
| (4) OTHER ALLOWANCE          | : 750/- Per Month   |

**TOTAL (AED) : 5,000/- Per Month**

**(NA)**

#### **BENEFITS**

- |                        |                                |
|------------------------|--------------------------------|
| (1) GRATUITY           | : As per UAE Labor Law         |
| (2) MEDICAL / COVERAGE | : B Category                   |
| (3) ACCOMMODATION      | : Allowance provided           |
| (4) TRANSPORT          | : Allowance provided           |
| (5) ANNUAL AIR TICKETS | : Ticket cost will be provided |

#### **OTHER CONDITIONS**

- |                   |                        |
|-------------------|------------------------|
| (1) PROBATION     | : As per UAE Labor Law |
| (2) NOTICE PERIOD | : As per UAE Labor Law |

### **ACCEPTED**

#### **FOR EMPLOYER**

**Name: Safer Basheer Mohammed**  
**Head - HR & Director of Transformation**

Signature:  \_\_\_\_\_

Date: 30-11-2022

#### **FOR EMPLOYEE**

**Name : Gokula Krishnan Ananthakumar**

Signature:  \_\_\_\_\_

Date: 1-12-2022

## Offer Letter

CSI/DET/2023/011-059  
Wednesday, 01 February 2023

To  
**Mr. GOKULKRISHNAN S**  
GOVERNMENT COLLEGE OF TECHNOLOGY

Dear **GOKULKRISHNAN,**

Congratulations! We are happy to inform that you have successfully cleared our recruitment process, conducted at CADS Office, Coimbatore. We take pleasure in welcoming you and commence your professional career with us as **Trainee Engineer.**

### **Date of joining**

Your employment is effective from 15<sup>th</sup> June 2023.

### **Training**

You will be on trainee status for a period of six months from the date of joining. During the training period you will be trained on specific software and engineering drawings for a minimum period of six months, by our expert team of Training Managers. Training will include:

- AutoCAD Software – Internationally used drawing environment software for creating civil and structural drawings.
- Reinforced Concrete Detailing Software – CADS RC - Internationally acclaimed software developed in house for detailing reinforced concrete.
- Hands on training on live projects – Training will be imparted on working in teams to achieve targets and meet deadlines.
- English Communication Skills and Personality Development - To keep you on par with global standards.

### **Probation**

On successful completion of the trainee period, you may be absorbed on probation status based on a performance review, which is for a period of six months that may be extended or terminated based on your performance.

### **Working hours**

You will be governed by the Company's rules on working hours. You may also be called upon to attend duties on your personal time if and when the exigencies of work so demand.

### **Salary**

Your gross annual compensation is **Rs. 2,16,240/- (Rupees Two Lakhs Sixteen Thousand Two Hundred and Forty Only)** on a cost to the company basis. The breakup is as given below:

Particulars	Monthly	Annual
Basic	5,800	69,600
HRA	2,900	34,800
Conveyance	1,600	19,200
Medical	1,250	15,000
Others	4,850	58,200
Gross Salary	16,400	1,96,800
Employer Contribution	1,620	19,440
CTC	<b>18,020</b>	<b>2,16,240</b>



GLOBAL CONSTRUCTION  
SOFTWARE AND SERVICES

CADS Software India (P)Ltd.  
Type II/5, Dr. VSI Estate, Rajiv Gandhi Salai,  
Tiruvanmiyur, Chennai - 600 041  
Phone : +91 (0) 44 2254 2112  
CIN : U30006TN1996PTC034854  
GST : 33AAACC4632P1ZM



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DBM Vircon Services (India) Private Limited  
(Formerly known as BDS Vircon Private Limited)  
CIN: U74999TN2018FTC120622  
T: +91 44 4903 4200  
E: admin.chennai@dbmvircon.com  
W: www.dbmvircon.com

**PRIVATE & CONFIDENTIAL**

To,

**HARINI G**

**2/26, VRS Nagar, Cheran maanagar, Coimbatore - 641035**

Dear HARINI G,

**RE: OFFER / AGREEMENT OF EMPLOYMENT**

DBM Vircon Services (India) Private Limited (**Company**) is pleased to make you this offer of employment (**Offer**) in the role of **Graduate Engineer Trainee**. We trust that you will enjoy this role and make a significant contribution to the Company's success.

The **enclosed** Employment Agreement (**Agreement**) sets out the terms and conditions of employment that shall apply if you accept this Offer.

If you wish to accept this Offer, please return a signed copy of the agreement to people team (chennaipeople@dbmvircon.com) no later than five (5) working days of the date of this offer letter.

On behalf of the Company, I would like to take this opportunity to welcome you to our team, and we look forward to working with you into the future.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Kamala Kannan. S.', with a horizontal line underneath.

**Kamala Kannan. S**

General Manager-India

**Congratulations!**

Corporate & Registered Office

DLF IT SEZ, Block 8, 3rd Floor, 1/124, Shivaji Gardens  
Manapakkam, Mount Poonamallee High Road  
Chennai, Tamil Nadu 600089, India

4th Floor, Wing 2, Office No 4  
Jyothirmaya, Infopark SEZ Phase 2,  
Brahmapuram PO, Kochi, Kerala 682303, India

**Pay Structure**

**Annexure -1**

<b>Name of the Employee</b>		:	<b>HARINI G</b>	
<b>Designation</b>		:	<b>Graduate Engineer Trainee</b>	
<b>Department</b>		:	<b>Rebar</b>	
<b>Annual CTC</b>		:	<b>₹ 2,62,944.00</b>	
<b>Sloe.</b>	<b>Description</b>	<b>Basis</b>	<b>Monthly (INR)</b>	<b>Annually (INR)</b>
1	Basic Pay	PF Base	<b>8,500.00</b>	<b>1,02,000.00</b>
2	HRA	50 % of Basic Pay	<b>4,250.00</b>	<b>51,000.00</b>
3	Special Allowance <i>As per Rule - Flexible Benefit</i>	PF Base	<b>4,250.00</b>	<b>51,000.00</b>
4	LTA *	Accrued and Paid Yearly	-	-
5	Meal Coupons	Optional to employee	-	-
	<b>Total Gross Salary</b>		<b>17,000.00</b>	<b>2,04,000.00</b>
	<b>Employee Contribution:</b>			
6	EPF- Employee Contribution	Statutory as applicable	<b>1,800.00</b>	<b>21,600.00</b>
7	ESIC - Employee Contribution	Statutory as applicable	<b>128.00</b>	<b>1,536.00</b>
	<b>Total Net Take Home Salary</b>		<b>15,072.00</b>	<b>1,80,864.00</b>
	<b>Employer Contribution:</b>			
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12	Gratuity Benefit # #	On Completion of 5 Years	<b>409.00</b>	<b>4,908.00</b>
	<b>Total Cost to Company (CTC)</b>		<b>21,912.00</b>	<b>2,62,944.00</b>

**Date: 27-Feb-2023**

**Location: Chennai**

Corporate & Registered Office

DLF IT SEZ, Block 8, 3rd Floor, 1/124, Shivaji Gardens  
Manapakkam, Mount Poonamallee High Road  
Chennai, Tamil Nadu 600089, India

4th Floor, Wing 2, Office No 4  
Jyothirmaya, Infopark SEZ Phase 2,  
Brahmapuram PO, Kochi, Kerala 682303, India



## **JOB OFFER FOR LIMITED TERM CONTRACT**

This Job Offer Letter (the "**Contract**") is made on this day, 07 December 2022

### **BETWEEN**

**SOBHA CONSTRUCTIONS LLC**, having its Registered Office at PO Box: 25654 25654 , MBR City, Nad Al Sheba 1, Dubai, United Arab Emirates. .

### **AND**

**Harishkumar Solairajan** an Indian, holder of Passport number W4556896 (hereinafter referred to as the "**Employee**").

The Employer and the Employee collectively referred to as the "**Parties**" and individually referred to as a "**Party**".

WHEREAS, THE PARTIES HERETO HAVE MUTUALLY AGREED AS FOLLOWS:

#### **(1) Position**

The Employee is hereby appointed as **Graduate Engineer Trainee** on the terms and conditions stated and agreed herein.

#### **(2) Effective Date and Contract Period:**

This Contract shall be effective from the date the Employee joins the Employer and shall remain valid for an limited period unless terminated in accordance with the provisions of Ministry of Labor Contract (MOL).

#### **(3) Probation:**

The Employee shall be on probation for the period indicated in **Annexure A**. During the probation period, the Employer reserves the right to terminate the employment of the Employee forthwith upon notice.

At the end of probation period, the performance of the Employee shall be evaluated by the management and his employment shall be confirmed if the performance is found to be satisfactory. In case his performance is found unsatisfactory, the Employer shall have the right to terminate the Employee's employment forthwith upon notice.

#### **(4) Location of Work:**

The Employee shall be assigned to work at **SOBHA CONSTRUCTIONS LLC** in **Dubai, UAE**. However, during the period of employment, the Employee may be assigned or transferred to any of the Offices/departments/divisions/ of the Employer or its subsidiaries located in the UAE or any other country.



## ANNEXURE A

### EMPLOYMENT COMPENSATION & BENEFITS SUMMARY

#### GENERAL

(1) NAME	: Harishkumar Solairajan
(2) NATIONALITY	: Indian
(3) PASSPORT NO.	: W4556896
(4) EMPLOYMENT STATUS	: Single Status
(5) DESIGNATION	: Graduate Engineer Trainee
(6) CONTRACT TYPE	: Limited
(7) DATE OF JOINING	: Subject to approval of employment visa

#### COMPENSATION (Paid in UAE Dirhams)

(1) BASIC	: 2,500/- Per Month
(2) HOUSE RENT ALLOWANCE	: 1,250/- Per Month
(3) TRANSPORT/ SPL ALLOWANCE	: 500/- Per Month
(4) OTHER ALLOWANCE	: 750/- Per Month

**TOTAL (AED) : 5,000/- Per Month**

(NA)

#### BENEFITS

(1) GRATUITY	: As per UAE Labor Law
(2) MEDICAL / COVERAGE	: B Category
(3) ACCOMMODATION	: Allowance provided
(4) TRANSPORT	: Allowance provided
(5) ANNUAL AIR TICKETS	: Ticket cost will be provided

#### OTHER CONDITIONS

(1) PROBATION	: As per UAE Labor Law
(2) NOTICE PERIOD	: As per UAE Labor Law

### ACCEPTED

#### FOR EMPLOYER

**Name: Safer Basheer Mohammed**  
**Head - HR & Director of Transformation**

Signature: \_\_\_\_\_

Date: 06-12-2022  
 \_\_\_\_\_

#### FOR EMPLOYEE

**Name : Harishkumar Solairajan**

Signature: *S. Harish Kumar*  
 \_\_\_\_\_

Date: 08-12-22  
 \_\_\_\_\_



## Letter of Intent (LOI)

Superset ID: 3628824

Date: November 25, 2022

Dear HEMALATHA U,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

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 have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week 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 as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

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>

GenC HR Team will reach out to you over email to guide you on the next steps.

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



**JOB OFFER FOR LIMITED TERM CONTRACT**

This Job Offer Letter (the "**Contract**") is made on this day, 04 January 2023

**BETWEEN**

**SOBHA CONSTRUCTIONS LLC**, having its Registered Office at PO Box: 25654 , MBR City, Nad Al Sheba 1, Dubai, United Arab Emirates. .

**AND**

**Hemasree Rajasekaran** an Indian, holder of Passport number W0104898 (hereinafter referred to as the "**Employee**").

The Employer and the Employee collectively referred to as the "**Parties**" and individually referred to as a "**Party**".

WHEREAS, THE PARTIES HERETO HAVE MUTUALLY AGREED AS FOLLOWS:

**(1) Position**

The Employee is hereby appointed as **Graduate Engineer Trainee** on the terms and conditions stated and agreed herein.

**(2) Effective Date and Contract Period:**

This Contract shall be effective from the date the Employee joins the Employer and shall remain valid for an limited period unless terminated in accordance with the provisions of Ministry of Labor Contract (MOL).

**(3) Probation:**

The Employee shall be on probation for the period indicated in **Annexure A**. During the probation period, the Employer reserves the right to terminate the employment of the Employee forthwith upon notice.

At the end of probation period, the performance of the Employee shall be evaluated by the management and his employment shall be confirmed if the performance is found to be satisfactory. In case his performance is found unsatisfactory, the Employer shall have the right to terminate the Employee's employment forthwith upon notice.

**(4) Location of Work:**

The Employee shall be assigned to work at **SOBHA CONSTRUCTIONS LLC** in **Dubai, UAE**. However, during the period of employment, the Employee may be assigned or transferred to any of the Offices/departments/divisions/ of the Employer or its subsidiaries located in the UAE or any other country.

**ANNEXURE A**

**EMPLOYMENT COMPENSATION & BENEFITS SUMMARY**

**GENERAL**

- |                       |  |
|-----------------------|--|
| (1) NAME              | : Hemasree Rajasekaran                   |
| (2) NATIONALITY       | : Indian                                 |
| (3) PASSPORT NO.      | : W0104898                               |
| (4) EMPLOYMENT STATUS | : Single Status                          |
| (5) DESIGNATION       | : Graduate Engineer Trainee              |
| (6) CONTRACT TYPE     | : Limited                                |
| (7) DATE OF JOINING   | : Subject to approval of employment visa |

**COMPENSATION (Paid in UAE Dirhams)**

- |                              |                     |
|------------------------------|---------------------|
| (1) BASIC                    | : 2,500/- Per Month |
| (2) HOUSE RENT ALLOWANCE     | : 1,250/- Per Month |
| (3) TRANSPORT/ SPL ALLOWANCE | : 500/- Per Month   |
| (4) OTHER ALLOWANCE          | : 750/- Per Month   |

**TOTAL (AED) : 5,000/- Per Month**

**BENEFITS**

- |                        |                                |
|------------------------|--------------------------------|
| (1) GRATUITY           | : As per UAE Labor Law         |
| (2) MEDICAL / COVERAGE | : "B" Category                 |
| (3) ACCOMMODATION      | : Allowance provided           |
| (4) TRANSPORT          | : Allowance provided           |
| (5) ANNUAL AIR TICKETS | : Ticket cost will be provided |

**OTHER CONDITIONS**

- |                   |                        |
|-------------------|------------------------|
| (1) PROBATION     | : As per UAE Labor Law |
| (2) NOTICE PERIOD | : As per UAE Labor Law |

**ACCEPTED**

**FOR EMPLOYER**

**Name: Safer Basheer Mohammed**  
**Head - HR & Director of Transformation**



**Signature:** \_\_\_\_\_

02-01-2023

**Date:** \_\_\_\_\_

**FOR EMPLOYEE**

**Name : Hemasree Rajasekaran**

**Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_



Date: 29/09/2022

Dear Jaishree G V,

Apropos to your application for interning as “**Business Development Intern**” and subsequent to our discussions we are pleased to offer you internship as “**Business Development Intern**” This is subject to no adverse findings arising from any of the intern background verification which is required to be carried out by the Organization. The date of your joining Inmovidu is 05/01/2023 with the following terms of engagement as outlined below. Your Reporting date is 05/01/2023 subject to change, based on the pandemic situation and as per government guidelines.

**Internship Hours/Duration** – The working hours of the firm are 11.30AM-8.30PM. We do not follow flexi hours, so it is mandatory to complete the working hours at the office/home. You may be required to work on the weekends and the week offs will be provided during the weekday as agreed between the Intern and the Manager.

**Absence from Internship**- Stipend will not be paid for periods of unauthorized absence.

**Location** -Your place of internship will be the office of the Company at Bangalore or whatever other office or branch of the Company.

**Work** - You will perform all duties and obligations and comply with such orders as may be designated by the Company management which are reasonably consistent with your position as an intern. You are eligible for conditional Pre-Placement offer conditional on your performance after six months of your internship.

**Working in Shifts** - You may be required to intern in shifts. This shall be informed to you by your manager/supervisor well in advance.

**Code of Conduct** - Your internship is governed by the Code of Conduct. A copy is attached. You are required to read, understand and follow it in letter and spirit.

**Confidentiality** - In the ordinary course of your internship you will be exposed to information about the business of the Company, its clients and customers, which is confidential or is commercially sensitive and which may not be readily available to competitors or the general public, and which if disclosed would be harmful for our reputation. All information is shared on a need-to-know basis. You shall not discuss or transmit by any means any confidential information outside the office environment or with other employees/ interns who are not otherwise authorized to know.

**Restriction After Termination of the internship** - You are likely to obtain trade secrets and confidential information of the Company and personal knowledge of and influence over customers and employees of the Company during the course of the internship. To protect the interests of the Company you are bound by a 6-month non-solicitation clause wherein you will not entice or solicit or assist another intern of the firm.





**ANNEX A**

Internship Duration: 06 Months

Your Stipend: INR 30,000 (INR 15000 fixed + INR 15000 variable)

Yours sincerely,

A handwritten signature in black ink, appearing to read "Neha Sharma", with a small arrow pointing to the right.

Neha Sharma  
HR Associate Manager  
Inmovidu technologies Pvt Ltd.

Name .....

Accept & Sign .....



## Letter of Intent (LOI)

**Superset ID: 3652904**

**Date: November 25, 2022**

**Dear Jeeva R,**

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

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 have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week 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 as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

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>

GenC HR Team will reach out to you over email to guide you on the next steps.  
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: CHRYSO/ Jeeva /2023

Date: 10/03/2023

Jeeva Priyan S  
2/100, Indiranagar,  
Mattukkaranur (Po),  
Omalur(Tk), Salem (Dt).  
Pin: 636011

Dear Mr. Jeeva,

Subsequent to your successful interview and discussions with us, we are pleased to inform you that you have been selected for the post of "Graduate Engineer Trainee" to be based at Chennai. You will be reporting to "Deputy Manager -Technical Services".

The compensation offered to you is per below Annexure -I.

Your formal appointment letter mentioning the terms and conditions of your employment and the detailed annexure of the agreed compensation with the Company will be issued to you on your joining.

This letter is valid till 10/03/2023 for you to acknowledge your formal acceptance of the same to us and your latest date of joining must be on or before 19/06/2023.

The continuation of your employment is subject to clearance of background verification check and pre- employment medical check. Both of these checks will be initiated post acceptance of formal offer letter.

A copy of this letter is to be sent back duly signed as a formal acknowledgement of your acceptance.  
Yours truly

For CHRYSO India Private Limited.

*J. Dasgupta*

Jayeeta Dasgupta  
General Manager – Human Resource.

I hereby accept the offer and will join on or before 19/06/2023.

Name : JEEVA PRIYAN S

Signature : *J. Dasgupta*



CHRYSO INDIA PRIVATE LIMITED

Corporate Office : D - 30/7, TTC Industrial Area, MIDC Turbhe, Navi Mumbai - 400705, Maharashtra - INDIA Tel: + 91 22 27685991 / 2 / 3  
Registered office : JL No.93, Mouza- Jarura, Delhi Road, Sugandha Panchayat, Polba - Dadpur, Dist - Hoogly, West Bengal - 712138

<http://www.chryso.in> | [info@chryso.com](mailto:info@chryso.com)



Annexure I

Salary Components	(Monthly)
Basic Salary	15,002.00
HRA	2,500.00
Statutory bonus	1,250.00
Other Allowance	4,000.00
<b>TOTAL (A)</b>	<b>22,752.00</b>
<b>Retirals</b>	<b>(Per Annum)</b>
Contribution to Provident Fund (12%)	21,600.00
* Gratuity (4.81%)	8,655.00
<b>TOTAL (B)</b>	<b>30,255.00</b>
<b>FIXED CTC (C) - (A*12+B)</b>	<b>3,03,279.00</b>

\*Gratuity will be applicable as per Gratuity Act 1972

**Other Benefits:**

1. Group Personal Accident Insurance Policy - 30 Lakh
2. Group Health Insurance Policy - 2 Lac (Includes Self, Spouse, Parents 2 dependent Children up to 25 yrs. of Age).
3. Group Term Insurance - Life Assurance of the employee equal to a multiple of twice the Fixed CTC limited to 50 lakh on death of employee during service



**CHRYSO INDIA PRIVATE LIMITED**

Corporate Office : D - 30/7, TTC Industrial Area, M.I.D.C. Turbhe, Navi Mumbai - 400705, Maharashtra - INDIA Tel: + 91 22 27685991 / 2 / 3  
Registered office : JL No.93, Mouza- Jarura, Delhi Road, Sugandha Panchayat, Polba - Dadpur, Dist - Hoogly, West Bengal - 712138

<http://www.chryso.in> | [info.india@chryso.com](mailto:info.india@chryso.com)



## OFFER LETTER

September 22nd , 2022  
Coimbatore

To,  
Mr. Kavim K,  
Coimbatore.

**Dear Mr. Kavim,**

We take great pleasure to welcome you to be an integral part of our EXTERRO family. We are pleased to Offer you the post of **Internship Trainee** in our organization subject to the certain terms & conditions which would be declared in appointment letter. This letter of offer supersedes all other communications made to you prior to the date of issue of the appointment letter.

This offer letter outlines only the basic terms which are not exhaustive and does not include the detailed terms and conditions of your employment. This offer is contingent on a candidature reference and successful completion of the background check done by the company.

### **Start Date**

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

### **Performance Assessments**

Performance assessments will be done on a quarterly basis. Your increments are discretionary and will be subject to and on the basis of your effective performance and results during the assessment period. This will be also decided based on the performance of the organization during the assessment period. Generally compensation reviews would be done once a year after probation.

A rectangular stamp containing a handwritten signature in blue ink that reads 'K. Kavim'.



**Annexure A- Exterro R&D Salary Package - During Probation Period/Stipend**

LEVEL	COMPONENTS	MONTHLY	ANNUAL
Fixed Component	BASIC	11,000	1,32,000
	HRA	4,400	52,800
	SPECIAL	4,600	55,200
	Monthly Gross Salary	20000	240000
	PF	1,800	21,600
	INSURANCE (ACCIDENTAL)	67	800
	INSURANCE (MEDICAL)	1,708	20,500
	PARKING ALLOWANCE	250	3,000
	<b>TOTAL</b>	<b>3,825</b>	<b>45,900</b>
<b>EXTERRO ASSURED BENEFITS</b>			
Other Benefits	PROFESSIONAL DEVELOPMENT PAY		16,000
	PAID LEAVES		7,742
	<b>TOTAL</b>		<b>23,742</b>
<b>TOTAL CTC (COST TO THE COMPANY)</b>			<b>3,09,642</b>

**Annexure – B Exterro R&D Salary package - After Confirmation based on the performance**

LEVEL	COMPONENTS	MONTHLY	ANNUAL
Fixed Component	BASIC	14,850	1,78,200
	HRA	5,940	71,280
	SPECIAL	6,210	74,520
	Monthly Gross Salary	27000	324000
Employer Contribution	FOOD COUPON	2,000	24,000
	PF	1,800	21,600
	INSURANCE (ACCIDENTAL)	67	800
	INSURANCE (MEDICAL)	1,708	20,500
	PARKING ALLOWANCE	250	3,000
	<b>TOTAL</b>	<b>5,825</b>	<b>69,900</b>
<b>EXTERRO ASSURED BENEFITS</b>			
Other Benefits	PROFESSIONAL DEVELOPMENT PAY		16,000
	PAID LEAVES		10,452
	<b>TOTAL</b>		<b>26,452</b>
<b>TOTAL CTC (COST TO THE COMPANY)</b>			<b>4,20,352</b>

K. Karim



**Offer: Computer Consultancy**

**Ref: TCSL/CT20223921821/Chennai**

**Date: 13/09/2022**

Ms. Kavippriya A

59/1,9th Street,Periannan Nagar,(Opp)Tvs Nagar,Edayarpalayam (Po), Coimbatore -6410259th Street,  
Tvs Nagar,  
Coimbatore-641025,  
Tamilnadu.  
Tel# -

Dear Kavippriya 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/CT20223921821**

**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



**GROSS SALARY SHEET**

**Annexure 1**

<b>Name</b>	<b>Kavipriya A</b>
<b>Designation</b>	<b>Assistant System Engineer-Trainee</b>
<b>Institute Name</b>	<b>Government College Of Technology, Coimbatore</b>

Table 1: Compensation Details (All Components in INR)

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

# 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)

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





# Aarbee Structures Pvt. Ltd.

Structural Steel Designers & Detailers

CIN: U74210KA2005PTC036409

RBS/CBE/HR/20230308/2199

09 March 2023

To

4/125, Kidayur,  
Devanagagaoundanur,  
Sangagiri, TN

**Subject: Offer Letter for the Post of Trainee Detailing Engineer.**

Dear Kavipriya P,

Congratulations! Further to your Interview and Subsequent selection process we are delighted to offer you the role of **Trainee Detailing Engineer.**

**Remuneration**

You will be paid a stipend of **INR.17000/- (Rupees Seventeen thousand only)** per month which includes PF and ESI benefits.

**Reporting:**

You will be reporting to Project Leader or whomsoever management nominates. You will be based in the **Coimbatore office** of the Company, i.e. **Aarbee Structures Pvt. Ltd., 2<sup>nd</sup> Floor, Module No 201to 204, Tichel Bio Park Ltd Phase-III, Marudhamalai Road, Coimbatore, Tamil Nadu – 641046.** The Company shall further be entitled to change the location of the place of work.

**Probation:**

You will be on probation for a period of nine (9) months from the date of your joining, on successful completion of probation, your employment with the company will stand confirmed subject to the terms and conditions as per the Company policies.

On your joining date, you are expected to sign "Bond" for Three (3) years including 9 months of training to ensure the employment with us in case of confirmation. One of your parents should come along with you to sign the "Bond" on the date of Joining. Please note that the increment / incentive / appraisal are not on automatic basis and it will be decided by the management according to your performance. **Your date of Joining will be intimated to you through a separate letter/mail, after your final semester examinations.** You are requested to submit copy of all your qualification documents, Address proof and PAN card on the date of joining. You are also requested to bring along all the original documents for verification purpose. The terms of this offer letter shall remain confidential and are not to be disclosed to any third party. We request you to carry a signed copy of the offer letter on the day of your joining as token of your acceptance. Welcome to Aarbee Structures Pvt. Ltd. We wish you a long, rewarding and fulfilling career.

Yours sincerely,

For Aarbee Structures Pvt. Ltd.

Praseed Kumar C  
Asst Manager Admin & HR



## Offer Letter

CSI/DET/2023/011-055  
Wednesday, 01 February 2023

To  
Ms. KULASI ABIRAMI S  
GOVERNMENT COLLEGE OF TECHNOLOGY

Dear KULASI ABIRAMI,

Congratulations! We are happy to inform that you have successfully cleared our recruitment process, conducted at CADS Office, Coimbatore. We take pleasure in welcoming you and commence your professional career with us as Trainee Engineer.

### Date of joining

Your employment is effective from 15<sup>th</sup> June 2023.

### Training

You will be on trainee status for a period of six months from the date of joining. During the training period you will be trained on specific software and engineering drawings for a minimum period of six months, by our expert team of Training Managers. Training will include:

- AutoCAD Software – Internationally used drawing environment software for creating civil and structural drawings.
- Reinforced Concrete Detailing Software – CADS RC - Internationally acclaimed software developed in house for detailing reinforced concrete.
- Hands on training on live projects – Training will be imparted on working in teams to achieve targets and meet deadlines.
- English Communication Skills and Personality Development - To keep you on par with global standards.

### Probation

On successful completion of the trainee period, you may be absorbed on probation status based on a performance review, which is for a period of six months that may be extended or terminated based on your performance.

### Working hours

You will be governed by the Company's rules on working hours. You may also be called upon to attend duties on your personal time if and when the exigencies of work so demand.

### Salary

Your gross annual compensation is **Rs. 2,16,240/- (Rupees Two Lakhs Sixteen Thousand Two Hundred and Forty Only)** on a cost to the company basis. The breakup is as given below:

Particulars	Monthly	Annual
Basic	5,800	69,600
HRA	2,900	34,800
Conveyance	1,600	19,200
Medical	1,250	15,000
Others	4,850	58,200
Gross Salary	16,400	1,96,800
Employer Contribution	1,620	19,440
CTC	<b>18,020</b>	<b>2,16,240</b>

## Offer Letter

CSI/DET/2023/011-058  
Wednesday, 01 February 2023

To  
**Mr. MARUDEESWARAN P**  
GOVERNMENT COLLEGE OF TECHNOLOGY

Dear **MARUDEESWARAN,**

Congratulations! We are happy to inform that you have successfully cleared our recruitment process, conducted at CADS Office, Coimbatore. We take pleasure in welcoming you and commence your professional career with us as **Trainee Engineer**.

### **Date of joining**

Your employment is effective from 15<sup>th</sup> June 2023.

### **Training**

You will be on trainee status for a period of six months from the date of joining. During the training period you will be trained on specific software and engineering drawings for a minimum period of six months, by our expert team of Training Managers. Training will include:

- AutoCAD Software – Internationally used drawing environment software for creating civil and structural drawings.
- Reinforced Concrete Detailing Software – CADS RC - Internationally acclaimed software developed in house for detailing reinforced concrete.
- Hands on training on live projects – Training will be imparted on working in teams to achieve targets and meet deadlines.
- English Communication Skills and Personality Development - To keep you on par with global standards.

### **Probation**

On successful completion of the trainee period, you may be absorbed on probation status based on a performance review, which is for a period of six months that may be extended or terminated based on your performance.

### **Working hours**

You will be governed by the Company's rules on working hours. You may also be called upon to attend duties on your personal time if and when the exigencies of work so demand.

### **Salary**

Your gross annual compensation is **Rs. 2,16,240/- (Rupees Two Lakhs Sixteen Thousand Two Hundred and Forty Only)** on a cost to the company basis. The breakup is as given below:

Particulars	Monthly	Annual
Basic	5,800	69,600
HRA	2,900	34,800
Conveyance	1,600	19,200
Medical	1,250	15,000
Others	4,850	58,200
Gross Salary	16,400	1,96,800
Employer Contribution	1,620	19,440
CTC	<b>18,020</b>	<b>2,16,240</b>



## OFFER LETTER

September 22nd , 2022  
Coimbatore

To,  
Mr. Mohamed Hussain M,  
Coimbatore.

**Dear Mr. Mohamed Hussain,**

We take great pleasure to welcome you to be an integral part of our EXTERRO family. We are pleased to Offer you the post of **Internship Trainee** in our organization subject to the certain terms & conditions which would be declared in appointment letter. This letter of offer supersedes all other communications made to you prior to the date of issue of the appointment letter.

This offer letter outlines only the basic terms which are not exhaustive and does not include the detailed terms and conditions of your employment. This offer is contingent on a candidature reference and successful completion of the background check done by the company.

### **Start Date**

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

### **Performance Assessments**

Performance assessments will be done on a quarterly basis. Your increments are discretionary and will be subject to and on the basis of your effective performance and results during the assessment period. This will be also decided based on the performance of the organization during the assessment period. Generally compensation reviews would be done once a year after probation.



**Annexure A- Exterro R&D Salary Package - During Probation Period/Stipend**

LEVEL	COMPONENTS	MONTHLY	ANNUAL
Fixed Component	BASIC	11,000	1,32,000
	HRA	4,400	52,800
	SPECIAL	4,600	55,200
	Monthly Gross Salary	20000	240000
	PF	1,800	21,600
	INSURANCE (ACCIDENTAL)	67	800
	INSURANCE (MEDICAL)	1,708	20,500
	PARKING ALLOWANCE	250	3,000
	<b>TOTAL</b>	<b>3,825</b>	<b>45,900</b>
<b>EXTERRO ASSURED BENEFITS</b>			
Other Benefits	PROFESSIONAL DEVELOPMENT PAY		16,000
	PAID LEAVES		7,742
	<b>TOTAL</b>		<b>23,742</b>
<b>TOTAL CTC (COST TO THE COMPANY)</b>			<b>3,09,642</b>

**Annexure – B Exterro R&D Salary package - After Confirmation based on the performance**

LEVEL	COMPONENTS	MONTHLY	ANNUAL
Fixed Component	BASIC	14,850	1,78,200
	HRA	5,940	71,280
	SPECIAL	6,210	74,520
	Monthly Gross Salary	27000	324000
Employer Contribution	FOOD COUPON	2,000	24,000
	PF	1,800	21,600
	INSURANCE (ACCIDENTAL)	67	800
	INSURANCE (MEDICAL)	1,708	20,500
	PARKING ALLOWANCE	250	3,000
	<b>TOTAL</b>	<b>5,825</b>	<b>69,900</b>
<b>EXTERRO ASSURED BENEFITS</b>			
Other Benefits	PROFESSIONAL DEVELOPMENT PAY		16,000
	PAID LEAVES		10,452
	<b>TOTAL</b>		<b>26,452</b>
<b>TOTAL CTC (COST TO THE COMPANY)</b>			<b>4,20,352</b>



## OFFER LETTER

September 22nd , 2022  
Coimbatore

To,  
Ms. Monika B,  
Coimbatore.

Dear Ms. Monika,

We take great pleasure to welcome you to be an integral part of our EXTERRO family. We are pleased to Offer you the post of **Internship Trainee** in our organization subject to the certain terms & conditions which would be declared in appointment letter. This letter of offer supersedes all other communications made to you prior to the date of issue of the appointment letter.

This offer letter outlines only the basic terms which are not exhaustive and does not include the detailed terms and conditions of your employment. This offer is contingent on a candidature reference and successful completion of the background check done by the company.

### **Start Date**

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

### **Performance Assessments**

Performance assessments will be done on a quarterly basis. Your increments are discretionary and will be subject to and on the basis of your effective performance and results during the assessment period. This will be also decided based on the performance of the organization during the assessment period. Generally compensation reviews would be done once a year after probation.

A rectangular box containing a handwritten signature in blue ink that reads 'B. Murali'.



**Annexure A- Exterro R&D Salary Package - During Probation Period/Stipend**

LEVEL	COMPONENTS	MONTHLY	ANNUAL
Fixed Component	BASIC	11,000	1,32,000
	HRA	4,400	52,800
	SPECIAL	4,600	55,200
	Monthly Gross Salary	20000	240000
	PF	1,800	21,600
	INSURANCE (ACCIDENTAL)	67	800
	INSURANCE (MEDICAL)	1,708	20,500
	PARKING ALLOWANCE	250	3,000
	<b>TOTAL</b>	<b>3,825</b>	<b>45,900</b>
<b>EXTERRO ASSURED BENEFITS</b>			
Other Benefits	PROFESSIONAL DEVELOPMENT PAY		16,000
	PAID LEAVES		7,742
	<b>TOTAL</b>		<b>23,742</b>
<b>TOTAL CTC (COST TO THE COMPANY)</b>			<b>3,09,642</b>

**Annexure – B Exterro R&D Salary package - After Confirmation based on the performance**

LEVEL	COMPONENTS	MONTHLY	ANNUAL
Fixed Component	BASIC	14,850	1,78,200
	HRA	5,940	71,280
	SPECIAL	6,210	74,520
	Monthly Gross Salary	27000	324000
Employer Contribution	FOOD COUPON	2,000	24,000
	PF	1,800	21,600
	INSURANCE (ACCIDENTAL)	67	800
	INSURANCE (MEDICAL)	1,708	20,500
	PARKING ALLOWANCE	250	3,000
	<b>TOTAL</b>	<b>5,825</b>	<b>69,900</b>
<b>EXTERRO ASSURED BENEFITS</b>			
Other Benefits	PROFESSIONAL DEVELOPMENT PAY		16,000
	PAID LEAVES		10,452
	<b>TOTAL</b>		<b>26,452</b>
<b>TOTAL CTC (COST TO THE COMPANY)</b>			<b>4,20,352</b>

B. Murali

## Offer Letter

CSI/DET/2023/011-057  
Wednesday, 01 February 2023

To  
**Mr. MUKILAN A**  
GOVERNMENT COLLEGE OF TECHNOLOGY

Dear **MUKILAN,**

Congratulations! We are happy to inform that you have successfully cleared our recruitment process, conducted at CADS Office, Coimbatore. We take pleasure in welcoming you and commence your professional career with us as Trainee Engineer.

### **Date of joining**

Your employment is effective from 15<sup>th</sup> June 2023.

### **Training**

You will be on trainee status for a period of six months from the date of joining. During the training period you will be trained on specific software and engineering drawings for a minimum period of six months, by our expert team of Training Managers. Training will include:

- AutoCAD Software – Internationally used drawing environment software for creating civil and structural drawings.
- Reinforced Concrete Detailing Software – CADS RC - Internationally acclaimed software developed in house for detailing reinforced concrete.
- Hands on training on live projects – Training will be imparted on working in teams to achieve targets and meet deadlines.
- English Communication Skills and Personality Development - To keep you on par with global standards.

### **Probation**

On successful completion of the trainee period, you may be absorbed on probation status based on a performance review, which is for a period of six months that may be extended or terminated based on your performance.

### **Working hours**

You will be governed by the Company's rules on working hours. You may also be called upon to attend duties on your personal time if and when the exigencies of work so demand.

### **Salary**

Your gross annual compensation is **Rs. 2,16,240/- (Rupees Two Lakhs Sixteen Thousand Two Hundred and Forty Only)** on a cost to the company basis. The breakup is as given below:

Particulars	Monthly	Annual
Basic	5,800	69,600
HRA	2,900	34,800
Conveyance	1,600	19,200
Medical	1,250	15,000
Others	4,850	58,200
Gross Salary	16,400	1,96,800
Employer Contribution	1,620	19,440
CTC	18,020	2,16,240





# Aarbee Structures Pvt. Ltd.

Structural Steel Designers & Detailers

CIN: U74210KA2005PTC036409

RBS/CBE/HR/20230308/2195

09 March 2023

To

1/60, Uppliyankaddu,  
Tiruchengode, Namakkal-637205

**Subject: Offer Letter for the Post of Trainee Detailing Engineer.**

Dear Myvizhi R,

Congratulations! Further to your Interview and Subsequent selection process we are delighted to offer you the role of **Trainee Detailing Engineer**.

**Remuneration**

You will be paid a stipend of **INR.17000/- (Rupees Seventeen thousand only)** per month which includes PF and ESI benefits.

**Reporting:**

You will be reporting to Project Leader or whomsoever management nominates. You will be based in the **Coimbatore office** of the Company, i.e. **Aarbee Structures Pvt. Ltd., 2<sup>nd</sup> Floor, Module No 201 to 204, Tichel Bio Park Ltd Phase-III, Marudhamalai Road, Coimbatore, Tamil Nadu – 641046**. The Company shall further be entitled to change the location of the place of work.

**Probation:**

You will be on probation for a period of nine (9) months from the date of your joining, on successful completion of probation, your employment with the company will stand confirmed subject to the terms and conditions as per the Company policies.

On your joining date, you are expected to sign "Bond" for Three (3) years including 9 months of training to ensure the employment with us in case of confirmation. One of your parents should come along with you to sign the "Bond" on the date of Joining. Please note that the increment / incentive / appraisal are not on automatic basis and it will be decided by the management according to your performance. **Your date of Joining will be intimated to you through a separate letter/mail, after your final semester examinations.** You are requested to submit copy of all your qualification documents, Address proof and PAN card on the date of joining. You are also requested to bring along all the original documents for verification purpose. The terms of this offer letter shall remain confidential and are not to be disclosed to any third party. We request you to carry a signed copy of the offer letter on the day of your joining as token of your acceptance. Welcome to Aarbee Structures Pvt. Ltd. We wish you a long, rewarding and fulfilling career.

Yours sincerely,

For Aarbee Structures Pvt. Ltd.

**Praseed Kumar C**  
**Asst Manager Admin & HR**



Date: November 10, 2022

Ref: LTI/HR/EN9/Campus/2023

Name: Nagaprakasam R

College: Government college of technology coimbatore

**LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE**

Dear Nagaprakasam R,

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 fulfilling the eligibility criteria (Refer '**Annexure 1**') and 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. 25000 pm**.
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 will also be issued a detailed Letter of Appointment as Graduate Engineer Trainee subject to you meeting the eligibility criteria as mentioned in '**Annexure-1**'. Your appointment is in accordance with the Apprentices Act, 1961.
4. **Documents** - Your offer is subject to you submitting all the mandatory documents at the time of joining. (Refer '**Annexure-2**')
5. **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 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.
6. 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.ltinfotech.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 above portal, if you do not join on the date intimated to you, this offer will be cancelled at the discretion of the Company.

7. 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.

**ANNEXURE-3**

Name : Nagaprakasam R Date : November 10, 2022

Salary Grade : P1

Components	INR. (p.a.)	INR. (p.m.)
Basic	180000	15000
Bouquet of Benefits	162180	13515
Bonus	21000	1750
<b>Base Salary (p.a.)</b>	<b>363180</b>	<b>30265</b>
Annual Incentive	0	
<b>Total Variable (p.a.)</b>	<b>0</b>	
<b>TTC(p.a.)</b>	<b>363180</b>	
PF	21600	1800
Gratuity	8658	722
Mediclaime Premium(p.a)	12929	1077
<b>Retirals &amp; Other Benefits(p.a)</b>	<b>43187</b>	<b>3598</b>
<b>Cost to Company (CTC)</b>	<b>406367</b>	<b>33863</b>

**Medical Insurance Premium:**

The Group Mediclaime Policy of Company covers Employee, Spouse & upto 3 dependent children (below 25 yrs of age). Coverage limits are as per company policy.

You would also be eligible to be covered under the Voluntary Group Term Life and Group Accident Insurance policy as per the company policy.

**Notes:**

- 1)Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules.
- 2)Bouquet of Benefits\* /Flexi Pay consists of Flexi-components which may include HRA,Conveyance,LTA,MealAllowance and Adhoc allowance.
- 3) H.R.A. will be deducted for accommodation (if any) provided by the Company.
- 4)The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution.
- 5) Gratuity payment shall be as per "Payment of Gratuity Act, 1972".
- 6)Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.

- Income Tax will be deducted at source wherever applicable as per Income Tax Rules.

- Any or all the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.



**Offer: Computer Consultancy**

**Ref: TCSL/CT20223922068/Chennai**

**Date: 13/09/2022**

Ms. Pabitha Lakshmi S  
1/2East Street,  
Melasirupothu,Mudukulathur,  
Ramanathapuram-623704,  
Tamilnadu.  
Tel# 91-9952394355

Dear Pabitha Lakshmi S,

**Sub: Letter of Offer**

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

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

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

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

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

**TCS Confidential**

**TCSL/CT20223922068**

**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



**GROSS SALARY SHEET**

**Annexure 1**

<b>Name</b>	<b>Pabitha Lakshmi S</b>
<b>Designation</b>	<b>Assistant System Engineer-Trainee</b>
<b>Institute Name</b>	<b>Government College Of Technology, Coimbatore</b>

Table 1: Compensation Details (All Components in INR)

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

# 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)

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



# Aarbee Structures Pvt. Ltd.

Structural Steel Designers & Detailers

CIN: U74210KA2005PTC036409

RBS/CBE/HR/20230308/2202

09 March 2023

To

2/8T, Tharagamaruthur,  
Melamavethur, Vedaranyam,  
Nagapattinam, TN

**Subject: Offer Letter for the Post of Trainee Detailing Engineer.**

Dear Parameshwaran M,

Congratulations! Further to your Interview and Subsequent selection process we are delighted to offer you the role of **Trainee Detailing Engineer.**

**Remuneration**

You will be paid a stipend of **INR.17000/- (Rupees Seventeen thousand only)** per month which includes PF and ESI benefits.

**Reporting:**

You will be reporting to Project Leader or whomsoever management nominates. You will be based in the **Coimbatore office** of the Company, i.e. **Aarbee Structures Pvt. Ltd., 2<sup>nd</sup> Floor, Module No 201to 204, Ticel Bio Park Ltd Phase-III, Marudhamalai Road, Coimbatore, Tamil Nadu – 641046.** The Company shall further be entitled to change the location of the place of work.

**Probation:**

You will be on probation for a period of nine (9) months from the date of your joining, on successful completion of probation, your employment with the company will stand confirmed subject to the terms and conditions as per the Company policies.

On your joining date, you are expected to sign "Bond" for Three (3) years including 9 months of training to ensure the employment with us in case of confirmation. One of your parents should come along with you to sign the "Bond" on the date of Joining. Please note that the increment / incentive / appraisal are not on automatic basis and it will be decided by the management according to your performance. **Your date of Joining will be intimated to you through a separate letter/mail, after your final semester examinations.** You are requested to submit copy of all your qualification documents, Address proof and PAN card on the date of joining. You are also requested to bring along all the original documents for verification purpose. The terms of this offer letter shall remain confidential and are not to be disclosed to any third party. We request you to carry a signed copy of the offer letter on the day of your joining as token of your acceptance. Welcome to Aarbee Structures Pvt. Ltd. We wish you a long, rewarding and fulfilling career.

Yours sincerely,

For Aarbee Structures Pvt. Ltd.

Praseed Kumar C  
Asst Manager Admin & HR





SEYON INNOVATIVE ENGINEERING INDIA (P) LTD

Reg Office Seethakathi Business Centre

Unit 3B1 10<sup>th</sup> Floor

Anna Salai

Chennai - 600002

Friday, 25-Nov-2022

**Pavithra M,**

4/367 A, Kovil Vazhi, Muthunampalayam Post,  
Dharampuram Road,  
Tiruppur - 641606  
India.

Dear Ms. Pavithra,

I am delighted to confirm our offer for you to join Seyon Innovative Engineering India Private Limited as Graduate Engineer Trainee, commencing from 03-July-2023.

As discussed, and agreed, your stipulated training period will be for 12 months and during this period your remuneration will be INR 3,21,600/- per annum. On successful completion of the training, your position will be confirmed as Design Engineer.

Your position will be based at Chennai although you may be required to work in other locations depending on business needs from time to time for a period as required.

You are required to submit photocopies of your mark sheets, degree certificates for the courses as mentioned in your CV.

We are confident that you will be challenged in your role and make a positive contribution to our organisation. We look forward to you accepting our offer and joining our team.

Yours Sincerely,

Signature .....  
Srinivasan Lakshminarayanan  
Country Manager



Signature .....  
Pavithra M



July 29, 2022

**Ms. PAVITHRA L**  
**GCT- Coimbatore.**

## **Offer Letter**

**Private and confidential**

**Dear Ms. PAVITHRA L**

We are pleased to offer you a position as a **Software Engineer Trainee** with Onebill Software India Private Limited.

Your training period shall be six months from 01<sup>st</sup> June 2023 to 30<sup>th</sup> November 2023. 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.6,50,000/- per annum (Six Lakhs and Fifty Thousand Rupees only).

We would like you to join us on or before 01<sup>st</sup> June 2023.

Yours sincerely,

**For OneBill Software India Private Limited**

---

**Muthukumar**  
**Authorized Signatory**

**OneBill Software India Pvt Ltd.,**  
CIN-U72200KA2009PTC050973  
No:32, Suraj Ganga Soft Park, 1<sup>st</sup> Main,  
JP Nagar 3<sup>rd</sup> Phase, Bangalore-78  
[www.onebillsoftware.com](http://www.onebillsoftware.com)





**Offer: Computer Consultancy**

**Ref: TCSL/CT20223929525/Chennai**

**Date: 13/09/2022**

Mr. Pawn Kumar G  
1/15Kaliyamman Koil Street,  
Gingee,  
Villupuram-604153,  
Tamilnadu.  
Tel# -

Dear Pawn Kumar G,

**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/CT20223929525**

**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



**GROSS SALARY SHEET**

**Annexure 1**

<b>Name</b>	<b>Pawn Kumar G</b>
<b>Designation</b>	<b>Assistant System Engineer-Trainee</b>
<b>Institute Name</b>	<b>Government College Of Technology, Coimbatore</b>

Table 1: Compensation Details (All Components in INR)

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

# 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)

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

## Offer Letter

**CSI/DET/2023/011-052**  
**Wednesday, 01 February 2023**

To  
**Mr. PRABHAHAR N**  
GOVERNMENT COLLEGE OF TECHNOLOGY

Dear PRABHAHAR,

Congratulations! We are happy to inform that you have successfully cleared our recruitment process, conducted at CADS Office, Coimbatore. We take pleasure in welcoming you and commence your professional career with us as Trainee Engineer.

### Date of joining

Your employment is effective from 13<sup>th</sup> June 2023.

### Training

You will be on trainee status for a period of six months from the date of joining. During the training period you will be trained on specific software and engineering drawings for a minimum period of six months, by our expert team of Training Managers. Training will include:

- AutoCAD Software – Internationally used drawing environment software for creating civil and structural drawings.
- Reinforced Concrete Detailing Software – CADS RC - Internationally acclaimed software developed in house for detailing reinforced concrete.
- Hands on training on live projects – Training will be imparted on working in teams to achieve targets and meet deadlines.
- English Communication Skills and Personality Development - To keep you on par with global standards.

### Probation

On successful completion of the trainee period, you may be absorbed on probation status based on a performance review, which is for a period of six months that may be extended or terminated based on your performance.

### Working hours

You will be governed by the Company's rules on working hours. You may also be called upon to attend duties on your personal time if and when the exigencies of work so demand.

### Salary

Your gross annual compensation is **Rs. 2,16,240/- (Rupees Two Lakhs Sixteen Thousand Two Hundred and Forty Only)** on a cost to the company basis. The breakup is as given below:

Particulars	Monthly	Annual
Basic	5,800	69,600
HRA	2,900	34,800
Conveyance	1,600	19,200
Medical	1,250	15,000
Others	4,850	58,200
<b>Gross Salary</b>	<b>16,400</b>	<b>1,96,800</b>
Employer Contribution	1,620	19,440
<b>CTC</b>	<b>18,020</b>	<b>2,16,240</b>

21/03/2023

**RADHA P**  
**radhapalanisamy484@gmail.com**  
**6382764005**

Sub: "Letter of Internship"

Dear **RADHA P**,

Congratulations! We are pleased to engage you as Data Science Trainee at TuringMinds, a division of INSOFE Education Private Limited ("Company") basis this letter, on the following terms and conditions (the "Agreement"):

This Agreement entails the general terms and conditions of the internship\_offer including compensation, general internship\_benefit, and professional requirements.

Please review the summary of terms and conditions for your anticipated internship with the Company.

1. Your date of joining as a Data Scientist Intern shall be **29/03/2023**
2. Your orientation to the internship will be on **29/03/2023**
3. Until the time you complete your Under-Graduate Programme based on the conditions mentioned in this offer letter, you will be designated as an Intern.
4. You must report at TuringMinds Office situated at 5th Cross Rd, Sector 6, HSR Layout 5th Sector, Bengaluru, Karnataka 560102 on the date of joining.
5. Your training and project work for a duration of 12 months post completion of your graduation will be at 5th Cross Rd, Sector 6, HSR Layout 5th Sector, Bengaluru, Karnataka 560102.
6. During this period, as a Data Scientist Trainee you will be paid a stipend of INR 15,000 per month subject to conditions stipulated in Annexure - B. All payments made under this Agreement shall be subject to reduction to reflect taxes or other charges required to be withheld by law.
7. The compensation structure during your year 2 will be between USD 1,500 to USD 2,000 subject to visa approval. However, if your Visa gets rejected you will be paid an annual salary of INR 6,00,000 and your job location will be in India.
8. The stipend payable will start once the process of enrolment to the Masters Programme is complete.
9. This offer is conditional upon your satisfactory performance and successful completion of your under graduate coursework. Your offer is based on your outstanding academic record until now. The commencement of this engagement is subject to completion of your graduation on or before 01-Aug-2023, failing which this offer shall stand cancelled.
10. Your confirmation to the internship will be based on your performance as explained in the Annexure- A and Annexure – B. Subject to fulfillment of criteria specified in Annexure – A and Annexure- B, you will be promoted to the designation of Associate Data Scientist.
11. During the term of your internship, you agree to abide by the Company's Code of Conduct, rules, regulations, organization values and cultures.



Date: 29/09/2022

Dear Raghul L,

Apropos to your application for interning as “**Business Development Intern**” and subsequent to our discussions we are pleased to offer you internship as “**Business Development Intern**” This is subject to no adverse findings arising from any of the intern background verification which is required to be carried out by the Organization. The date of your joining Inmovidu is **05/01/2023** with the following terms of engagement as outlined below. Your Reporting date is **05/01/2023** subject to change, based on the pandemic situation and as per government guidelines.

**Internship Hours/Duration** – The working hours of the firm are 11.30AM-8.30PM. We do not follow flexi hours, so it is mandatory to complete the working hours at the office/home. You may be required to work on the weekends and the week offs will be provided during the weekday as agreed between the Intern and the Manager.

**Absence from Internship**- Stipend will not be paid for periods of unauthorized absence.

**Location** -Your place of internship will be the office of the Company at Bangalore or whatever other office or branch of the Company.

**Work** - You will perform all duties and obligations and comply with such orders as may be designated by the Company management which are reasonably consistent with your position as an intern. You are eligible for conditional Pre-Placement offer conditional on your performance after six months of your internship.

**Working in Shifts** - You may be required to intern in shifts. This shall be informed to you by your manager/supervisor well in advance.

**Code of Conduct** - Your internship is governed by the Code of Conduct. A copy is attached. You are required to read, understand and follow it in letter and spirit.

**Confidentiality** - In the ordinary course of your internship you will be exposed to information about the business of the Company, its clients and customers, which is confidential or is commercially sensitive and which may not be readily available to competitors or the general public, and which if disclosed would be harmful for our reputation. All information is shared on a need-to-know basis. You shall not discuss or transmit by any means any confidential information outside the office environment or with other employees/ interns who are not otherwise authorized to know.

**Restriction After Termination of the internship** - You are likely to obtain trade secrets and confidential information of the Company and personal knowledge of and influence over customers and employees of the Company during the course of the internship. To protect the interests of the Company you are bound by a 6-month non-solicitation clause wherein you will not entice or solicit or assist another intern of the firm.



**ANNEX A**

Internship Duration: 06 Months

Your Stipend: INR 30,000 (INR 15000 fixed + INR 15000 variable)

Yours sincerely,

A handwritten signature in black ink, appearing to read "Neha Sharma", with a small arrow pointing to the right.

Neha Sharma  
HR Associate Manager  
Inmovidu technologies Pvt Ltd.

Name .....

Accept & Sign .....



## Letter of Intent (LOI)

**Superset ID: 3654787**

**Date: November 25, 2022**

**Dear Rathina Boopathi S,**

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

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 have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week 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 as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

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>

GenC HR Team will reach out to you over email to guide you on the next steps.  
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: 3624943**

**Date: November 25, 2022**

**Dear Rathina S,**

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

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 have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week 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 as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

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>

GenC HR Team will reach out to you over email to guide you on the next steps.  
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**







## **JOB OFFER FOR LIMITED TERM CONTRACT**

This Job Offer Letter (the "**Contract**") is made on this day, 08 November 2022

### **BETWEEN**

**SOBHA CONSTRUCTIONS LLC**, having its Registered Office at PO Box: 25654 , MBR City, Nad Al Sheba 1, Dubai, United Arab Emirates. (hereinafter referred to as the "**Employer**").

### **AND**

**Sabeera Jenisha Stephen** an Indian, holder of Passport number V6610505 (hereinafter referred to as the "**Employee**").

The Employer and the Employee collectively referred to as the "**Parties**" and individually referred to as a "**Party**".

WHEREAS, THE PARTIES HERETO HAVE MUTUALLY AGREED AS FOLLOWS:

#### **(1) Position**

The Employee is hereby appointed as **Graduate Engineer Trainee** on the terms and conditions stated and agreed herein.

#### **(2) Effective Date and Contract Period:**

This Contract shall be effective from the date the Employee joins the Employer and shall remain valid for an limited period unless terminated in accordance with the provisions of Ministry of Labor Contract (MOL).

#### **(3) Probation:**

The Employee shall be on probation for the period indicated in **Annexure A**. During the probation period, the Employer reserves the right to terminate the employment of the Employee forthwith upon notice.

At the end of probation period, the performance of the Employee shall be evaluated by the management and his employment shall be confirmed if the performance is found to be satisfactory. In case his performance is found unsatisfactory, the Employer shall have the right to terminate the Employee's employment forthwith upon notice.

#### **(4) Location of Work:**

The Employee shall be assigned to work at **SOBHA CONSTRUCTIONS LLC** in **Dubai, UAE**. However, during the period of employment, the Employee may be assigned or transferred to any of the Offices/departments/divisions/ of the Employer or its subsidiaries located in the UAE or any other country.



## ANNEXURE A

### **EMPLOYMENT COMPENSATION & BENEFITS SUMMARY**

#### **GENERAL**

- |                       |  |
|-----------------------|--|
| (1) NAME              | : Sabeera Jenisha Stephen                |
| (2) NATIONALITY       | : Indian                                 |
| (3) PASSPORT NO.      | : V6610505                               |
| (4) EMPLOYMENT STATUS | : Single Status                          |
| (5) DESIGNATION       | : Graduate Engineer Trainee              |
| (6) CONTRACT TYPE     | : Limited                                |
| (7) DATE OF JOINING   | : Subject to approval of employment visa |

#### **COMPENSATION (Paid in UAE Dirhams)**

- |                              |                     |
|------------------------------|---------------------|
| (1) BASIC                    | : 2,500/- Per Month |
| (2) HOUSE RENT ALLOWANCE     | : 1,250/- Per Month |
| (3) TRANSPORT/ SPL ALLOWANCE | : 500/- Per Month   |
| (4) OTHER ALLOWANCE          | : 750/- Per Month   |

**TOTAL (AED) : 5,000/- Per Month**

**(NA)**

#### **BENEFITS**

- |                        |                                |
|------------------------|--------------------------------|
| (1) GRATUITY           | : As per UAE Labor Law         |
| (2) MEDICAL / COVERAGE | : B Category                   |
| (3) ACCOMMODATION      | : Allowance provided           |
| (4) TRANSPORT          | : Allowance provided           |
| (5) ANNUAL AIR TICKETS | : Ticket cost will be provided |

#### **OTHER CONDITIONS**

- |                   |                        |
|-------------------|------------------------|
| (1) PROBATION     | : As per UAE Labor Law |
| (2) NOTICE PERIOD | : As per UAE Labor Law |

### **ACCEPTED**

#### **FOR EMPLOYER**

**Name: Safeer Basheer Mohammed**  
**Head - HR & Director of Transformation**

**Signature:** \_\_\_\_\_

08-11-2022

**Date:** \_\_\_\_\_

#### **FOR EMPLOYEE**

**Name : Sabeera Jenisha Stephen**

**Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_

**Ref: L&T / GET 2022 /Civil /LT2023106586201111**

**Date: 05-12-2022**

Ms.Shifa Nasrin S  
Government College Of Tech Coimbatore  
Email ID: shif.1911190@gct.ac.in  
Contact No: 6385311641

Greetings from Larsen & Toubro Limited!

Congratulations! We are pleased to inform you that you have been selected for the position of “**Graduate Engineer Trainee**” with Larsen & Toubro Limited basis the rigorous selection process that you underwent with us. We are eagerly looking forward to your being a member of L&T family.

Your date of joining will be tentatively in **July 2023**, subject to your medical fitness being cleared and certified by our company’s authorized doctor and passing the **B.E / B.Tech Degree** in first attempt with 65% and above marks.

This selection is subject to your fulfilling all our eligibility criteria and academic requirements shared at the time of campus recruitment. In case these criteria and requirements are not met, and / or the declaration made by you in our Employment Application Form submitted is found to be false, this offer of selection would stand withdrawn.

Your date of joining along with other details will be communicated to you separately.

The pre-joining process including Pre-Employment Medical Check (PEMC) will commence soon and communication in this regard will be sent to your email ID.

Please acknowledge receipt and acceptance of this letter within 10 days of the communication by providing your digital signature below.

**Yours faithfully,  
For LARSEN & TOUBRO LIMITED**



**Satyender Tanwar  
Joint General Manager  
Corporate Human Resources**

### **Acknowledgement**

I acknowledge that I have received, read the above communication, and accept the same.



[Shifa Nasrin S \(Dec 5, 2022 20:20 GMT+5.5\)](#)

**(Shifa Nasrin S)**

**Ref.: L&T / GET 2023 /Civil/LT202315621206035**

**Date: 21-11-2022**

Ms.Shuruthi Varshini S  
Government College Of Tech Coimbatore  
Email ID: shur.1911191@gct.ac.in  
Contact No: 9361170711

Greetings from Larsen & Toubro Limited!

Congratulations! We are pleased to inform you that you have been selected for the position of "**Graduate Engineer Trainee**" with Larsen & Toubro Limited basis the rigorous selection process that you underwent with us. We are eagerly looking forward to your being a member of L&T family.

Your date of joining will be tentatively in **July 2023**, subject to your medical fitness being cleared and certified by our company's authorized doctor and passing the **B.E / B.Tech Degree** in first attempt with 65% and above marks.

This selection is subject to your fulfilling all our eligibility criteria and academic requirements shared at the time of campus recruitment. In case these criteria and requirements are not met, and / or the declaration made by you in our Employment Application Form submitted is found to be false, this offer of selection would stand withdrawn.

Your date of joining along with other details will be communicated to you separately.

The pre-joining process including Pre-Employment Medical Check (PEMC) will commence soon and communication in this regard will be sent to your email ID.

Please acknowledge receipt and acceptance of this letter within 10 days of the communication by providing your digital signature below.

**Yours faithfully,  
For LARSEN & TOUBRO LIMITED**



**Satyender Tanwar  
Joint General Manager  
Corporate Human Resources**

### **Acknowledgement**

I acknowledge that I have received, read the above communication, and accept the same.



SHURUTHI VARSHINI S (Nov 22, 2022 15:42 GMT+5.5)

**(Shuruthi Varshini S)**







# L&T-Letter Of Intent 2023 -Shuruthi Varshini S-LT202315621206035

Final Audit Report

2022-11-22

Created:	2022-11-21
By:	hrssc Int (hrssc@Intecc.com)
Status:	Accepted
Transaction ID:	CBJCHBCAABAAbHlybr7uagZgxe2ysbZnGo7KwLP6OGR4

## "L&T-Letter Of Intent 2023 -Shuruthi Varshini S-LT202315621206035" History

-  Document created by hrssc Int (hrssc@Intecc.com)  
2022-11-21 - 1:39:03 PM GMT- IP address: 14.141.100.20
-  Document emailed to SHURUTHI VARSHINI S 191 (shur.1911191@gct.ac.in) for acceptance  
2022-11-21 - 1:39:06 PM GMT
-  Email sent to hrssc Int (hrssc@Intecc.com) bounced and could not be delivered  
2022-11-21 - 1:43:47 PM GMT
-  Email viewed by SHURUTHI VARSHINI S 191 (shur.1911191@gct.ac.in)  
2022-11-22 - 10:08:46 AM GMT- IP address: 66.249.84.99
-  Signer SHURUTHI VARSHINI S 191 (shur.1911191@gct.ac.in) entered name at signing as SHURUTHI VARSHINI S  
2022-11-22 - 10:12:36 AM GMT- IP address: 157.49.234.114
-  Document accepted by SHURUTHI VARSHINI S (shur.1911191@gct.ac.in)  
Acceptance Date: 2022-11-22 - 10:12:38 AM GMT - Time Source: server- IP address: 157.49.234.114
-  Agreement completed.  
2022-11-22 - 10:12:38 AM GMT



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Acrobat Sign



## Letter of Intent (LOI)

**Superset ID: 3631816**

**Date: November 25, 2022**

**Dear Sivaprabakaran V,**

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

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 have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week 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 as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

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>

GenC HR Team will reach out to you over email to guide you on the next steps.  
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**





Mu Sigma

Date: September 06, 2022

Sivaranjani R  
Candidate ID:C2023727  
GCT- Coimbatore

Dear Sivaranjani ,

**Congratulations** - We are thrilled to invite you to embark on a Decision Sciences journey with Mu Sigma, the world's largest pure-play Big Data Analytics & Decision Support company. With a worldwide footprint, Mu Sigma acts as a Transformation Sherpa for its customers in their endeavor to change the way they compete.

Since inception, Mu Sigma has challenged traditional paradigms of learning modes, problem-solving, decision-making, and leadership to enable and accelerate the journey of young problem-solvers into global leaders that transform the journey of Fortune 500 organizations. **Our model has demonstrated that young and fearless decision sciences leaders can be groomed through unrivaled training & unparalleled work experience.**

With Mu Sigma, you belong to a special category of people who are not only building a path-breaking Company, but also laying the foundation for a new industry. You have a rare opportunity to be part of a team that is defining the space of decision sciences, as well as challenging widely held business practices and beliefs along the way.

**At Mu Sigma, you will be challenged and you will challenge every day** – you will be encouraged and rewarded for questions over answers, for challenging the status quo, for asking 'why not' over 'why', for being daring enough to counter experience with experiments, and for being bold enough to question traditional knowledge with new learnings. You will solve complex problems for Fortune 500 giants across Retail, Healthcare, CPG, Insurance, Automobile, and many other industries by combining Math, Business Acumen, Technology, Behavioral Sciences, and Design Thinking.

We trust you are as excited as us by the opportunities the future holds, and if you are committed to evolving into an elite decision sciences leader, **we invite you to undertake this journey with us.**

---

## Mu Sigma Business Solutions Private Limited

Registered Office: Aviator Building, Level 14, Ascendas – ITPL SEZ Zone Whitefield Road, Bangalore, Karnataka - KA – INDIA – 560066

Tel: +91 80 7154 8000 | Fax: +91 80 7154 8060 | Email: [info@mu-sigma.com](mailto:info@mu-sigma.com) | Website: [www.mu-sigma.com](http://www.mu-sigma.com)

CIN: U74140KA2005PTC036309



Mu Sigma

Annexure 1

S.No	Particulars	2024	2025	2026	2027	CTC over 4 jumps
1	Total compensation on Joining till Jan 2025	5,00,000 (PA)				
2	1 <sup>st</sup> Jump - Jan 2025 Compensation Revision		6,50,000 (PA)			
3	2 <sup>nd</sup> Jump - Jan 2026 Compensation revision			8,00,000 (PA)		
4	3 <sup>rd</sup> Jump - Jan 2027 Compensation revision				10,50,000 (PA)	
5	Total Cost to Company					30,00,000

**Penalty:**

In the event that the employee decides to leave the Company within a 4-year period, there would be a penalty applicable in addition to serving a 60-day Notice Period. The penalty would be dependent on the tenure of employment with the Company. The exact amount of the penalty will be calculated per the table below:

Tenure calculated from date of joining	Penalty amount (in INR)
0 – 36 months	10,00,000
37 – 48 months	7,50,000

**Mu Sigma Business Solutions Private Limited**

Registered Office: Aviator Building, Level 14, Ascendas – ITPL SEZ Zone Whitefield Road, Bangalore, Karnataka - KA – INDIA – 560066  
Tel: +91 80 7154 8000 | Fax: +91 80 7154 8060 | Email: info@mu-sigma.com | Website: www.mu-sigma.com  
CIN: U74140KA2005PTC036309



**Ref.: L&T / GET 2023 / Civil / LT202315629218884**

**Date: 18-11-2022**

Ms.Smrithi L  
Government College Of Tech Coimbatore  
Email ID: smri.1911197@gct.ac.in  
Contact No: 9597137913

Greetings from Larsen & Toubro Limited!

Congratulations! We are pleased to inform you that you have been selected for the position of "**Graduate Engineer Trainee**" with Larsen & Toubro Limited basis the rigorous selection process that you underwent with us. We are eagerly looking forward to your being a member of L&T family.

Your date of joining will be tentatively in **July 2023**, subject to your medical fitness being cleared and certified by our company's authorized doctor and passing the **B.E / B.Tech Degree** in first attempt with 65% and above marks.

This selection is subject to your fulfilling all our eligibility criteria and academic requirements shared at the time of campus recruitment. In case these criteria and requirements are not met, and / or the declaration made by you in our Employment Application Form submitted is found to be false, this offer of selection would stand withdrawn.

Your date of joining along with other details will be communicated to you separately.

The pre-joining process including Pre-Employment Medical Check (PEMC) will commence soon and communication in this regard will be sent to your email ID.

Please acknowledge receipt and acceptance of this letter within 10 days of the communication by providing your digital signature below.

**Yours faithfully,  
For LARSEN & TOUBRO LIMITED**



**Satyender Tanwar  
Joint General Manager  
Corporate Human Resources**

### **Acknowledgement**

I acknowledge that I have received, read the above communication, and accept the same.

  
[L.Smrithi \(Nov 21, 2022 09:13 GMT+5.5\)](#)

**(Smrithi L)**



**Offer: Computer Consultancy**

**Ref: TCSL/CT20223926264/Chennai**

**Date: 13/09/2022**

Ms. Sneha Thirugnanasambandam  
19-B/23Gokulam Colony, Main Street,  
P.N.Pudur,  
Coimbatore-641041,  
Tamil Nadu.  
Tel# 91-8838999692

Dear Sneha Thirugnanasambandam,

**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/CT20223926264**

**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



**GROSS SALARY SHEET**

**Annexure 1**

<b>Name</b>	<b>Sneha Thirugnanasambandam</b>
<b>Designation</b>	<b>Assistant System Engineer-Trainee</b>
<b>Institute Name</b>	<b>Government College Of Technology, Coimbatore</b>

Table 1: Compensation Details (All Components in INR)

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

# 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)

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



**Offer: Computer Consultancy**

**Ref: TCSL/DT20223096140/Chennai**

**Date: 04/10/2022**

Mr. Sudarshan C  
7Chettiya Street,  
Sirugambur,  
Trichy-621213,  
Tamilnadu.  
Tel# -9566398713

Dear Sudarshan C,

**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/DT20223096140**

**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



**GROSS SALARY SHEET**

**Annexure 1**

<b>Name</b>	<b>Sudarshan C</b>
<b>Designation</b>	<b>Assistant System Engineer-Trainee</b>
<b>Institute Name</b>	<b>Government College Of Technology, Coimbatore</b>

Table 1: Compensation Details (All Components in INR)

<b>Component Category</b>	<b>Monthly</b>	<b>Annual</b>
<b>1) Fixed Compensation</b>		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
<b>2) Performance Pay**</b>		
Monthly Performance Pay	1,700	20,400
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Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
<b>TOTAL GROSS</b>	<b>27,415</b>	<b>3,36,877</b>
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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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\*\*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.

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Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
<b>GROSS BOUQUET OF BENEFITS</b>	<b>7,646</b>	<b>91,752</b>

## Offer Letter

CSI/DET/2023/011-056  
Wednesday, 01 February 2023

To  
Ms. SUHASHRI R  
GOVERNMENT COLLEGE OF TECHNOLOGY

Dear SUHASHRI,

Congratulations! We are happy to inform that you have successfully cleared our recruitment process, conducted at CADS Office, Coimbatore. We take pleasure in welcoming you and commence your professional career with us as **Trainee Engineer**.

### Date of joining

Your employment is effective from 15<sup>th</sup> June 2023.

### Training

You will be on trainee status for a period of six months from the date of joining. During the training period you will be trained on specific software and engineering drawings for a minimum period of six months, by our expert team of Training Managers. Training will include:

- AutoCAD Software – Internationally used drawing environment software for creating civil and structural drawings.
- Reinforced Concrete Detailing Software – CADS RC - Internationally acclaimed software developed in house for detailing reinforced concrete.
- Hands on training on live projects – Training will be imparted on working in teams to achieve targets and meet deadlines.
- English Communication Skills and Personality Development - To keep you on par with global standards.

### Probation

On successful completion of the trainee period, you may be absorbed on probation status based on a performance review, which is for a period of six months that may be extended or terminated based on your performance.

### Working hours

You will be governed by the Company's rules on working hours. You may also be called upon to attend duties on your personal time if and when the exigencies of work so demand.

### Salary

Your gross annual compensation is **Rs. 2,16,240/- (Rupees Two Lakhs Sixteen Thousand Two Hundred and Forty Only)** on a cost to the company basis. The breakup is as given below:

Particulars	Monthly	Annual
Basic	5,800	69,600
HRA	2,900	34,800
Conveyance	1,600	19,200
Medical	1,250	15,000
Others	4,850	58,200
Gross Salary	16,400	1,96,800
Employer Contribution	1,620	19,440
CTC	18,020	2,16,240



## Letter of Authorization

To Whomsoever It May Concern

I understand that I've to undergo background verification as per Zoho's internal policy requirements by an external agency identified by Zoho.

I hereby authorize Zoho and the agency appointed by Zoho to verify information provided in my Employment Application Form and to conduct enquires as may be necessary, at Zoho's discretion. I authorize all persons who may have information relevant to this enquiry to disclose it to Zoho or its representative.

I understand and acknowledge that any offer of employment is conditional upon Zoho being completely satisfied with the information provided as a result of this reference check. I further acknowledge that if Zoho finds any information that is inconsistent with the information provided by me, Zoho will have the right to terminate my employment.

Name: B. SUJITHA

Signature: *B. Sujitha*

Date: 03/11/2022.



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

**Strictly Confidential**

**Ref: AEMPL/HR&A/Offer/2022**

**31/10/2022**

**Mr. Tharun N,  
95, Kanchipuram  
Street, Podaturpet,  
Thiruvallur, Tamilnadu-631208,  
Mob: 7708042704.**

**Sub: Offer of appointment to the post of "Graduate Engineer Trainee - Civil".**

**Dear Mr. Tharun N,**

Based on your interview, we are pleased to inform you that you have been selected for the post of "Graduate Engineer Trainee - 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 of 2,50,000 (Rs. Two lakh fifty thousand) will be paid to you after the successful completion of four years, including one year of training.

You will be required to produce your original certificates in support of your date of birth, educational qualifications and four passport-size color photographs & Aadhar card copy at the time of joining. Failing to produce the above documents, the 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 to you joining us on or before **15<sup>th</sup> June, 2023** failing which this offer stands cancelled.

You are required to report to **HR Department** at Plot No.-143/144, Udyog Vihar, Phase - IV, Gurgaon, Haryana – 122015 for completing the joining formalities and take charge of your responsibilities.

We welcome you to the Aquagreen family and appreciate a 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 it to us at the earliest.

Yours faithfully,

**For Aquagreen Engineering Management Private Limited**

(Authorized Signatory)  


(Accepted)

**AQUAGREEN ENGINEERING MANAGEMENT PRIVATE LIMITED**

**DESIGN OFFICE:** 143 – 144, Udyog Vihar, Phase – IV. Gurugram – 122015 (Haryana), Tel:- 0124 – 4630871

**REGISTERED OFFICE:** 2<sup>nd</sup> Floor, A-Block, Plot No. 14, Factory Road, Adj. to Safdarjung Hospital, Delhi – 110029

**CIN No. U45200DL2008PTC175410**

**Website: www.aquagreen.in**





## OFFER LETTER

September 22nd , 2022  
Coimbatore

To,  
Ms. Vishnupriya K,  
Coimbatore.

**Dear Ms. Vishnupriya,**

We take great pleasure to welcome you to be an integral part of our EXTERRO family. We are pleased to Offer you the post of **Internship Trainee** in our organization subject to the certain terms & conditions which would be declared in appointment letter. This letter of offer supersedes all other communications made to you prior to the date of issue of the appointment letter.

This offer letter outlines only the basic terms which are not exhaustive and does not include the detailed terms and conditions of your employment. This offer is contingent on a candidature reference and successful completion of the background check done by the company.

### **Start Date**

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

### **Performance Assessments**

Performance assessments will be done on a quarterly basis. Your increments are discretionary and will be subject to and on the basis of your effective performance and results during the assessment period. This will be also decided based on the performance of the organization during the assessment period. Generally compensation reviews would be done once a year after probation.

A handwritten signature in blue ink, appearing to read 'J. Vishnu', is placed over a grey rectangular background.

22 Sep 2022



**Annexure A- Exterro R&D Salary Package - During Probation Period/Stipend**

LEVEL	COMPONENTS	MONTHLY	ANNUAL
Fixed Component	BASIC	11,000	1,32,000
	HRA	4,400	52,800
	SPECIAL	4,600	55,200
	Monthly Gross Salary	20000	240000
	PF	1,800	21,600
	INSURANCE (ACCIDENTAL)	67	800
	INSURANCE (MEDICAL)	1,708	20,500
	PARKING ALLOWANCE	250	3,000
	<b>TOTAL</b>	<b>3,825</b>	<b>45,900</b>
<b>EXTERRO ASSURED BENEFITS</b>			
Other Benefits	PROFESSIONAL DEVELOPMENT PAY		16,000
	PAID LEAVES		7,742
	<b>TOTAL</b>		<b>23,742</b>
<b>TOTAL CTC (COST TO THE COMPANY)</b>			<b>3,09,642</b>

**Annexure – B Exterro R&D Salary package - After Confirmation based on the performance**

LEVEL	COMPONENTS	MONTHLY	ANNUAL
Fixed Component	BASIC	14,850	1,78,200
	HRA	5,940	71,280
	SPECIAL	6,210	74,520
	Monthly Gross Salary	27000	324000
Employer Contribution	FOOD COUPON	2,000	24,000
	PF	1,800	21,600
	INSURANCE (ACCIDENTAL)	67	800
	INSURANCE (MEDICAL)	1,708	20,500
	PARKING ALLOWANCE	250	3,000
	<b>TOTAL</b>	<b>5,825</b>	<b>69,900</b>
<b>EXTERRO ASSURED BENEFITS</b>			
Other Benefits	PROFESSIONAL DEVELOPMENT PAY		16,000
	PAID LEAVES		10,452
	<b>TOTAL</b>		<b>26,452</b>
<b>TOTAL CTC (COST TO THE COMPANY)</b>			<b>4,20,352</b>

22 Sep 2022



# Aarbee Structures Pvt. Ltd.

Structural Steel Designers & Detailers

CIN: U74210KA2005PTC036409

RBS/CBE/HR/20230308/2196

09 March 2023

To

45, Ramar Kovil street,  
Erumaiyanayakkkanpatti,  
Theni-625602

**Subject: Offer Letter for the Post of Trainee Detailing Engineer.**

Dear Elakkiya B,

Congratulations! Further to your Interview and Subsequent selection process we are delighted to offer you the role of **Trainee Detailing Engineer.**

**Remuneration**

You will be paid a stipend of **INR.17000/- (Rupees Seventeen thousand only)** per month which includes PF and ESI benefits.

**Reporting:**

You will be reporting to Project Leader or whomsoever management nominates. You will be based in the **Coimbatore office** of the Company, i.e. **Aarbee Structures Pvt. Ltd., 2<sup>nd</sup> Floor, Module No 201 to 204, Ticel Bio Park Ltd Phase-III, Marudhamalai Road, Coimbatore, Tamil Nadu – 641046.** The Company shall further be entitled to change the location of the place of work.

**Probation:**

You will be on probation for a period of nine (9) months from the date of your joining, on successful completion of probation, your employment with the company will stand confirmed subject to the terms and conditions as per the Company policies.

On your joining date, you are expected to sign "Bond" for Three (3) years including 9 months of training to ensure the employment with us in case of confirmation. One of your parents should come along with you to sign the "Bond" on the date of Joining. Please note that the increment / incentive / appraisal are not on automatic basis and it will be decided by the management according to your performance. Your date of Joining will be intimated to you through a separate letter/mail, after your final semester examinations. You are requested to submit copy of all your qualification documents, Address proof and PAN card on the date of joining. You are also requested to bring along all the original documents for verification purpose. The terms of this offer letter shall remain confidential and are not to be disclosed to any third party. We request you to carry a signed copy of the offer letter on the day of your joining as token of your acceptance. Welcome to Aarbee Structures Pvt. Ltd. We wish you a long, rewarding and fulfilling career.

Yours sincerely,

For Aarbee Structures Pvt. Ltd.

Praseed Kumar C  
Asst Manager Admin & HR



B. Elakkiya

(B. ELAKKIYA)





# Aarbee Structures Pvt. Ltd.

Structural Steel Designers & Detailers

CIN: U74210KA2005PTC038409

RBS/CBE/HR/20230308/2200

09 March 2023

To

18/816,  
Mannath House,

**Subject: Offer Letter for the Post of Trainee Detailing Engineer.**

Dear Vishnu Suresh,

Congratulations! Further to your Interview and Subsequent selection process we are delighted to offer you the role of **Trainee Detailing Engineer**.

**Remuneration**

You will be paid a stipend of **INR.17000/- (Rupees Seventeen thousand only)** per month which includes PF and ESI benefits.

**Reporting:**

You will be reporting to Project Leader or whomsoever management nominates. You will be based in the **Coimbatore office** of the Company, i.e. **Aarbee Structures Pvt. Ltd., 2<sup>nd</sup> Floor, Module No 201to 204, Ticel Bio Park Ltd Phase-III, Marudhamalai Road, Coimbatore, Tamil Nadu – 641046.** The Company shall further be entitled to change the location of the place of work.

**Probation:**

You will be on probation for a period of nine (9) months from the date of your joining, on successful completion of probation, your employment with the company will stand confirmed subject to the terms and conditions as per the Company policies.

On your joining date, you are expected to sign "Bond" for Three (3) years including 9 months of training to ensure the employment with us in case of confirmation. One of your parents should come along with you to sign the "Bond" on the date of Joining. Please note that the increment / incentive / appraisal are not on automatic basis and it will be decided by the management according to your performance. **Your date of Joining will be intimated to you through a separate letter/mail, after your final semester examinations.** You are requested to submit copy of all your qualification documents, Address proof and PAN card on the date of joining. You are also requested to bring along all the original documents for verification purpose. The terms of this offer letter shall remain confidential and are not to be disclosed to any third party. We request you to carry a signed copy of the offer letter on the day of your joining as token of your acceptance. Welcome to Aarbee Structures Pvt. Ltd. We wish you a long, rewarding and fulfilling career.

Yours sincerely,

For Aarbee Structures Pvt. Ltd.

Praseed Kumar C  
Asst Manager Admin & HR

  
( VISHNU SURESH )

## Offer Letter

CSI/DET/2023/011-050  
Wednesday, 01 February 2023

To  
Mr. AKSHAI KANNAN S  
GOVERNMENT COLLEGE OF TECHNOLOGY

Dear AKSHAI KANNAN,

Congratulations! We are happy to inform that you have successfully cleared our recruitment process, conducted at CADS Office, Coimbatore. We take pleasure in welcoming you and commence your professional career with us as **Trainee Engineer**.

### Date of joining

Your employment is effective from 13<sup>th</sup> June 2023.

### Training

You will be on trainee status for a period of six months from the date of joining. During the training period you will be trained on specific software and engineering drawings for a minimum period of six months, by our expert team of Training Managers. Training will include:

- AutoCAD Software – Internationally used drawing environment software for creating civil and structural drawings.
- Reinforced Concrete Detailing Software – CADS RC - Internationally acclaimed software developed in house for detailing reinforced concrete.
- Hands on training on live projects – Training will be imparted on working in teams to achieve targets and meet deadlines.
- English Communication Skills and Personality Development - To keep you on par with global standards.

### Probation

On successful completion of the trainee period, you may be absorbed on probation status based on a performance review, which is for a period of six months that may be extended or terminated based on your performance.

### Working hours

You will be governed by the Company's rules on working hours. You may also be called upon to attend duties on your personal time if and when the exigencies of work so demand.

### Salary

Your gross annual compensation is **Rs. 2,16,240/- (Rupees Two Lakhs Sixteen Thousand Two Hundred and Forty Only)** on a cost to the company basis. The breakup is as given below:

Particulars	Monthly	Annual
Basic	5,800	69,600
HRA	2,900	34,800
Conveyance	1,600	19,200
Medical	1,250	15,000
Others	4,850	58,200
Gross Salary	16,400	1,96,800
Employer Contribution	1,620	19,440
CTC	18,020	2,16,240



# Aarbee Structures Pvt. Ltd.

Structural Steel Designers & Detailers

CIN: U74210KA2005PTC036409

RBS/CBE/HR/20230308/2194

09 March 2023

To

2/502, Bharathiyar street,  
Alangombu, Mettupalayam-641302

**Subject: Offer Letter for the Post of Trainee Detailing Engineer.**

Dear Chandra S,

Congratulations! Further to your Interview and Subsequent selection process we are delighted to offer you the role of **Trainee Detailing Engineer.**

**Remuneration**

You will be paid a stipend of **INR.17000/- (Rupees Seventeen thousand only)** per month which includes PF and ESI benefits.

**Reporting:**

You will be reporting to Project Leader or whomsoever management nominates. You will be based in the **Coimbatore office** of the Company, i.e. **Aarbee Structures Pvt. Ltd., 2<sup>nd</sup> Floor, Module No 201 to 204, Tichel Bio Park Ltd Phase-III, Marudhamalai Road, Coimbatore, Tamil Nadu – 641046.** The Company shall further be entitled to change the location of the place of work.

**Probation:**

You will be on probation for a period of nine (9) months from the date of your joining, on successful completion of probation, your employment with the company will stand confirmed subject to the terms and conditions as per the Company policies.

On your joining date, you are expected to sign "Bond" for Three (3) years including 9 months of training to ensure the employment with us in case of confirmation. One of your parents should come along with you to sign the "Bond" on the date of Joining. Please note that the increment / incentive / appraisal are not on automatic basis and it will be decided by the management according to your performance. **Your date of Joining will be intimated to you through a separate letter/mail, after your final semester examinations.** You are requested to submit copy of all your qualification documents, Address proof and PAN card on the date of joining. You are also requested to bring along all the original documents for verification purpose. The terms of this offer letter shall remain confidential and are not to be disclosed to any third party. We request you to carry a signed copy of the offer letter on the day of your joining as token of your acceptance. Welcome to Aarbee Structures Pvt. Ltd. We wish you a long, rewarding and fulfilling career.

Yours sincerely,

For Aarbee Structures Pvt. Ltd.

Praseed Kumar C  
Asst Manager Admin & HR



## Offer Letter

CSI/DET/2023/011-051  
Wednesday, 01 February 2023

To  
**Mr. ELANCHEZHIAN S**  
GOVERNMENT COLLEGE OF TECHNOLOGY

Dear **ELANCHEZHIAN,**

Congratulations! We are happy to inform that you have successfully cleared our recruitment process, conducted at CADS Office, Coimbatore. We take pleasure in welcoming you and commence your professional career with us as **Trainee Engineer**.

### **Date of joining**

Your employment is effective from 13<sup>th</sup> June 2023.

### **Training**

You will be on trainee status for a period of six months from the date of joining. During the training period you will be trained on specific software and engineering drawings for a minimum period of six months, by our expert team of Training Managers. Training will include:

- AutoCAD Software – Internationally used drawing environment software for creating civil and structural drawings.
- Reinforced Concrete Detailing Software – CADS RC - Internationally acclaimed software developed in house for detailing reinforced concrete.
- Hands on training on live projects – Training will be imparted on working in teams to achieve targets and meet deadlines.
- English Communication Skills and Personality Development - To keep you on par with global standards.

### **Probation**

On successful completion of the trainee period, you may be absorbed on probation status based on a performance review, which is for a period of six months that may be extended or terminated based on your performance.

### **Working hours**

You will be governed by the Company's rules on working hours. You may also be called upon to attend duties on your personal time if and when the exigencies of work so demand.

### **Salary**

Your gross annual compensation is **Rs. 2,16,240/- (Rupees Two Lakhs Sixteen Thousand Two Hundred and Forty Only)** on a cost to the company basis. The breakup is as given below:

Particulars	Monthly	Annual
Basic	5,800	69,600
HRA	2,900	34,800
Conveyance	1,600	19,200
Medical	1,250	15,000
Others	4,850	58,200
Gross Salary	16,400	1,96,800
Employer Contribution	1,620	19,440
CTC	18,020	2,16,240



## **JOB OFFER FOR LIMITED TERM CONTRACT**

This Job Offer Letter (the "**Contract**") is made on this day, 30 November 2022

### **BETWEEN**

**SOBHA CONSTRUCTIONS LLC**, having its Registered Office at PO Box: 25654 25654 , MBR City, Nad Al Sheba 1, Dubai, United Arab Emirates. .

### **AND**

**Kathir Praveen Tamil Selvan** an Indian, holder of Passport number W5535440 (hereinafter referred to as the "**Employee**").

The Employer and the Employee collectively referred to as the "**Parties**" and individually referred to as a "**Party**".

WHEREAS, THE PARTIES HERETO HAVE MUTUALLY AGREED AS FOLLOWS:

#### **(1) Position**

The Employee is hereby appointed as **Graduate Engineer Trainee** on the terms and conditions stated and agreed herein.

#### **(2) Effective Date and Contract Period:**

This Contract shall be effective from the date the Employee joins the Employer and shall remain valid for an limited period unless terminated in accordance with the provisions of Ministry of Labor Contract (MOL).

#### **(3) Probation:**

The Employee shall be on probation for the period indicated in **Annexure A**. During the probation period, the Employer reserves the right to terminate the employment of the Employee forthwith upon notice.

At the end of probation period, the performance of the Employee shall be evaluated by the management and his employment shall be confirmed if the performance is found to be satisfactory. In case his performance is found unsatisfactory, the Employer shall have the right to terminate the Employee's employment forthwith upon notice.

#### **(4) Location of Work:**

The Employee shall be assigned to work at **SOBHA CONSTRUCTIONS LLC** in **Dubai, UAE**. However, during the period of employment, the Employee may be assigned or transferred to any of the Offices/departments/divisions/ of the Employer or its subsidiaries located in the UAE or any other country.





## ANNEXURE A

### **EMPLOYMENT COMPENSATION & BENEFITS SUMMARY**

#### **GENERAL**

- |                       |  |
|-----------------------|--|
| (1) NAME              | : Kathir Praveen Tamil Selvan            |
| (2) NATIONALITY       | : Indian                                 |
| (3) PASSPORT NO.      | : W5535440                               |
| (4) EMPLOYMENT STATUS | : Single Status                          |
| (5) DESIGNATION       | : Graduate Engineer Trainee              |
| (6) CONTRACT TYPE     | : Limited                                |
| (7) DATE OF JOINING   | : Subject to approval of employment visa |

#### **COMPENSATION (Paid in UAE Dirhams)**

- |                              |                     |
|------------------------------|---------------------|
| (1) BASIC                    | : 2,500/- Per Month |
| (2) HOUSE RENT ALLOWANCE     | : 1,250/- Per Month |
| (3) TRANSPORT/ SPL ALLOWANCE | : 500/- Per Month   |
| (4) OTHER ALLOWANCE          | : 750/- Per Month   |

**TOTAL (AED) : 5,000/- Per Month**

**(NA)**

#### **BENEFITS**

- |                        |                                |
|------------------------|--------------------------------|
| (1) GRATUITY           | : As per UAE Labor Law         |
| (2) MEDICAL / COVERAGE | : B Category                   |
| (3) ACCOMMODATION      | : Allowance provided           |
| (4) TRANSPORT          | : Allowance provided           |
| (5) ANNUAL AIR TICKETS | : Ticket cost will be provided |

#### **OTHER CONDITIONS**

- |                   |                        |
|-------------------|------------------------|
| (1) PROBATION     | : As per UAE Labor Law |
| (2) NOTICE PERIOD | : As per UAE Labor Law |

### **ACCEPTED**

#### **FOR EMPLOYER**

**Name: Safer Basheer Mohammed**  
**Head - HR & Director of Transformation**

**Signature:** \_\_\_\_\_

**Date:** 30-11-2022  
 \_\_\_\_\_

#### **FOR EMPLOYEE**

**Name : Kathir Praveen Tamil Selvan**

**Signature:** \_\_\_\_\_

**Date:** 01.12.2022  
 \_\_\_\_\_



# Aarbee Structures Pvt. Ltd.

Structural Steel Designers & Detailers

CIN: U74210KA2005PTC036409

RBS/CBE/HR/20230308/2203

09 March 2023

To

175/82, Erumapalayam,  
Main Road, Kotechipalayam,  
Salem. TN.

**Subject: Offer Letter for the Post of Trainee Detailing Engineer.**

Dear Sanjith M,

Congratulations! Further to your Interview and Subsequent selection process we are delighted to offer you the role of **Trainee Detailing Engineer**.

**Remuneration**

You will be paid a stipend of **INR.17000/- (Rupees Seventeen thousand only)** per month which includes PF and ESI benefits.

**Reporting:**

You will be reporting to Project Leader or whomsoever management nominates. You will be based in the **Coimbatore office** of the Company, i.e. **Aarbee Structures Pvt. Ltd., 2<sup>nd</sup> Floor, Module No 201 to 204, Ticel Bio Park Ltd Phase-III, Marudhamalai Road, Coimbatore, Tamil Nadu – 641046**. The Company shall further be entitled to change the location of the place of work.

**Probation:**

You will be on probation for a period of nine (9) months from the date of your joining, on successful completion of probation, your employment with the company will stand confirmed subject to the terms and conditions as per the Company policies.

On your joining date, you are expected to sign "Bond" for Three (3) years including 9 months of training to ensure the employment with us in case of confirmation. One of your parents should come along with you to sign the "Bond" on the date of Joining. Please note that the increment / incentive / appraisal are not on automatic basis and it will be decided by the management according to your performance. **Your date of Joining will be intimated to you through a separate letter/mail, after your final semester examinations.** You are requested to submit copy of all your qualification documents, Address proof and PAN card on the date of joining. You are also requested to bring along all the original documents for verification purpose. The terms of this offer letter shall remain confidential and are not to be disclosed to any third party. We request you to carry a signed copy of the offer letter on the day of your joining as token of your acceptance. Welcome to Aarbee Structures Pvt. Ltd. We wish you a long, rewarding and fulfilling career.

Yours sincerely,

For Aarbee Structures Pvt. Ltd.

Praseed Kumar C  
Asst Manager Admin & HR





## **JOB OFFER FOR LIMITED TERM CONTRACT**

This Job Offer Letter (the "**Contract**") is made on this day, 30 December 2022

### **BETWEEN**

**SOBHA CONSTRUCTIONS LLC**, having its Registered Office at PO Box: 25654 , MBR City, Nad Al Sheba 1, Dubai, United Arab Emirates. .

### **AND**

**Sathiyaprakash Raman** an Indian, holder of Passport number W5533535 (hereinafter referred to as the "**Employee**").

The Employer and the Employee collectively referred to as the "**Parties**" and individually referred to as a "**Party**".

WHEREAS, THE PARTIES HERETO HAVE MUTUALLY AGREED AS FOLLOWS:

#### **(1) Position**

The Employee is hereby appointed as **Graduate Engineer Trainee** on the terms and conditions stated and agreed herein.

#### **(2) Effective Date and Contract Period:**

This Contract shall be effective from the date the Employee joins the Employer and shall remain valid for an limited period unless terminated in accordance with the provisions of Ministry of Labor Contract (MOL).

#### **(3) Probation:**

The Employee shall be on probation for the period indicated in **Annexure A**. During the probation period, the Employer reserves the right to terminate the employment of the Employee forthwith upon notice.

At the end of probation period, the performance of the Employee shall be evaluated by the management and his employment shall be confirmed if the performance is found to be satisfactory. In case his performance is found unsatisfactory, the Employer shall have the right to terminate the Employee's employment forthwith upon notice.

#### **(4) Location of Work:**

The Employee shall be assigned to work at **SOBHA CONSTRUCTIONS LLC** in **Dubai, UAE**. However, during the period of employment, the Employee may be assigned or transferred to any of the Offices/departments/divisions/ of the Employer or its subsidiaries located in the UAE or any other country.



## ANNEXURE A

### **EMPLOYMENT COMPENSATION & BENEFITS SUMMARY**

#### **GENERAL**

- |                       |  |
|-----------------------|--|
| (1) NAME              | : Sathiyaprakash Raman                   |
| (2) NATIONALITY       | : Indian                                 |
| (3) PASSPORT NO.      | : W5533535                               |
| (4) EMPLOYMENT STATUS | : Single Status                          |
| (5) DESIGNATION       | : Graduate Engineer Trainee              |
| (6) CONTRACT TYPE     | : Limited                                |
| (7) DATE OF JOINING   | : Subject to approval of employment visa |

#### **COMPENSATION (Paid in UAE Dirhams)**

- |                              |                     |
|------------------------------|---------------------|
| (1) BASIC                    | : 2,500/- Per Month |
| (2) HOUSE RENT ALLOWANCE     | : 1,250/- Per Month |
| (3) TRANSPORT/ SPL ALLOWANCE | : 500/- Per Month   |
| (4) OTHER ALLOWANCE          | : 750/- Per Month   |

**TOTAL (AED) : 5,000/- Per Month**

**(NA)**

#### **BENEFITS**

- |                        |                                |
|------------------------|--------------------------------|
| (1) GRATUITY           | : As per UAE Labor Law         |
| (2) MEDICAL / COVERAGE | : B Category                   |
| (3) ACCOMMODATION      | : Allowance provided           |
| (4) TRANSPORT          | : Allowance provided           |
| (5) ANNUAL AIR TICKETS | : Ticket cost will be provided |

#### **OTHER CONDITIONS**

- |                   |                        |
|-------------------|------------------------|
| (1) PROBATION     | : As per UAE Labor Law |
| (2) NOTICE PERIOD | : As per UAE Labor Law |

### **ACCEPTED**

#### **FOR EMPLOYER**

**Name: Safer Basheer Mohammed**  
**Head - HR & Director of Transformation**

Signature: \_\_\_\_\_

Date: 30-12-2022  
 Date: \_\_\_\_\_

#### **FOR EMPLOYEE**

**Name : Sathiyaprakash Raman**

Signature: R. Sathiy

Date: 31-12-2022  
 Date: \_\_\_\_\_

## Offer Letter

CSI/DET/2023/011-053  
Wednesday, 01 February 2023

To  
Mr. TAMIL KUMARAN RC  
GOVERNMENT COLLEGE OF TECHNOLOGY

Dear TAMIL KUMARAN,

Congratulations! We are happy to inform that you have successfully cleared our recruitment process, conducted at CADS Office, Coimbatore. We take pleasure in welcoming you and commence your professional career with us as Trainee Engineer.

### Date of joining

Your employment is effective from 13<sup>th</sup> June 2023.

### Training

You will be on trainee status for a period of six months from the date of joining. During the training period you will be trained on specific software and engineering drawings for a minimum period of six months, by our expert team of Training Managers. Training will include:

- AutoCAD Software – Internationally used drawing environment software for creating civil and structural drawings.
- Reinforced Concrete Detailing Software – CADS RC - Internationally acclaimed software developed in house for detailing reinforced concrete.
- Hands on training on live projects – Training will be imparted on working in teams to achieve targets and meet deadlines.
- English Communication Skills and Personality Development - To keep you on par with global standards.

### Probation

On successful completion of the trainee period, you may be absorbed on probation status based on a performance review, which is for a period of six months that may be extended or terminated based on your performance.

### Working hours

You will be governed by the Company's rules on working hours. You may also be called upon to attend duties on your personal time if and when the exigencies of work so demand.

### Salary

Your gross annual compensation is **Rs. 2,16,240/- (Rupees Two Lakhs Sixteen Thousand Two Hundred and Forty Only)** on a cost to the company basis. The breakup is as given below:

Particulars	Monthly	Annual
Basic	5,800	69,600
HRA	2,900	34,800
Conveyance	1,600	19,200
Medical	1,250	15,000
Others	4,850	58,200
Gross Salary	16,400	1,96,800
Employer Contribution	1,620	19,440
CTC	<b>18,020</b>	<b>2,16,240</b>



GLOBAL CONSTRUCTION  
SOFTWARE AND SERVICES





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

**Strictly Confidential**

**Ref: AEMPL/HR&A/Offer/2022**

**31/10/2022**

**Mr. Vijai Ananth S U,  
9/44d, Rubini Apartments,  
Venkidusamy Naidu Street,  
Mettupalayam, Tamilnadu,  
Mob: 9894286547.**

**Sub: Offer of appointment to the post of "Graduate Engineer Trainee - Civil".**

**Dear Mr. Vijai Ananth S U,**

Based on your interview, we are pleased to inform you that you have been selected for the post of "**Graduate Engineer Trainee - 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 of 2,50,000 (Rs. Two lakh fifty thousand) will be paid to you after the successful completion of four years, including one year of training.

You will be required to produce your original certificates in support of your date of birth, educational qualifications and four passport-size color photographs & Aadhar card copy at the time of joining. Failing to produce the above documents, the 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 to you joining us on or before **15<sup>th</sup> June, 2023** failing which this offer stands cancelled.

You are required to report to **HR Department** at Plot No.-143/144, Udyog Vihar, Phase - IV, Gurgaon, Haryana - 122015 for completing the joining formalities and take charge of your responsibilities.

We welcome you to the Aquagreen family and appreciate a 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 it to us at the earliest.

Yours faithfully,

**For Aquagreen Engineering Management Private Limited**

**(Authorized Signatory)**

**(Accepted)**

**AQUAGREEN ENGINEERING MANAGEMENT PRIVATE LIMITED**

**DESIGN OFFICE: 143 - 144, Udyog Vihar, Phase - IV, Gurugram - 122015 (Haryana), Tel:- 0124 - 4630871**

**REGISTERED OFFICE: 2<sup>nd</sup> Floor, A-Block, Plot No. 14, Factory Road, Adj. to Safdarjung Hospital, Delhi - 110029**

**CIN No. U45200DL2008PTC175410**

**Website: www.aquagreen.in**



**Ambigai Consultancy Services (I) Pvt Ltd**  
157 Developed Plot, PERUNGUDI Electronics Estate  
CHENNAI - 600096, India

24<sup>th</sup> Apr 2023

TO

Mr. Raamalinga Rajan AS  
S/o Angurajan V  
2/1053, Ramalinga Bhavan ,  
8th street , 4th cross street ,  
thanthai Periyar Nagar ,  
Karaikudi - 630002, Tamil Nadu, India

**Sub : Employment Appointment Letter, Ref. Nr: ACS\_IND\_600222\_2023 - Ver1.0**

Dear Mr. Raamalinga Rajan AS,

- 1) With reference to your interview held on 06<sup>th</sup> Mar 2023 at GCT Coimbatore, We have pleasure in appointing you as a “**Graduate Engineer Trainee**” in CAE/CAD department of our Organization in Chennai with effective from on or before 08<sup>th</sup> May 2023 under the following terms and conditions :-
- 2) Your Annual CTC, salary and other benefits details are attached herewith as in Annexure-I.
- 3) Employment agreement and its all terms & conditions covered in Annexure-II shall be applicable including right from the day one of your training period and thereafter the entire employment period after the training period.
- 4) Your training period is defined as 6 months period, and thereafter your designation shall be **CAE/CAD Analyst** after successful completion of training period.
- 5) Please sign the appointment letter on all sheets at the bottom on the right corner by writing it as Accepted, below that sign with your name and date, and return to Mr Senthilkumar K R (Senthil@ambigai.net), as a token of your acceptance.

We welcome you to ACS family and look forward to a long and mutually beneficial association.

**for Ambigai Consultancy Services (I) Pvt Ltd,**

*u. n. S. J. A.*

**Senthilkumar K R**  
**Director**

Encl : Annexure - I (Salary composition),  
Annexure - II ( Terms & Conditions of Employment Agreement), and  
Annexure - III (check list for joining docket)



## **Annexure – I**

**Name : Mr. Raamalinga Rajan AS**  
**Position : Graduate Trainee (GET) for 6 months, then CAE/CAD Analyst.**  
**Location : Chennai, India**

### **CTC, Salary and other benefits Details.**

1. **Total CTC = 4.1 Lacs per annum**, Spilt is as follows,
  - Salary\* = 3.3 Lacs per annum
  - Performance Bonus = 0.3 Lacs per annum
  - Welfare Allowances\*\* = 0.5 Lacs per annum

\* includes PF, Gratuity and Health insurance.

\*\* covers allowances spent for subsidiary Food, snacks, fruit, Coffee, tea, milk, Energy drinks, Special Lunch/ dinner, Gifts, external trainings and team out meet.

2. Above defined CTC is applicable for first year and 2nd year as well, from first day of employment including training period.
3. After 2nd year, every year salary revision shall be implemented as per company policy through performance review mechanism. During first 2 years as well, performance review shall be conducted periodically.

**For Ambigai Consultancy Services (I) Pvt Ltd**

*u. n. S.T.A:*

**Senthilkumar K R,**  
**Director**





**Aakash Educational Services Limited**  
CIN: U80300KA2007PLC150057  
✉ corporate@aesl.in  
🌐 www.aakash.ac.in

**Offer: Faculty (Physics)**

RefId: AESL/Campus2023/Government College of Technology, Coimbatore

**Date: 07<sup>th</sup> February 2023**

**Mr. V.G. Abi Sankar**  
**Address : 21/123, Palaceward,**  
**Kuzhithurai, P.O Kanyakumari Dist.**

**Ref: Letter of Offer & Terms of Employment**

**Dear Mr. V.G. Abi Sankar,**

Thank you for exploring career opportunities with Aakash Educational Services Limited (hereinafter referred to as 'AESL' or 'Company'). You have successfully completed our selection process and we are pleased to extend offer of employment.

By joining AESL you would become part of India's leading Educational Institute.

With robust training, mentoring system and support from the management, campus recruited faculty have made substantial achievements at Aakash Institute in last one decade. Depending on your performance & AESL's requirement one can also accelerate career in management role if you have flair and desired skills for leading a team, branch or entire region.

AESL takes pride in not only producing good students but also good faculty.

Once again, we welcome you to Aakash Family, where we offer a plethora of opportunities for professional development and growth in academics.

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant Lecturer, Grade – M8**. Annexure-2 provides details of benefits and compensation package.

Your date of joining will be 10<sup>th</sup> July 2023. Kindly confirm your acceptance of this offer by signing Annexure-1 and send your signed copy of the acceptance letter to [campus@aesl.in](mailto:campus@aesl.in) within 5 days of receipt. In case we do not receive your acceptance of this offer within 5 days, this offer would be liable to lapse at the discretion of AESL.

After we receive acceptance of this offer letter, we would send an email indicating the details of your joining & training. You will also be issued a letter of appointment at the time of joining after completing joining formalities as per Company policy.

Page 1 of 3

**Registered Office**  
No. 111, 8th Cross, Paramount Gardens, Thalaghattapura,  
Kanakapura Main Road, Bengaluru - 560062.

**Corporate Office**  
Aakash Tower, 8, Pusa Road, New Delhi - 110005.  
Telephone: (011) 47623456 | Fax: (011) 47623472.



Annexure - 2

(Salary Structure)		
Name	Mr. V.G. Abi Sankar	
Designation	Assistant Lecturer	
Grade	M8	
<b>Details</b>		
	Monthly (In Rs./-)	Annually (In Rs./-)
<b>During Training</b>	<b>35,378</b>	
Basic	25,500	
Special Allowance	9878	
<b>Gross Salary during Training</b>	<b>35,378</b>	
<b>Details</b>		
	Monthly (In Rs./-)	Annually (In Rs./-)
<b>During Probation</b>	<b>44,223</b>	
Basic	25,500	
Special Allowance	18,723	
<b>Gross Salary during Probation</b>	<b>44,223</b>	
<b>During Confirmation</b>		
<b>Components</b>	Monthly (In Rs./-)	Annually (In Rs./-)
Basic	30209	362508
HRA	15105	181260
Special Allowance	13650	163800
<b>Gross Salary during Confirmation (A)</b>	<b>58,964</b>	<b>707,568</b>
<b>Retiral Benefits</b>		
Gratuity*	1453	17,436
<b>Total retiral (B)</b>	<b>1453</b>	<b>17,436</b>
<b>CTC (A+B)</b>	<b>60,417</b>	<b>725,004</b>

\*You will be entitled for Gratuity after completion of 5 yrs. continuous service with Aakash Educational Services Limited as per Gratuity Act, 1972

- You will be entitled for Retention Bonus of Rs.3 lakh which will be paid to you in 3 equal installments: -
  - First, INR 1 lakh on completion of 1 year with the Company & it will be paid along with succeeding months' salary.
  - Second, INR 1 lakh will be paid along with the Performance Appraisal of FY'2024-25.
  - Third, INR 1 lakh will be paid along with the Performance Appraisal of FY'2025-26.

Further, INR 1 lakh will be merged with your annual CTC effective FY'2026-27 Appraisal cycle.

All of these payouts are subject to your continued employment with the Company.



**LUCAS TVS LIMITED**

**CIN : U35999TN1961PLC004678**  
Factory : MTH Road, Padi, Chennai-600 050.  
Tamilnadu, India.  
Phone : 044-2625 8211  
Fax : 044-2652 2280, 2625 9642.

01 04 2023

Dear Mr.Abinesh Lucas

Subsequent to your Written and personal interview had with us, we are glad to inform you that you have been provisionally selected and offered as Graduate Engineer Trainee in our Organisation. You will be paid a CTC of 4.37 Lacs during first year training (includes employer PF contribution, Welfare, Insurance etc). A detail breakup on the CTC will be issued along with the appointment letter.

As a part of our recruitment process, you need to undergo Medical Test & Security Screening at our factory at Chennai during April 2023 and a separate communication will be sent to you on this. You are requested to bring the following while attending the medical test / security screening.

- Medical Test reports in Original
- Educational Certificates from 10<sup>th</sup> Standard & above in Original with two set of Photocopies.
- Recent Colour passport photograph - 4 Nos
- Copy of Aadhar card and PAN card

You will ensure to complete double vaccination of Covid at the time of medical test examination.

This offer is valid on successful completion of your Engineering course with distinction without history of arrears and clearing medical examination and security verification at the time of joining. A letter of appointment will be issued to you separately stipulating terms and conditions of employment.

As agreed by you, you need to enter a service bond supported by surety at the time of joining. This is being insisted to retain your service atleast for a minimum period of 4 years and also considering the investment of resources the company will be incurring in terms of your training.

Please note that independent of any bond, it has always been our endeavour to bind and retain people with better culture, working environment and service condition to be a productive resource for the mutual benefits in the years to come.

With Best Wishes,

Yours Sincerely,  
**For LUCAS-TVS LIMITED**

**Dr. R NAGARAJAN**  
**HEAD – CORPORATE HR**



Regd. & Corp. Office :  
11&13, Patullos Road, Chennai-600002, TN, India.  
Tel : +91-44-28460063 / 28460073.  
Fax : +91-44-28460631. Web : www.lucas-tvs.com  
Email : ltvs.corp@lucastvs.co.in



Cameron Manufacturing India Private Limited - A SLB Company

3<sup>rd</sup> Floor, TIDEL Park,  
Vilankurichi Road,  
Coimbatore – 641 014, India.  
Tel : +91 422 399 5000  
Fax : +91 422 399 5001  
cameron.slb.com



CIN: U29120TZ2001PT009632

24 February 2023

**Subject: Offer of Employment to Abishek A**

**Dear Abishek A**

Further to the discussions and interviews with us, we are pleased to offer you the position of **MECHANICAL ENGINEER TRAINEE** with **Job Grade 08** at Cameron Manufacturing India (P) Ltd – A SLB Company stationed at **Coimbatore, India**. You will report to **Selvakumar Chellamuthu, SENIOR MECHANICAL ENGINEERING SUPERVISOR**.

For us at Cameron Manufacturing India (P) Ltd – A SLB Company, success is the outcome of Competence, Commitment and Contribution, more than a matter of chance, and we are delighted that you have chosen us.

A detailed appointment letter containing the terms and conditions of employment will be given to you at the time of joining.

This offer is conditional, and the following pre-conditions will apply.

1. A positive reference on the background verification that would be done with your credentials.
2. Confirmation of the acceptance of this offer of employment. This offer will automatically stand withdrawn if you fail to join on the agreed date of joining.
3. Evidence of your successful completion of your engineering degree
4. Successful completion of your PGDDE course
5. Attending a pre-employment medical test and obtaining a fitness certificate from SLB appointed doctor

You will be on a 4 months training programme (PGDDE Course) prior to your commencement of employment with SLB. While on PGDDE course, you will receive a monthly stipend of INR 20,000.

Your annual emoluments have been detailed as per the attached annexure (I). Documents to be submitted on the day of joining are given in annexure (II). Please sign and return both the letter of offer and annexure (I) as a confirmation of your acceptance. The offer letter is valid for 2 days from the date of issuance.

Please do not hesitate to contact me for any clarification required.

Best regards,

**Cameron Manufacturing India (P) Ltd – A SLB Company**

A handwritten signature in black ink, appearing to read 'Fiona Seah', with a horizontal line underneath.

**Fiona Seah**  
**Head – Human Resources**  
Encl: Annexure I and II

A handwritten signature in black ink, appearing to read 'A. Abishek', with a horizontal line underneath.

**Government College of Technology**



**ANNEXURE I to the Offer Letter of Abishek A – 24 February 2023**

		Salary Details		
		Particulars	Monthly - INR	Annual - INR
Salary and Annual Payment	A	Basic Salary	27,265.00	327,180.00
		H.R.A	10,906.00	130,872.00
		Travelling Allowance	1,600.00	19,200.00
		Special Allowance	6,935.00	83,218.00
		<b>TOTAL</b>	<b>46,706.00</b>	<b>560,470.00</b>
	<b>Annual Payment</b>			
	Leave Travel Allowance		27,265.00	
	Bonus @ 8.33% on basic		27,265.00	
	<b>Gross CTC</b>			<b>615,000.00</b>
	<b>In Words :Gross CTC :- Six Lakhs Fifteen Thousand Rupees only.</b>			
B	<b>Statutory Benefit-By Employer</b>			
	Provident Fund	3,272.00	39,262.00	
	<b>Total</b>	<b>3,272.00</b>	<b>654,262.00</b>	
<b>Total Cost: Gross CTC + Benefits = INR 654,262.00/=</b>				
Insurance & Gratuity	<b>Insurance &amp; Gratuity</b>	<b>Coverage</b>	<b>Beneficiaries</b>	
	In Patient	Up to an annual maximum amount of INR 500,000 per insured per annum. (Rs. Five lakhs pi/pa)	Self, Spouse & 4 dependent children	
	Out Patient	Up to an annual maximum amount of INR 100,000 per insured per annum with sublimits. (Rs. One Lakh pi/pa)		
	Accident Cover	3x annual base - Single; 4x annual base Married; 5x annual base married + children	Self	
	Life Insurance Cover	2x annual base - Single; 3x annual base Married; 4x annual base married + children	Self	
	Gratuity @ 4.81% of Basic Salary		Self	

**For Cameron Manufacturing India (P) Ltd – A SLB Company**

**Fiona Seah**  
Head – Human Resources

**Government College of Technology**

09-Nov-2022

Mr. Ajai N  
Government College of Technology

Dear Ajai,

**SUB: Our offer for the position of Trainee – Software Analyst**

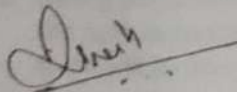
We are happy to let you know that we are impressed with your credentials and welcome you to the Aspire family. We are certain that you would play a vital role in our growth and success and you will be a valuable addition to our talented team of ASPIRIANS.

You will be inducted as a "Trainee – Software Analyst". Your initial training with the Talent Nurturing team and the department specific training will be for a maximum duration of two months. Post training you will be deputed to any one of our Practices and you will be deputed to work from any of our offices in India. The salary during training will be **Rs.22,500 per month** which will be prorated based on your training duration. At the end of training period, a formal evaluation of your performance will be made.

On successful completion of the training, your overall total Cost-to-Company (CTC) will be revised to **Rs.4.70 Lakhs Per Annum** that includes a one-time joining bonus of **Rs.20,000** which will be paid on completion of six months of your service with us. All remuneration payable to you will be subject to income tax deduction at source and to any other statutory deductions that may be applicable.

Your commencement of employment with us is contingent upon your acceptance of this offer and our terms of employment (Annexure 1). We once again welcome you to share a challenging and mutually rewarding experience at Aspire. Please return the duplicate of this letter duly signed by you.

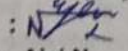
**For Aspire Systems (India) Private Limited**



**Dinesh Kumar T.K.**  
Vice President

[dinesh.kumaran@aspiresys.com](mailto:dinesh.kumaran@aspiresys.com)

I hereby accept the offer.

Signature :   
Name : Ajai N  
Date : 12/11/22

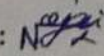
The first salary change post training period will be based on your date of joining.

- If your date of joining is between 1<sup>st</sup> to 15<sup>th</sup> of the month, then your first salary change effective date will be 1<sup>st</sup> to end of the month
- If your date of joining is between 16<sup>th</sup> to end of the month, then your first salary change effective date will be from 16<sup>th</sup> to 15<sup>th</sup> of the next month
- Please refer to the sample table below and the first salary change date post training will depend on your day of joining

Date of Joining	: We will confirm shortly
Salary during initial training	: Rs.22,500 per month (Two months training duration max and salary will be Prorated based on your training duration)
Salary after completion of training	: INR.4.70 Lakhs Per Annum
Post Probation	: Confirmation and Promotion to 'Software Analyst'
Post Training + 12 months	: Next Salary change: Rs.5.40 LPA
Post Training + 24 Months	: Alignment with Org Roadmap Cycle

10. The CTC is inclusive of the following components: Basic, FBP components you have opted, Statutory components: PF, ESI, Gratuity, Statutory bonus, what is applicable, Special allowance excluding the above, deductions like Mediclaim, TDS, Lunch, transport and professional tax, whatever is applicable. The break-up of components will be available in the monthly pay slip and reimbursement slips that will be sent to you
11. Performance Appraisals are a part of the work policies at Aspire and your performance will solely spell out any revision in your compensation package. Apart from the above pre-fixed salary changes during the initial three-year period, if you are rated as an Excellent or an Exceptional performer during the annual review cycle, you will be eligible for a one-time performance-based payout. This is only applicable for the first three years from the date of joining.
12. You are governed by the company's policies in vogue from time to time. Your work timings may also be changed depending on the organizational need and your responsibilities.
13. The rules and regulations of service of the company that are in force may be framed, amended, altered or extended from time to time. They will govern you in the same form as and when altered or amended.
14. Aspire Systems is an equal opportunity employer. We demonstrate respect and provide equal employment opportunities for all employees and applicants for positions regardless of race, color, national origin, political belief, religion, marital or family status, physical or mental disability, gender, sexual orientation, age, or irrelevant (not related to the work to be performed) record of offense. All our decisions will be based on job performance, merit, experience, and qualifications.

I hereby accept the offer terms and conditions.

Signature :   
 Name : Ajai N  
 Date : 12/11/22



## Certified Skill Development (CSD) Training Program Offer

25-Oct-2023

Candidate ID: 26927805

**Akhil L**  
**B.E. Mechanical Engineering**  
**Government College of Technology, Coimbatore**

Dear **Akhil L**,

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 acceptance to the Letter of Intent, we are pleased to offer you a Certified Skill Development (CSD) Training Program on premises with us **for a period of 3 to 6 months**. Your CSD Training Program onboarding will be scheduled as per our business requirements and shall be communicated to you in writing.

During this CSD Training Program period, you will be provided with a stipend of **INR 12,000** per month equated to the planned duration of the CSD Training Program curriculum. The stipend will be paid only subject to successful completion of milestones as defined in the curriculum, your performance and attendance prior to the monthly stipend processing window for a given month. Cognizant will not encourage any other claim with regard to compensation or other statutory payments or reimbursements and it is hereby clarified that participation in this CSD Training Program and/or during the course of completing this CSD Training Program you shall not be entitled for any benefits paid or made available to that of Cognizant employees.

Though this Cognizant CSD Training Program is a pre-requisite skill and capability development program, it does not guarantee employment with Cognizant and there is no employer – employee relationship during the course of this CSD Training Program. However, the successful completion of this CSD Training Program will form a critical part of your eligibility for employment with Cognizant if an opportunity arises in future. Also, you shall be provided with a Certificate of Completion upon you successfully completing this CSD Training Program which can be included within your resume.

You will be provided a learning curriculum as per the skill track assigned to you. The learning design would expect you to drive your learning through 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 CSD Training Program. In the event of unsatisfactory performance during the CSD Training or non-completion of the CSD Training, no Certificate of Skill Development shall be issued by Cognizant. Cognizant reserves rights at its sole discretion to revoke its Letter of Intent.

### Section A: Terms and Conditions:

1. The CSD Training Program timings would be for 10 hours per day from Monday through Friday aligned to the working timings followed in Cognizant which based on the need could also be operated on a shift model. Attendance is mandatory on all the days to stay active in the CSD Training Program. The CSD Training Program would be terminated if the mandatory requirement of minimum 90% attendance at office is not met in a month.

2. CSD Training Program associates are covered under Cognizant's calendar holidays of the respective location of where the Training Program is conducted, and you would need to adhere with minimum





## Letter of Intent (LOI)

**Superset ID: 3604208**

**Date: November 25, 2022**

**Dear Arun M,**

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

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 have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week 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 as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

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>

GenC HR Team will reach out to you over email to guide you on the next steps.  
Thank you for the interest and stay tuned to hear from us.

Yours sincerely,

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

**Maya Sreekumar**  
**Vice President - Human Resources**





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## Greetings from DEP IND PVT LTD - Intern Offer Mail

1 message

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**Srikousalya** <kousalya\_s@depind.com>

Tue, 24 Jan 2023 at 16:13

To: arunpr2001@gmail.com

Cc: Radha Dhamodharan <radha\_d@depusa.com>, Vishnu D <vishnu\_d@depusa.com>, GCT Placement Cell <gctplacements@gct.ac.in>

Dear Arun,

We are pleased to offer you an **Internship** at DEP. Please accept our heartiest congratulations and a warm welcome to DEP family

Your Joining date as Intern will be on **3-Feb-23**, You will be designated as **Project – Intern with Stipend of Rs.10,000/- Per month.**

Please note you are supposed to carry the below mentioned originals (for verification purpose) & Photo copy (for submitting to HR team).As informed, your offer letter will be issued on the Date of Joining.

Documents required:

- 10th, 12th or Diploma Certificates.
- PG & UG Original Mark sheet, Provisional Certificate, Degree Certificate & Transfer Certificate
- Certificate in support of your age; required for statutory purposes. (Aadhar card, Pan Card)
- Passport: Identification, last page and visas stamped
- Six colored passport sized photographs.

09-Nov-2022

Mr. Balaji Sivakumar  
Government College of Technology

Dear Balaji Sivakumar,

**SUB: Our offer for the position of Trainee – Software Analyst**

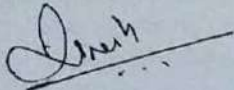
We are happy to let you know that we are impressed with your credentials and welcome you to the Aspire family. We are certain that you would play a vital role in our growth and success and you will be a valuable addition to our talented team of ASPIRIANS.

You will be inducted as a "Trainee – Software Analyst". Your initial training with the Talent Nurturing team and the department specific training will be for a maximum duration of two months. Post training you will be deputed to any one of our Practices and you will be deputed to work from any of our offices in India. The salary during training will be **Rs.22,500 per month** which will be prorated based on your training duration. At the end of training period, a formal evaluation of your performance will be made.

On successful completion of the training, your overall total Cost-to-Company (CTC) will be revised to **Rs.4.70 Lakhs Per Annum** that includes a one-time joining bonus of **Rs.20,000** which will be paid on completion of six months of your service with us. All remuneration payable to you will be subject to income tax deduction at source and to any other statutory deductions that may be applicable.

Your commencement of employment with us is contingent upon your acceptance of this offer and our terms of employment (Annexure 1). We once again welcome you to share a challenging and mutually rewarding experience at Aspire. Please return the duplicate of this letter duly signed by you.

**For Aspire Systems (India) Private Limited**



**Dinesh Kumar T.K.**  
Vice President  
[dinesh.kumaran@aspiresys.com](mailto:dinesh.kumaran@aspiresys.com)

I hereby accept the offer.

Signature : Balaji P.S  
Name : Balaji Sivakumar  
Date : 10.11.2022

The first salary change post training period will be based on your date of joining.

- If your date of joining is between 1<sup>st</sup> to 15<sup>th</sup> of the month, then your first salary change effective date will be 1<sup>st</sup> to end of the month
- If your date of joining is between 16<sup>th</sup> to end of the month, then your first salary change effective date will be from 16<sup>th</sup> to 15<sup>th</sup> of the next month
- Please refer to the sample table below and the first salary change date post training will depend on your day of joining

Date of Joining	: We will confirm shortly
Salary during initial training	: Rs.22,500 per month (Two months training duration max and salary will be Prorated based on your training duration)
Salary after completion of training	: INR.4.70 Lakhs Per Annum
Post Probation	: Confirmation and Promotion to 'Software Analyst'
Post Training + 12 months	: Next Salary change: Rs.5.40 LPA
Post Training + 24 Months	: Alignment with Org Roadmap Cycle

10. The CTC is inclusive of the following components: Basic, FBP components you have opted, Statutory components: PF, ESI, Gratuity, Statutory bonus, what is applicable, Special allowance excluding the above, deductions like Mediclaim, TDS, Lunch, transport and professional tax, whatever is applicable. The break-up of components will be available in the monthly pay slip and reimbursement slips that will be sent to you
11. Performance Appraisals are a part of the work policies at Aspire and your performance will solely spell out any revision in your compensation package. Apart from the above pre-fixed salary changes during the initial three-year period, if you are rated as an Excellent or an Exceptional performer during the annual review cycle, you will be eligible for a one-time performance-based payout. This is only applicable for the first three years from the date of joining.
12. You are governed by the company's policies in vogue from time to time. Your work timings may also be changed depending on the organizational need and your responsibilities.
13. The rules and regulations of service of the company that are in force may be framed, amended, altered or extended from time to time. They will govern you in the same form as and when altered or amended.
14. Aspire Systems is an equal opportunity employer. We demonstrate respect and provide equal employment opportunities for all employees and applicants for positions regardless of race, color, national origin, political belief, religion, marital or family status, physical or mental disability, gender, sexual orientation, age, or irrelevant (not related to the work to be performed) record of offense. All our decisions will be based on job performance, merit, experience, and qualifications.

I hereby accept the offer terms and conditions.

Signature : *Balaji S*  
Name : Balaji Sivakumar  
Date : 10.11.2022



21<sup>st</sup> February, 2023

Dear Graduate Engineer Trainee,

WELCOME TO THE JSW GROUP

With reference to your application and the subsequent interview you had with us, we are pleased to offer you the position of Graduate Engineer Trainee ("GET") in 'L08T' grade and your subsequent appointment will be subject to the following terms and conditions:

- A. Your initial remuneration as a GET during training period with JSW shall be **Rs. 8 lakhs per annum** ("CTC").
- B. You shall be eligible for **Rs. 1.5 lakhs** ("Retention Bonus") spread over 2 years.
- C. This offer is valid subject to your **Graduation Passing with Min 60% aggregate**.
- D. The location where you shall be posted to shall be communicated to you by **May, 2023**. You are requested to **report at your assigned location a day prior to your Joining day**. Your appointment shall be final subject to the following conditions of eligibility:
  - a. You having secured at least 60% in your 10<sup>th</sup> and 12<sup>th</sup> standard examinations,
  - b. You having completed the B. E/ B.Tech course with a First Class (aggregate 60% or equivalent or more and as per University declaration). In case you fail to clear your degree, then the offer shall be revoked.
  - c. You having being declared medically fit by a certified medical practitioner and having provided the necessary documents to such effect. In the event of any medical abnormality, your offer will stand cancelled.
  - d. You having cleared all reference checking and submission of the following documents at the time of your joining:
    - o Originals & Copies of all Educational Certificates – S.S.L.C, H.S.C, UG/PG, Additional qualifications (If any)
    - o Proof of your Date of Birth
    - o PAN Card / Aadhar Card
    - o 5 Passport size photographs
    - o Submission of medical fitness as per the medical tests prescribed by JSW.
    - o Any wrong information / suppression of information shall be liable for termination of the offer of appointment.
- E. In the event of you not meeting any of the conditions of eligibility stated above, you shall not be eligible for appointment and the offer of appointment shall stand revoked and withdrawn with immediate effect. In the event of you furnishing any wrong, inaccurate information or suppressing any of the information, your appointment as well as this offer, shall be terminated and revoked with immediate effect.
- F. A detailed "Appointment Letter" will be issued to you upon your joining, subject to you fulfilling the conditions of eligibility as stated above. You shall be required to abide by all the terms of the Appointment Letter at all times during your tenure with JSW.



Part of O. P. Jindal Group

Yours sincerely

R. Bhat

09-Nov-2022

Mr. Deepakkumar S  
Government College of Technology

Dear Deepakkumar,

**SUB: Our offer for the position of Trainee – Software Analyst**

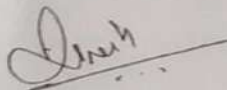
We are happy to let you know that we are impressed with your credentials and welcome you to the Aspire family. We are certain that you would play a vital role in our growth and success and you will be a valuable addition to our talented team of ASPIRIANS.

You will be inducted as a "Trainee – Software Analyst". Your initial training with the Talent Nurturing team and the department specific training will be for a maximum duration of two months. Post training you will be deputed to any one of our Practices and you will be deputed to work from any of our offices in India. The salary during training will be **Rs.22,500 per month** which will be prorated based on your training duration. At the end of training period, a formal evaluation of your performance will be made.

On successful completion of the training, your overall total Cost-to-Company (CTC) will be revised to **Rs.4.70 Lakhs Per Annum** that includes a one-time joining bonus of **Rs.20,000** which will be paid on completion of six months of your service with us. All remuneration payable to you will be subject to income tax deduction at source and to any other statutory deductions that may be applicable.

Your commencement of employment with us is contingent upon your acceptance of this offer and our terms of employment (Annexure 1). We once again welcome you to share a challenging and mutually rewarding experience at Aspire. Please return the duplicate of this letter duly signed by you.

For Aspire Systems (India) Private Limited



**Dinesh Kumar T.K.**

Vice President

[dinesh.kumaran@aspiresys.com](mailto:dinesh.kumaran@aspiresys.com)

I hereby accept the offer.

Signature : *S. Deepakkumar*  
Name : Deepakkumar S  
Date : 12/11/2022

The first salary change post training period will be based on your date of joining.

- If your date of joining is between 1<sup>st</sup> to 15<sup>th</sup> of the month, then your first salary change effective date will be 1<sup>st</sup> to end of the month
- If your date of joining is between 16<sup>th</sup> to end of the month, then your first salary change effective date will be from 16<sup>th</sup> to 15<sup>th</sup> of the next month
- Please refer to the sample table below and the first salary change date post training will depend on your day of joining

Date of Joining	: We will confirm shortly
Salary during initial training	: Rs.22,500 per month (Two months training duration max and salary will be Prorated based on your training duration)
Salary after completion of training	: INR.4.70 Lakhs Per Annum
Post Probation	: Confirmation and Promotion to ' <b>Software Analyst</b> '
Post Training + 12 months	: Next Salary change: Rs.5.40 LPA
Post Training + 24 Months	: Alignment with Org Roadmap Cycle

- The CTC is inclusive of the following components: Basic, FBP components you have opted, Statutory components: PF, ESI, Gratuity, Statutory bonus, what is applicable, Special allowance excluding the above, deductions like Medclaim, TDS, Lunch, transport and professional tax, whatever is applicable. The break-up of components will be available in the monthly pay slip and reimbursement slips that will be sent to you
- Performance Appraisals are a part of the work policies at Aspire and your performance will solely spell out any revision in your compensation package. Apart from the above pre-fixed salary changes during the initial three-year period, if you are rated as an Excellent or an Exceptional performer during the annual review cycle, you will be eligible for a one-time performance-based payout. This is only applicable for the first three years from the date of joining.
- You are governed by the company's policies in vogue from time to time. Your work timings may also be changed depending on the organizational need and your responsibilities.
- The rules and regulations of service of the company that are in force may be framed, amended, altered or extended from time to time. They will govern you in the same form as and when altered or amended.
- Aspire Systems is an equal opportunity employer. We demonstrate respect and provide equal employment opportunities for all employees and applicants for positions regardless of race, color, national origin, political belief, religion, marital or family status, physical or mental disability, gender, sexual orientation, age, or irrelevant (not related to the work to be performed) record of offense. All our decisions will be based on job performance, merit, experience, and qualifications.

I hereby accept the offer terms and conditions.

Signature : *S. Deepakkumar*  
 Name : Deepakkumar S  
 Date : 12/11/2022



Date: 02-Nov-2022

To

**Mr.DHAMODAR V,**  
25,  
SEETHARAMAN STREET,  
VILLUPURAM-605602, TAMIL NADU.

Dear **Mr.DHAMODAR V,**

#### **OFFER OF EMPLOYMENT**

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

#### **INTERNSHIP AND STIPEND**

You are expected to do the final semester project of your curriculum in our organization. We expect you to work on the project on a full time basis for a period of 5-6 months. During this period you will be paid a monthly stipend of **Rs.20000/- (RUPEES TWENTY 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** : DHAMODAR V  
**DESIGNATION** : MEMBER TECHNICAL STAFF

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

\* 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.



09-Nov-2022

**Mr. Dhamodharan S**  
**Government College of Technology**

Dear Dhamodharan,

**SUB: Our offer for the position of Trainee – Software Analyst**

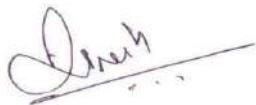
We are happy to let you know that we are impressed with your credentials and welcome you to the Aspire family. We are certain that you would play a vital role in our growth and success and you will be a valuable addition to our talented team of ASPIRIANS.

You will be inducted as a **“Trainee – Software Analyst”**. Your initial training with the Talent Nurturing team and the department specific training will be for a maximum duration of two months. Post training you will be deputed to any one of our Practices and you will be deputed to work from any of our offices in India. The salary during training will be **Rs.22,500 per month** which will be prorated based on your training duration. At the end of training period, a formal evaluation of your performance will be made.

On successful completion of the training, your overall total Cost-to-Company (CTC) will be revised to **Rs.4.70 Lakhs Per Annum** that includes a one-time joining bonus of **Rs.20,000** which will be paid on completion of six months of your service with us. All remuneration payable to you will be subject to income tax deduction at source and to any other statutory deductions that may be applicable.

Your commencement of employment with us is contingent upon your acceptance of this offer and our terms of employment (Annexure 1). We once again welcome you to share a challenging and mutually rewarding experience at Aspire. Please return the duplicate of this letter duly signed by you.

**For Aspire Systems (India) Private Limited**



**Dinesh Kumar T.K.**

Vice President

[dinesh.kumaran@aspiresys.com](mailto:dinesh.kumaran@aspiresys.com)

I hereby accept the offer.

Signature :  
Name : Dhamodharan S  
Date :

The first salary change post training period will be based on your date of joining.

- If your date of joining is between 1<sup>st</sup> to 15<sup>th</sup> of the month, then your first salary change effective date will be 1<sup>st</sup> to end of the month
- If your date of joining is between 16<sup>th</sup> to end of the month, then your first salary change effective date will be from 16<sup>th</sup> to 15<sup>th</sup> of the next month
- Please refer to the sample table below and the first salary change date post training will depend on your day of joining

Date of Joining	: We will confirm shortly
Salary during initial training	: Rs.22,500 per month (Two months training duration max and salary will be Prorated based on your training duration)
Salary after completion of training	: INR.4.70 Lakhs Per Annum
Post Probation	: Confirmation and Promotion to ' <b>Software Analyst</b> '
Post Training + 12 months	: Next Salary change: Rs.5.40 LPA
Post Training + 24 Months	: Alignment with Org Roadmap Cycle

- The CTC is inclusive of the following components: Basic, FBP components you have opted, Statutory components: PF, ESI, Gratuity, Statutory bonus, what is applicable, Special allowance excluding the above, deductions like Mediclaim, TDS, Lunch, transport and professional tax, whatever is applicable. The break-up of components will be available in the monthly pay slip and reimbursement slips that will be sent to you
- Performance Appraisals are a part of the work policies at Aspire and your performance will solely spell out any revision in your compensation package. Apart from the above pre-fixed salary changes during the initial three-year period, if you are rated as an Excellent or an Exceptional performer during the annual review cycle, you will be eligible for a one-time performance-based payout. This is only applicable for the first three years from the date of joining.
- You are governed by the company's policies in vogue from time to time. Your work timings may also be changed depending on the organizational need and your responsibilities.
- The rules and regulations of service of the company that are in force may be framed, amended, altered or extended from time to time. They will govern you in the same form as and when altered or amended.
- Aspire Systems is an equal opportunity employer. We demonstrate respect and provide equal employment opportunities for all employees and applicants for positions regardless of race, color, national origin, political belief, religion, marital or family status, physical or mental disability, gender, sexual orientation, age, or irrelevant (not related to the work to be performed) record of offense. All our decisions will be based on job performance, merit, experience, and qualifications.

I hereby accept the offer terms and conditions.

Signature :  
Name : Dhamodharan S  
Date :



14<sup>th</sup> February 2023

Name : DHARUNRAJ R  
Registration No : 1912125  
College : GOVERNMENT COLLEGE OF TECHNOLOGY

Dear DHARUNRAJ

Sub: Provisional Offer letter - reg.

Subsequent to the Technical interview held today, we are pleased to inform you that you have been shortlisted to join our **Internship Programme**.

If interested, you can join as "**Intern**" and do the Internship from Feb'23 to May 2023. During your internship, you will be paid a stipend of Rs.12,000/- per month.

Transport and food will be provided by the company.

On successful completion of your BE/B.Tech degree, you will be taken as Graduate Engineer Trainee in our Organisation.

You will be paid an over all CTC of **Rs.3.6 lacs per annum**. Detailed break up will be mentioned in the formal offer letter.

After successful completion of the first year, you will be progressed as **Lead Engineer** with a CTC of Rs.4.78 lacs per annum.

For further clarifications, you can contact our HR person Mr. J. Srikanth (9585511791).

Wish you good luck,

For Turbo Energy Private Limited,

**A P SRIDHAR**  
Vice President-HR

Turbo Energy Private Limited  
No. 100, Old Mahabalipuram Road  
Paiyanur 603 104  
Kanchipuram District  
Tamil Nadu, India  
CIN :U40107TN1982PTC009363  
Phone:+91 44 2742 5716  
Fax : +91 44 2742 5577  
Email :teppersonnel@turboenergy.co.in  
Web :www.turboenergy.co.in

Regd. Office:  
'Stoneacre'  
67 Chamiers Road  
Chennai 600 028  
Tamil Nadu, India



## 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

### PROVISIONAL OFFER LETTER

To

Giridhar. M

Date: 25/08/2022

Ref No: GCT/1/PT/7/2023

Congratulations!

Based on your various rounds of interviews with ZOHO at your campus, we are pleased to offer you an internship opportunity as a "Project Trainee" as and when your final semester begins. We expect you to work on the project on a full time basis for a period of 5-6 months. During this project tenure you will be paid a stipend of Rs.20,000/- (Rupees Twenty Thousand Only).

If your project work and conduct are found to be completely satisfactory and if Zoho has resource requirements, you may be considered for employment in accordance with Zoho's then current policy. The soft copy of the Internship letter will be sent to your email id and the hard copies will be handed over to you on your date of joining.

It is our pleasure that you have chosen us and we look forward to welcome you aboard!

Good Luck!

Authorized Signatory



Corporate Identification No: U40100TN2010PTC075961



**Offer: Computer Consultancy**

**Ref: TCSL/DT20222783460/Chennai**

**Date: 13/09/2022**

Mr. Gokulakannan S  
2/306Vanniyer Street,  
Sogathur,  
Dharmapuri-636809,  
Tamilnadu.  
Tel# -

Dear Gokulakannan S,

**Sub: Letter of Offer**

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

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

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

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

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

**TCS Confidential**

**TCSL/DT20222783460**

**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](http://www.tcs.com)

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

TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto: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.



**GROSS SALARY SHEET**

**Annexure 1**

<b>Name</b>	<b>Gokulakannan S</b>
<b>Designation</b>	<b>Assistant System Engineer-Trainee</b>
<b>Institute Name</b>	<b>Government College Of Technology, Coimbatore</b>

Table 1: Compensation Details (All Components in INR)

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

# 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)

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



Mr. Balakrishnan S  
S/O Mr. Sreenivasan G  
36,  
Sudalai Madan Kovil Street, Tirunelveli,  
Tamil Nadu - 627006.

Dear Mr. Balakrishnan S,

With reference to your application and the subsequent interview held on **13/01/2023**, the Management is pleased to permit you to undergo training under the following terms and conditions:

1. You are engaged as **Graduate Engineer Trainee (Grade. TRN-EN1.99)** in **HRD - Trainees** Department in our **Textile Machinery Division**, 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 mentioned in Annexure A.
3. During the training period, you will be eligible for Annual Bonus, contribution to Provident Fund as per the Rules.
4. You will not be eligible for any other allowance / payment applicable to other staff members.
5. You will be entitled for 2 days leave per every completed month of training.
6. 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.
7. You will be retained in the same spell of training by extension or terminated from training, if the management is of the opinion that you do not show/evince interest in learning and or if you fail to attend the minimum required date.

Contd.2

Annexure-A

Annexure to the Offer letter HRD/Offer/FN:R062023/083 dated 27-04-2023 given to Mr. Balakrishnan S

SALARY COMPUTATION		
Components	Per Annum	Per Month
Basic	120000	10000
HRA	72000	6000
Special Allowances	72000	6000
Medical Reimbursement	9996	833
Misc Allowance	80412	6701
<b>Gross Salary</b>	<b>354408</b>	<b>29534</b>
Provident Fund	21600	1800
Bonus	24000	2000
<b>CTC</b>	<b>400008</b>	<b>33334</b>

With Regards  
For LAKSHMI MACHINE WORKS LIMITED



SANJAY AHUJA  
HEAD - HR



**LUCAS TVS LIMITED**

CIN : U35999TN1961PLC004678

Factory : MTH Road, Padi, Chennai-600 050.

Tamilnadu, India.

Phone : 044-2625 8211

Fax : 044-2652 2280, 2625 9642.

01 04 2023

Dear Mr.Deva S

Subsequent to your Written and personal interview had with us, we are glad to inform you that you have been provisionally selected and offered as Graduate Engineer Trainee in our Organisation. You will be paid a CTC of 4.37 Lacs during first year training (includes employer PF contribution, Welfare, Insurance etc). A detail breakup on the CTC will be issued along with the appointment letter.

As a part of our recruitment process, you need to undergo Medical Test & Security Screening at our factory at Chennai during April 2023 and a separate communication will be sent to you on this. You are requested to bring the following while attending the medical test / security screening.

- Medical Test reports in Original
- Educational Certificates from 10<sup>th</sup> Standard & above in Original with two set of Photocopies.
- Recent Colour passport photograph - 4 Nos
- Copy of Aadhar card and PAN card

You will ensure to complete double vaccination of Covid at the time of medical test examination.

This offer is valid on successful completion of your Engineering course with distinction without history of arrears and clearing medical examination and security verification at the time of joining. A letter of appointment will be issued to you separately stipulating terms and conditions of employment.

As agreed by you, you need to enter a service bond supported by surety at the time of joining. This is being insisted to retain your service atleast for a minimum period of 4 years and also considering the investment of resources the company will be incurring in terms of your training.

Please note that independent of any bond, it has always been our endeavour to bind and retain people with better culture, working environment and service condition to be a productive resource for the mutual benefits in the years to come.

With Best Wishes,

Yours Sincerely,  
For **LUCAS-TVS LIMITED**

**Dr. R NAGARAJAN**  
**HEAD – CORPORATE HR**



Regd. & Corp. Office :  
11&13, Patullos Road, Chennai-600002, TN, India.  
Tel : +91-44-28460063 / 28460073.  
Fax : +91-44-28460631. Web : www.lucas-tvs.com  
Email : ltvs.corp@lucastvs.co.in





## Reg. GET - GET Final Round Result ( 2023 Batch )

1 message

PALANI MURUGAN .C <palanimurugan.c@urec.co.in>

Tue, Apr 25, 2023 at 6:30 PM

To: GET Placement Cell <getplacements@get.ac.in>, kalaiyaran2512002@gmail.com <kalaiyaran2512002@gmail.com>

Cc: SEENIVASAMOORTHY .R <seenivasamoorthy.r@urec.co.in>, Dinesh .R.P (CO-HR) <dinesh.r.p@urec.co.in>

Dear Sir / Madam,

Thank you for your great support to complete the Campus Drive - 2023.

Kindly find below selected student for your record.

Request you to confirm. When will be last working date at College. So, that we shall issue offer letter all selected students.

GET 2023 Result - GET College						
Sl. No.	Reg. No.	Name	Department	College	Result	Remarks
1	1912104	Kalaiyaran G	Mechanical	GET	Selected	

Regards,

Palani C

Human Resources

UREC Construction (P) Ltd

#810, 7th Main 1st Cross, HAL 2nd Stage

Indiranagar | Bangalore 560 008

Land Line:-+918025259080, Mobile:-8904482288



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

**Strictly Confidential**

**Ref: AEMPL/HR&A/Offer/2022**

**31/10/2022**

**Mr. Kaviyaran M,  
Villapuram, Madurai,  
Tamilnadu- 625012,  
Mob: 6383476205.**

**Sub: Offer of appointment to the post of "Graduate Engineer Trainee-Mechanical".**

**Dear Mr. Kaviyaran M,**

Based on your interview, we are pleased to inform you that you have been selected for the post of "Graduate Engineer Trainee-Mechanical" 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 of 2,50,000 (Rs. Two lakh fifty thousand) will be paid to you after the successful completion of four years, including one year of training.

You will be required to produce your original certificates in support of your date of birth, educational qualifications and four passport-size color photographs & Aadhar card copy at the time of joining. Failing to produce the above documents, the 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 to you joining us on or before 15<sup>th</sup> June, 2023 failing which this offer stands cancelled.

You are required to report to **HR Department** at Plot No.-143/144, Udyog Vihar, Phase - IV, Gurgaon, Haryana – 122015 for completing the joining formalities and take charge of your responsibilities.

We welcome you to the Aquagreen family and appreciate a 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 it to us at the earliest.

Yours faithfully,

**For Aquagreen Engineering Management Private Limited**

**(Authorized Signatory)**

  
**(Accepted)**

**AQUAGREEN ENGINEERING MANAGEMENT PRIVATE LIMITED**

**DESIGN OFFICE: 143 – 144, Udyog Vihar, Phase – IV, Gurugram – 122015 (Haryana), Tel:- 0124 – 4630871  
REGISTERED OFFICE: 2<sup>nd</sup> Floor, A-Block, Plot No. 14, Factory Road, Adj. to Safdarjung Hospital, Delhi – 110029  
CIN No. U45200DL2008PTC175410 Website: www.aquagreen.in**

# SCHWING STETTER (INDIA) PVT LTD

Regd., Corporate Office & Works:

F-71 & F-72, SIPCOT Industrial Park, Irungattukottai, Sriperumpudur Taluk, Kancheepuram District,  
Tamil Nadu - 602 117. Fax no. 044 71378105 .Phone : +91 - 44 - 71378100

E-mail : info@schwingstetterindia.com

CIN: U45309TN1998PTC046270



Ref : SSI/HR/OL/GET/2023/09

April 24, 2023

**Mr. M. Keerthivasan**  
**36, Mettu street, Vanniyarpalayam,**  
**Cuddalore- 607001.**

## Offer of Appointment

Dear Keerthivasan,

With reference to the Campus drive written test and interview you had with us, we are pleased to offer as **“Graduate Engineer Trainee (GET) – Strategic Sourcing”** placed at Irungattukottai, Chennai on mutually agreed terms and conditions of our company.

Your CTC will be **Rs.4,00,000/- per annum** as per the rules of the Company.

This offer is subject to being successfully completion of your Graduation Degree and being medically certified as fit by the company recommended medical Practitioner.

The date of joining will be on or before 31st July 2023. In case, you fail to join on the given date the offer will automatically stand cancelled. A formal appointment letter shall be given to you at the time of joining. Please send a copy of acknowledgement for our record and keep this letter as a token of your acceptance.

### Document required at the date of joining:

1. Aadhaar Card
2. PAN Card
3. Bank Passbook
3. Education Certificates: 10th, 12th & UG Mark Sheet
4. Other Certificates as mentioned in your Resume
5. Passport size colour photo – 4 Nos.
6. Copy of Offer Letter

Yours faithfully,

For **SCHWING Stetter (India) Private Limited,**

**Ezhilvel S**  
**Senior Vice President – HR**

Date: 7<sup>th</sup> March, 2023

Training & Placement Cell

Name of Institute: Government College of Technology, Coimbatore

Dear Sir/Ma'am,

It has been a pleasure coming to your Institution for the Campus Recruitment Drive. VE Commercial Vehicles Ltd. is pleased to select the following students from your institute:

Final Placements:

- Mohammed Jubair S
- Mohamed Yasir L
- Saravana Kumar S

We congratulate them for being one of the chosen few who could make it to VECV and trust that their knowledge, skills, and experience will be among our most valuable assets. We believe they have the potential and the desire to meet the high standards of excellence that are a hallmark of VECV.

Hope to have a long-lasting and fruitful relationship in the future.

Yours sincerely,



Authorized signatory

Name : Sarfaraz Haque

Designation: Senior Manager – Human Resources



Mu Sigma

Date: September 06, 2022

**Pon Abishega Rajan B**  
**Candidate ID:C2023725**  
**GCT- Coimbatore**

**Dear Abishega ,**

**Congratulations** - We are thrilled to invite you to embark on a Decision Sciences journey with Mu Sigma, the world's largest pure-play Big Data Analytics & Decision Support company. With a worldwide footprint, Mu Sigma acts as a Transformation Sherpa for its customers in their endeavor to change the way they compete.

Since inception, Mu Sigma has challenged traditional paradigms of learning modes, problem-solving, decision-making, and leadership to enable and accelerate the journey of young problem-solvers into global leaders that transform the journey of Fortune 500 organizations. **Our model has demonstrated that young and fearless decision sciences leaders can be groomed through unrivaled training & unparalleled work experience.**

With Mu Sigma, you belong to a special category of people who are not only building a path-breaking Company, but also laying the foundation for a new industry. You have a rare opportunity to be part of a team that is defining the space of decision sciences, as well as challenging widely held business practices and beliefs along the way.

**At Mu Sigma, you will be challenged and you will challenge every day** – you will be encouraged and rewarded for questions over answers, for challenging the status quo, for asking 'why not' over 'why', for being daring enough to counter experience with experiments, and for being bold enough to question traditional knowledge with new learnings. You will solve complex problems for Fortune 500 giants across Retail, Healthcare, CPG, Insurance, Automobile, and many other industries by combining Math, Business Acumen, Technology, Behavioral Sciences, and Design Thinking.

We trust you are as excited as us by the opportunities the future holds, and if you are committed to evolving into an elite decision sciences leader, **we invite you to undertake this journey with us.**

---

## Mu Sigma Business Solutions Private Limited

Registered Office: Aviator Building, Level 14, Ascendas – ITPL SEZ Zone Whitefield Road, Bangalore, Karnataka - KA – INDIA – 560066

Tel: +91 80 7154 8000 | Fax: +91 80 7154 8060 | Email: info@mu-sigma.com | Website: www.mu-sigma.com

CIN: U74140KA2005PTC036309





Mu Sigma

**Annexure 1**

S.No	Particulars	2024	2025	2026	2027	CTC over 4 jumps
1	<b>Total compensation on Joining till Jan 2025</b>	<b>5,00,000 (PA)</b>				
2	<b>1<sup>st</sup> Jump - Jan 2025</b> Compensation Revision		<b>6,50,000 (PA)</b>			
3	<b>2<sup>nd</sup> Jump - Jan 2026</b> Compensation revision			<b>8,00,000 (PA)</b>		
4	<b>3<sup>rd</sup> Jump - Jan 2027</b> Compensation revision				<b>10,50,000 (PA)</b>	
5	<b>Total Cost to Company</b>					<b>30,00,000</b>

**Penalty:**

In the event that the employee decides to leave the Company within a 4-year period, there would be a penalty applicable in addition to serving a 60-day Notice Period. The penalty would be dependent on the tenure of employment with the Company. The exact amount of the penalty will be calculated per the table below:

Tenure calculated from date of joining	Penalty amount (in INR)
0 – 36 months	10,00,000
37 – 48 months	7,50,000

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**Mu Sigma Business Solutions Private Limited**

Registered Office: Aviator Building, Level 14, Ascendas – ITPL SEZ Zone Whitefield Road, Bangalore, Karnataka - KA – INDIA – 560066

Tel: +91 80 7154 8000 | Fax: +91 80 7154 8060 | Email: info@mu-sigma.com | Website: www.mu-sigma.com

CIN: U74140KA2005PTC036309



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

**Strictly Confidential**

**Ref: AEMPL/HR&A/Offer/2022**

**31/10/2022**

**Mr. Rajeshwar P,  
4/494 C, Adhiyaman Nagar,  
Krishnagiri, Tamilnadu-635001,  
Mob: 9629863781.**

**Sub: Offer of appointment to the post of "Graduate Engineer Trainee-Mechanical".**

**Dear Mr. Rajeshwar P,**

Based on your interview, we are pleased to inform you that you have been selected for the post of "Graduate Engineer Trainee-Mechanical" 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 of 2,50,000 (Rs. Two lakh fifty thousand) will be paid to you after the successful completion of four years, including one year of training.

You will be required to produce your original certificates in support of your date of birth, educational qualifications and four passport-size color photographs & Aadhar card copy at the time of joining. Failing to produce the above documents, the 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 to you joining us on or before **15<sup>th</sup> June, 2023** failing which this offer stands cancelled.

You are required to report to **HR Department** at Plot No.-143/144, Udyog Vihar, Phase - IV, Gurgaon, Haryana – 122015 for completing the joining formalities and take charge of your responsibilities.

We welcome you to the Aquagreen family and appreciate a 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 it to us at the earliest.

Yours faithfully,

**For Aquagreen Engineering Management Private Limited**

**(Authorized Signatory)**

**(Accepted)**

**AQUAGREEN ENGINEERING MANAGEMENT PRIVATE LIMITED**

**DESIGN OFFICE:** 143 – 144, Udyog Vihar, Phase – IV, Gurugram – 122015 (Haryana), Tel:- 0124 – 4630871  
**REGISTERED OFFICE:** 2<sup>nd</sup> Floor, A-Block, Plot No. 14, Factory Road, Adj. to Safdarjung Hospital, Delhi – 110029  
**CIN No.** U45200DL2008PTC175410 **Website:** www.aquagreen.in



Tractors and Farm Equipment Limited  
77, Nungambakkam High Road  
Chennai - 600 034, Tamil Nadu, India  
T: + 91 44 6691 9000  
F: + 91 44 2826 0224  
E: corporate@tafe.com  
CIN No: U29129TN1960PLC004337  
tafe.com

Registered Office:  
861, Anna Salai, Chennai - 600 002  
T: +91 44 2841 5441/ 2858 4918

Ref: HR/Campus/Offer

9 Oct, 2022

Name: NIANESHWAR . M

College: RCT, COIMBATORE

### CONGRATULATIONS

Further to your active participation in Written Test, Group discussions and subsequent interviews as part of our campus drive at your college, we are pleased to inform you that you have been provisionally selected as **Graduate Engineer Trainee** with us.

Please note this is an indicative offer, you will shortly receive a detailed Appointment order subject to clearing all papers with no backlog of arrears. Till such time our HR Team will be in touch with for all your queries and clarifications.

Request you to acknowledge the letter as a token of your acceptance

for Tractors and Farm Equipment Limited

A handwritten signature in blue ink, appearing to read "Aron", is written over a faint, larger version of the TAFE logo.

Aron Minalkar  
Deputy General Manager – HR

Stay Connected - <http://www.tafe.com> / <http://tafecafe.org> / <http://www.facebook.com/TAFECorporate>



Cameron Manufacturing India Private Limited - A SLB Company  
3<sup>rd</sup> Floor, TIDEL Park,  
Vilankurichi Road,  
Coimbatore – 641 014, India.  
Tel : +91 422 399 5000  
Fax : +91 422 399 5001  
cameron.slb.com  
CIN: U29120TZ2001PT009632



24 February 2023

**Subject: Offer of Employment to Yeswanth. K**

**Dear Yeswanth. K**

Further to the discussions and interviews with us, we are pleased to offer you the position of **SFP MECHANICAL ENGINEER TRAINEE** with **Job Grade 08** at Cameron Manufacturing India (P) Ltd – A SLB Company stationed at **Coimbatore, India**. You will report to **Rajkumar Chandrakasu, SUR SUSTAINING ENGINEER**.

For us at Cameron Manufacturing India (P) Ltd – A SLB Company, success is the outcome of Competence, Commitment and Contribution, more than a matter of chance, and we are delighted that you have chosen us.

A detailed appointment letter containing the terms and conditions of employment will be given to you at the time of joining.

This offer is conditional, and the following pre-conditions will apply.

1. A positive reference on the background verification that would be done with your credentials.
2. Confirmation of the acceptance of this offer of employment. This offer will automatically stand withdrawn if you fail to join on the agreed date of joining.
3. Evidence of your successful completion of your engineering degree
4. Successful completion of your PGDDE course
5. Attending a pre-employment medical test and obtaining a fitness certificate from SLB appointed doctor

You will be on a 4 months training programme (PGDDE Course) prior to your commencement of employment with SLB. While on PGDDE course, you will receive a monthly stipend of INR 20,000.

Your annual emoluments have been detailed as per the attached annexure (I). Documents to be submitted on the day of joining are given in annexure (II). Please sign and return both the letter of offer and annexure (I) as a confirmation of your acceptance. The offer letter is valid for 2 days from the date of issuance.

Please do not hesitate to contact me for any clarification required.

Best regards,

**Cameron Manufacturing India (P) Ltd – A SLB Company**

A handwritten signature in black ink, appearing to read 'Fiona Seah', with a stylized flourish at the end.

**Fiona Seah**  
**Head – Human Resources**  
Encl: Annexure I and II



ANNEXURE I to the Offer Letter of Yeswanth. K – 24 February 2023

		Salary Details		
		Particulars	Monthly - INR	Annual - INR
Salary and Annual Payment	A	Basic Salary	27,265.00	327,180.00
		H.R.A	10,906.00	130,872.00
		Travelling Allowance	1,600.00	19,200.00
		Special Allowance	6,935.00	83,218.00
		<b>TOTAL</b>	<b>46,706.00</b>	<b>560,470.00</b>
	<b>Annual Payment</b>			
	Leave Travel Allowance		27,265.00	
	Bonus @ 8.33% on basic		27,265.00	
	<b>Gross CTC</b>			<b>615,000.00</b>
	<b>In Words :Gross CTC :- Six Lakhs Fifteen Thousand Rupees only.</b>			
B	<b>Statutory Benefit-By Employer</b>			
	Provident Fund	3,272.00	39,262.00	
	<b>Total</b>	<b>3,272.00</b>	<b>654,262.00</b>	
<b>Total Cost: Gross CTC + Benefits = INR 654,262.00/=</b>				
Insurance & Gratuity	<b>Insurance &amp; Gratuity</b>	<b>Coverage</b>	<b>Beneficiaries</b>	
	In Patient	Up to an annual maximum amount of INR 500,000 per insured per annum. (Rs. Five lakhs pi/pa)	Self, Spouse & 4 dependent children	
	Out Patient	Up to an annual maximum amount of INR 100,000 per insured per annum with sublimits. (Rs. One Lakh pi/pa)		
	Accident Cover	3x annual base - Single; 4x annual base Married; 5x annual base married + children	Self	
	Life Insurance Cover	2x annual base - Single; 3x annual base Married; 4x annual base married + children	Self	
	Gratuity @ 4.81% of Basic Salary		Self	

For Cameron Manufacturing India (P) Ltd – A SLB Company

Fiona Seah  
Head – Human Resources



## [URGENT] Action required for your application in Cognizant | Letter Of Intent

1 message

Cognizant via Superset <notifications@email.joinsuperset.com>  
To: akil.1912108@gct.ac.in

Fri, 25 Nov, 2022 at 10:00 PM



### Letter of Intent (LOI)

Dear Akhil L,

Greetings from Cognizant!

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.

As the next step in taking your candidature ahead, please click on the Go to Offer Page link and complete the process of accepting the Letter of Intent. Once you accept the Letter of Intent you will be taken to the Internship Survey where you will have the option to nominate for Internship. Please complete this within the below mentioned deadline.

**LOI Acceptance Deadline: Dec 02, 2022 06:00 PM IST**

Thank you for interviewing with Cognizant. We invite you to explore an exciting career journey with us and look forward to having you onboard soon!

[Go to Offer Page](#) Or kindly follow the below steps to accept the offer:

1. **Log in** to your Superset account on [app.joinsuperset.com](http://app.joinsuperset.com)
2. Go to **Job Profiles** tab
3. Filter on **Offered** jobs or search the job profile you received an offer in
4. Click on the **job profile name** to navigate to job profile details
5. Click on **Accept Offer**

#### Important:

- All communications from registration till Letter of Intent (LOI) will be sent to candidate's Superset registered mail address (which is used to login to Superset)
- Upon LOI acceptance, all the Offer to Onboarding communication from Cognizant will be sent only to your personal email ID given at the time of registration. Any changes to the email ID done post registration will not be considered

Kindly self-resolve most of your LOI queries using the [FAQs](#) in this link. If it's still unresolved, then raise a request by clicking "Raise a Query" button in the below link. Please use Superset ID as Candidate ID and choose Category as Letter of Intent (LOI).

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

Regards,

Human Resources - GenC



- G. Further, at any time, during your tenure with JSW, you may be deputed or transferred to any of JSW's plant locations, unit, site across India or overseas including JSW's partly or fully owned affiliate, subsidiary, group companies or promoter establishment, as per the requirement of JSW.
- H. The terms of this LoI are strictly confidential and should be treated as privileged information between you and JSW and you are expected to maintain such information appropriately.
- I. This offer and the terms of this LoI apply to the person above named and as identified by JSW through its recruitment process. This offer or its conditions shall not be construed to the benefit of any other person at any time.
- J. You shall be governed by and shall be subject to JSW's HR Policies, code of conduct, standing orders, and such other rules, regulations and guidelines applicable to your category and location of posting, as prevailing under applicable law at the time of your joining JSW or as may be subsequently modified, amended or replaced from time to time.
- K. You acknowledge that in case of your subsequent appointment with JSW, you shall not accept any other training or employment or otherwise directly or indirectly be engaged with any trade, business or pursuit on your own account or as an agent for others, without the prior consent of JSW.
- L. This LoI shall be governed by the laws of India and in the event of any dispute hereof, the appropriate courts in Mumbai shall have exclusive jurisdiction to adjudicate such disputes.
- M. This LoI supersedes all and any other offer/ communication, whether oral or in writing, issued to you earlier.

**Kindly confirm acceptance of the above offer via email ([gulistaan.ragina@jsw.in](mailto:gulistaan.ragina@jsw.in) / [jsw-calyxpod@calyxpod.com](mailto:jsw-calyxpod@calyxpod.com)) latest within 3 days of the receipt of this LoI by you, as a token of your having read, understood and accepted the offer, failing which this LoI shall stand cancelled, withdrawn, revoked and shall become void.**

We welcome you to the JSW family and look forward to you joining us. We are confident that you will find new challenges, opportunities and satisfaction in your association with JSW.

With Best Wishes,

Yours sincerely,

**Dilip Pattanayak**

**President & CHRO – Steel & Corporate**

**For JSW Steel / Paints / Infrastructure / ONE Platform**

*Yours sincerely*

*R. Bhatia*





GCT Placement Cell 11:55 AM  
to gct\_placements2019-2023 ✓



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

From: **Gowtham Ragupathiraj** <[Gowtham.Ragupathiraj@taropumps.com](mailto:Gowtham.Ragupathiraj@taropumps.com)>

Date: Fri, Feb 10, 2023, 10:34 AM

Subject: GCT, Coimbatore - Texmo Shortlisted Students

To: [gctplacements@gct.ac.in](mailto:gctplacements@gct.ac.in) <[gctplacements@gct.ac.in](mailto:gctplacements@gct.ac.in)>

Cc: Palani Selvaraj <[Palani.Selvaraj@taropumps.com](mailto:Palani.Selvaraj@taropumps.com)>,

Navaneetha Krishnan <[Navaneetha.Krishnan@taropumps.com](mailto:Navaneetha.Krishnan@taropumps.com)>,

Renukadevi Chandrasekar

<[Renukadevi.Chandrasekar@taropumps.com](mailto:Renukadevi.Chandrasekar@taropumps.com)>,

Vishnuprasaad Suriyakumar

<[Vishnuprasaad.Suriyakumar@taropumps.com](mailto:Vishnuprasaad.Suriyakumar@taropumps.com)>

Dear Sir,

Greetings from **Texmo Industries!**

We are happy to inform you that the below-listed students have been selected for the position of **GET**.

S.No	Reg No	Candidate Name	Department	Mail ID	Phone No
1	1913108	Arul Prakash S	EEE	<a href="mailto:arulprakash0108@gct.ac.in">arulprakash0108@gct.ac.in</a>	9361119377
2	1912117	Bharanidharan R	Mechanical	<a href="mailto:bhar.1912117@gct.ac.in">bhar.1912117@gct.ac.in</a>	8098570902

Kind Regards,  
**Gowtham Ragupathiraj**  
Assistant Officer - HR



09-Nov-2022

**Mr. Nithish Kumar S**  
Government College of Technology

Dear Nithish Kumar,

**SUB: Our offer for the position of Trainee – Software Analyst**

We are happy to let you know that we are impressed with your credentials and welcome you to the Aspire family. We are certain that you would play a vital role in our growth and success and you will be a valuable addition to our talented team of ASPIRIANS.

You will be inducted as a “**Trainee – Software Analyst**”. Your initial training with the Talent Nurturing team and the department specific training will be for a maximum duration of two months. Post training you will be deputed to any one of our Practices and you will be deputed to work from any of our offices in India. The salary during training will be **Rs.22,500 per month** which will be prorated based on your training duration. At the end of training period, a formal evaluation of your performance will be made.

On successful completion of the training, your overall total Cost-to-Company (CTC) will be revised to **Rs.4.70 Lakhs Per Annum** that includes a one-time joining bonus of **Rs.20,000** which will be paid on completion of six months of your service with us. All remuneration payable to you will be subject to income tax deduction at source and to any other statutory deductions that may be applicable.

Your commencement of employment with us is contingent upon your acceptance of this offer and our terms of employment (Annexure 1). We once again welcome you to share a challenging and mutually rewarding experience at Aspire. Please return the duplicate of this letter duly signed by you.

**For Aspire Systems (India) Private Limited**



**Dinesh Kumar T.K.**  
Vice President  
[dinesh.kumaran@aspiresys.com](mailto:dinesh.kumaran@aspiresys.com)

I hereby accept the offer.

Signature : *S. Nithish*  
Name : Nithish Kumar S  
Date : 11.11.2022

The first salary change post training period will be based on your date of joining.

- If your date of joining is between 1<sup>st</sup> to 15<sup>th</sup> of the month, then your first salary change effective date will be 1<sup>st</sup> to end of the month
- If your date of joining is between 16<sup>th</sup> to end of the month, then your first salary change effective date will be from 16<sup>th</sup> to 15<sup>th</sup> of the next month
- Please refer to the sample table below and the first salary change date post training will depend on your day of joining

Date of Joining	: We will confirm shortly
Salary during initial training	: Rs.22,500 per month (Two months training duration max and salary will be Prorated based on your training duration)
Salary after completion of training	: INR.4.70 Lakhs Per Annum
Post Probation	: Confirmation and Promotion to 'Software Analyst'
Post Training + 12 months	: Next Salary change: Rs.5.40 LPA
Post Training + 24 Months	: Alignment with Org Roadmap Cycle

10. The CTC is inclusive of the following components: Basic, FBP components you have opted, Statutory components: PF, ESI, Gratuity, Statutory bonus, what is applicable, Special allowance excluding the above, deductions like Mediclaim, TDS, Lunch, transport and professional tax, whatever is applicable. The break-up of components will be available in the monthly pay slip and reimbursement slips that will be sent to you
11. Performance Appraisals are a part of the work policies at Aspire and your performance will solely spell out any revision in your compensation package. Apart from the above pre-fixed salary changes during the initial three-year period, if you are rated as an Excellent or an Exceptional performer during the annual review cycle, you will be eligible for a one-time performance-based payout. This is only applicable for the first three years from the date of joining.
12. You are governed by the company's policies in vogue from time to time. Your work timings may also be changed depending on the organizational need and your responsibilities.
13. The rules and regulations of service of the company that are in force may be framed, amended, altered or extended from time to time. They will govern you in the same form as and when altered or amended.
14. Aspire Systems is an equal opportunity employer. We demonstrate respect and provide equal employment opportunities for all employees and applicants for positions regardless of race, color, national origin, political belief, religion, marital or family status, physical or mental disability, gender, sexual orientation, age, or irrelevant (not related to the work to be performed) record of offense. All our decisions will be based on job performance, merit, experience, and qualifications.

I hereby accept the offer terms and conditions.

Signature : *S. Nithish*  
Name : Nithish Kumar S  
Date : 11-11-2022



**Offer: Computer Consultancy**

**Ref: TCSL/CT20223924480/Chennai**

**Date: 13/09/2022**

Mr. Nivas Ms  
9/44a,Eathamozhy,Nagercoil,Kanyakumari DistrictAadravilai,  
Eathamozhy,  
Nagercoil-629501,  
Tamilnadu.  
Tel# -9443844569

Dear Nivas Ms,

**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/CT20223924480**

**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.



**GROSS SALARY SHEET**

**Annexure 1**

<b>Name</b>	<b>Nivas Ms</b>
<b>Designation</b>	<b>Assistant System Engineer-Trainee</b>
<b>Institute Name</b>	<b>Government College Of Technology, Coimbatore</b>

Table 1: Compensation Details (All Components in INR)

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

# 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)

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

09-Nov-2022

**Mr. Guru G**  
**Government College of Technology**

Dear Guru,

**SUB: Our offer for the position of Trainee – Software Analyst**

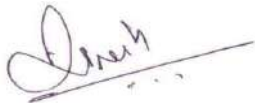
We are happy to let you know that we are impressed with your credentials and welcome you to the Aspire family. We are certain that you would play a vital role in our growth and success and you will be a valuable addition to our talented team of ASPIRIANS.

You will be inducted as a “**Trainee – Software Analyst**”. Your initial training with the Talent Nurturing team and the department specific training will be for a maximum duration of two months. Post training you will be deputed to any one of our Practices and you will be deputed to work from any of our offices in India. The salary during training will be **Rs.22,500 per month** which will be prorated based on your training duration. At the end of training period, a formal evaluation of your performance will be made.

On successful completion of the training, your overall total Cost-to-Company (CTC) will be revised to **Rs.4.70 Lakhs Per Annum** that includes a one-time joining bonus of **Rs.20,000** which will be paid on completion of six months of your service with us. All remuneration payable to you will be subject to income tax deduction at source and to any other statutory deductions that may be applicable.

Your commencement of employment with us is contingent upon your acceptance of this offer and our terms of employment (Annexure 1). We once again welcome you to share a challenging and mutually rewarding experience at Aspire. Please return the duplicate of this letter duly signed by you.

**For Aspire Systems (India) Private Limited**



**Dinesh Kumar T.K.**

Vice President

[dinesh.kumaran@aspiresys.com](mailto:dinesh.kumaran@aspiresys.com)

I hereby accept the offer.

Signature :  
Name : Guru G  
Date :

The first salary change post training period will be based on your date of joining.

- If your date of joining is between 1<sup>st</sup> to 15<sup>th</sup> of the month, then your first salary change effective date will be 1<sup>st</sup> to end of the month
- If your date of joining is between 16<sup>th</sup> to end of the month, then your first salary change effective date will be from 16<sup>th</sup> to 15<sup>th</sup> of the next month
- Please refer to the sample table below and the first salary change date post training will depend on your day of joining

Date of Joining	: We will confirm shortly
Salary during initial training	: Rs.22,500 per month (Two months training duration max and salary will be Prorated based on your training duration)
Salary after completion of training	: INR.4.70 Lakhs Per Annum
Post Probation	: Confirmation and Promotion to ' <b>Software Analyst</b> '
Post Training + 12 months	: Next Salary change: Rs.5.40 LPA
Post Training + 24 Months	: Alignment with Org Roadmap Cycle

- The CTC is inclusive of the following components: Basic, FBP components you have opted, Statutory components: PF, ESI, Gratuity, Statutory bonus, what is applicable, Special allowance excluding the above, deductions like Mediclaim, TDS, Lunch, transport and professional tax, whatever is applicable. The break-up of components will be available in the monthly pay slip and reimbursement slips that will be sent to you
- Performance Appraisals are a part of the work policies at Aspire and your performance will solely spell out any revision in your compensation package. Apart from the above pre-fixed salary changes during the initial three-year period, if you are rated as an Excellent or an Exceptional performer during the annual review cycle, you will be eligible for a one-time performance-based payout. This is only applicable for the first three years from the date of joining.
- You are governed by the company's policies in vogue from time to time. Your work timings may also be changed depending on the organizational need and your responsibilities.
- The rules and regulations of service of the company that are in force may be framed, amended, altered or extended from time to time. They will govern you in the same form as and when altered or amended.
- Aspire Systems is an equal opportunity employer. We demonstrate respect and provide equal employment opportunities for all employees and applicants for positions regardless of race, color, national origin, political belief, religion, marital or family status, physical or mental disability, gender, sexual orientation, age, or irrelevant (not related to the work to be performed) record of offense. All our decisions will be based on job performance, merit, experience, and qualifications.

I hereby accept the offer terms and conditions.

Signature :  
Name : Guru G  
Date :



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## Greetings from DEP IND PVT LTD - Intern Offer Mail

1 message

---

**Srikousalya** <kousalya\_s@depind.com>

Tue, 24 Jan 2023 at 16:13

To: arunpr2001@gmail.com

Cc: Radha Dhamodharan <radha\_d@depusa.com>, Vishnu D <vishnu\_d@depusa.com>, GCT Placement Cell <gctplacements@gct.ac.in>

Dear Arun,

We are pleased to offer you an **Internship** at DEP. Please accept our heartiest congratulations and a warm welcome to DEP family

Your Joining date as Intern will be on **3-Feb-23**, You will be designated as **Project – Intern with Stipend of Rs.10,000/- Per month.**

Please note you are supposed to carry the below mentioned originals (for verification purpose) & Photo copy (for submitting to HR team).As informed, your offer letter will be issued on the Date of Joining.

Documents required:

- 10th, 12th or Diploma Certificates.
- PG & UG Original Mark sheet, Provisional Certificate, Degree Certificate & Transfer Certificate
- Certificate in support of your age; required for statutory purposes. (Aadhar card, Pan Card)
- Passport: Identification, last page and visas stamped
- Six colored passport sized photographs.





**Offer: Computer Consultancy**

**Ref: TCSL/CT20213604890/Chennai**

**Date: 13/09/2022**

Mr. Hiteshwaran G  
3/29Kothattai Kudi Street,  
Kumaravayalur,  
Tiruchirappalli-620102,  
Tamilnadu.  
Tel# -

Dear Hiteshwaran G,

**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/CT20213604890**

**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.



**GROSS SALARY SHEET**

**Annexure 1**

<b>Name</b>	<b>Hiteshwaran G</b>
<b>Designation</b>	<b>Assistant System Engineer-Trainee</b>
<b>Institute Name</b>	<b>Government College Of Technology, Coimbatore</b>

Table 1: Compensation Details (All Components in INR)

<b>Component Category</b>	<b>Monthly</b>	<b>Annual</b>
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<b>TOTAL GROSS</b>	<b>27,415</b>	<b>3,36,877</b>
<b>Xplore/ Learning Incentive****</b>		<b>Upto 60,000</b>

# 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.

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Food Card	500	6,000
<b>GROSS BOUQUET OF BENEFITS</b>	<b>7,646</b>	<b>91,752</b>

09-Nov-2022

**Mr. Janakiraman M**  
**Government College of Technology**

Dear Janakiraman,

**SUB: Our offer for the position of Trainee – Software Analyst**

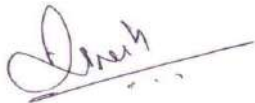
We are happy to let you know that we are impressed with your credentials and welcome you to the Aspire family. We are certain that you would play a vital role in our growth and success and you will be a valuable addition to our talented team of ASPIRIANS.

You will be inducted as a “**Trainee – Software Analyst**”. Your initial training with the Talent Nurturing team and the department specific training will be for a maximum duration of two months. Post training you will be deputed to any one of our Practices and you will be deputed to work from any of our offices in India. The salary during training will be **Rs.22,500 per month** which will be prorated based on your training duration. At the end of training period, a formal evaluation of your performance will be made.

On successful completion of the training, your overall total Cost-to-Company (CTC) will be revised to **Rs.4.70 Lakhs Per Annum** that includes a one-time joining bonus of **Rs.20,000** which will be paid on completion of six months of your service with us. All remuneration payable to you will be subject to income tax deduction at source and to any other statutory deductions that may be applicable.

Your commencement of employment with us is contingent upon your acceptance of this offer and our terms of employment (Annexure 1). We once again welcome you to share a challenging and mutually rewarding experience at Aspire. Please return the duplicate of this letter duly signed by you.

**For Aspire Systems (India) Private Limited**



**Dinesh Kumar T.K.**

Vice President

[dinesh.kumaran@aspiresys.com](mailto:dinesh.kumaran@aspiresys.com)

I hereby accept the offer.

Signature :  
Name : Janakiraman M  
Date :

The first salary change post training period will be based on your date of joining.

- If your date of joining is between 1<sup>st</sup> to 15<sup>th</sup> of the month, then your first salary change effective date will be 1<sup>st</sup> to end of the month
- If your date of joining is between 16<sup>th</sup> to end of the month, then your first salary change effective date will be from 16<sup>th</sup> to 15<sup>th</sup> of the next month
- Please refer to the sample table below and the first salary change date post training will depend on your day of joining

Date of Joining	: We will confirm shortly
Salary during initial training	: Rs.22,500 per month (Two months training duration max and salary will be Prorated based on your training duration)
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Post Probation	: Confirmation and Promotion to ' <b>Software Analyst</b> '
Post Training + 12 months	: Next Salary change: Rs.5.40 LPA
Post Training + 24 Months	: Alignment with Org Roadmap Cycle

- The CTC is inclusive of the following components: Basic, FBP components you have opted, Statutory components: PF, ESI, Gratuity, Statutory bonus, what is applicable, Special allowance excluding the above, deductions like Mediclaim, TDS, Lunch, transport and professional tax, whatever is applicable. The break-up of components will be available in the monthly pay slip and reimbursement slips that will be sent to you
- Performance Appraisals are a part of the work policies at Aspire and your performance will solely spell out any revision in your compensation package. Apart from the above pre-fixed salary changes during the initial three-year period, if you are rated as an Excellent or an Exceptional performer during the annual review cycle, you will be eligible for a one-time performance-based payout. This is only applicable for the first three years from the date of joining.
- You are governed by the company's policies in vogue from time to time. Your work timings may also be changed depending on the organizational need and your responsibilities.
- The rules and regulations of service of the company that are in force may be framed, amended, altered or extended from time to time. They will govern you in the same form as and when altered or amended.
- Aspire Systems is an equal opportunity employer. We demonstrate respect and provide equal employment opportunities for all employees and applicants for positions regardless of race, color, national origin, political belief, religion, marital or family status, physical or mental disability, gender, sexual orientation, age, or irrelevant (not related to the work to be performed) record of offense. All our decisions will be based on job performance, merit, experience, and qualifications.

I hereby accept the offer terms and conditions.

Signature :  
Name : Janakiraman M  
Date :

02-December-2022

**Mr.Kamalesh R**  
D.No 4, Muthaiyan Layout  
4th Street, Velliangadu  
Tiruppur - 641604

Dear Kamalesh,

We are delighted that you have successfully demonstrated your academic prowess right through the Engineer Trainee selection process and believe that your capabilities and skills will make you a valuable member at ELGI.

We are pleased to offer you the position of "**Engineer Trainee**" in **Technology** department. You will be on probation for a period of six (6) months from the date of joining. During the Probation Period, either you or ELGI will have the right to terminate the probation by serving a written notice of fifteen days on either side, however subject to the terms and conditions in service bond. You will be posted at **Coimbatore**.

An annexure detailing your compensation structure is appended along with this letter.

We request you to sign and return the copy of this offer letter with the annexure, signifying your acceptance of the position offered. This offer stands valid subject to you being medically fit (the essential medical tests required to undergo are listed in the Annexure-B) & successful background check. Since this offer is being made prior to the declaration of your final examination results of the course, you are required to submit the documentary proof of having passed your graduation latest before end of June 2023 or immediately upon declaration of the results by the University. If you are declared as having failed, this offer will be deemed automatically terminated without notice.

We are excited at the prospect of you working with us and look forward to your joining not later than 15-Jun-2023.

We welcome you into the ELGI family and wish you a rewarding and successful career ahead!

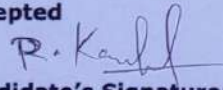
Yours sincerely,  
for **ELGI EQUIPMENTS LIMITED**,



**GANESH RAMACHANDRAN**  
**HEAD - COMPENSATION & BENEFITS**

Encl: as above

**Accepted**



**Candidate's Signature:**

**Date of Joining: 15-Jun-2023**



14<sup>th</sup> February 2023

Name : KARTHICK D T  
Registration No : 1912142  
College : GOVERNMENT COLLEGE OF TECHNOLOGY

Dear KARTHICK

Sub: Provisional Offer letter - reg.

Subsequent to the Technical interview held today, we are pleased to inform you that you have been shortlisted to join our **Internship Programme**.

If interested, you can join as "**Intern**" and do the Internship from Feb'23 to May 2023. During your internship, you will be paid a stipend of Rs.12,000/- per month.

Transport and food will be provided by the company.

On successful completion of your BE/B.Tech degree, you will be taken as Graduate Engineer Trainee in our Organisation.

You will be paid an over all CTC of **Rs.3.6 lacs per annum**. Detailed break up will be mentioned in the formal offer letter.

After successful completion of the first year, you will be progressed as **Lead Engineer** with a CTC of Rs.4.78 lacs per annum.

For further clarifications, you can contact our HR person Mr. J. Srikanth (9585511791).

Wish you good luck,

For Turbo Energy Private Limited,

**A P SRIDHAR**  
Vice President-HR

Turbo Energy Private Limited  
No.100, Old Mahabalipuram Road  
Paiyanur 603 104  
Kanchipuram District  
Tamil Nadu, India  
CIN :U40107TN1982PTC009363  
Phone: +91 44 2742 5716  
Fax : +91 44 2742 5577  
Email :teppersonnel@turboenergy.co.in  
Web :www.turboenergy.co.in

Regd. Office:  
'Stoneacre'  
67 Chamiers Road  
Chennai 600 028  
Tamil Nadu, India

09-Nov-2022

Mr. Krishna Kumar P  
Government College of Technology

Dear Krishna Kumar,

**SUB: Our offer for the position of Trainee – Software Analyst**

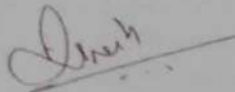
We are happy to let you know that we are impressed with your credentials and welcome you to the Aspire family. We are certain that you would play a vital role in our growth and success and you will be a valuable addition to our talented team of ASPIRIANS.

You will be inducted as a “Trainee – Software Analyst”. Your initial training with the Talent Nurturing team and the department specific training will be for a maximum duration of two months. Post training you will be deputed to any one of our Practices and you will be deputed to work from any of our offices in India. The salary during training will be **Rs.22,500 per month** which will be prorated based on your training duration. At the end of training period, a formal evaluation of your performance will be made.

On successful completion of the training, your overall total Cost-to-Company (CTC) will be revised to **Rs.4.70 Lakhs Per Annum** that includes a one-time joining bonus of **Rs.20,000** which will be paid on completion of six months of your service with us. All remuneration payable to you will be subject to income tax deduction at source and to any other statutory deductions that may be applicable.

Your commencement of employment with us is contingent upon your acceptance of this offer and our terms of employment (Annexure 1). We once again welcome you to share a challenging and mutually rewarding experience at Aspire. Please return the duplicate of this letter duly signed by you.

For Aspire Systems (India) Private Limited




**Dinesh Kumar T.K.**

Vice President

[dinesh.kumaran@aspiresys.com](mailto:dinesh.kumaran@aspiresys.com)

I hereby accept the offer.

Signature :   
Name : Krishna Kumar P  
Date : 12-11-2022




The first salary change post training period will be based on your date of joining.

- If your date of joining is between 1<sup>st</sup> to 15<sup>th</sup> of the month, then your first salary change effective date will be 1<sup>st</sup> to end of the month
- If your date of joining is between 16<sup>th</sup> to end of the month, then your first salary change effective date will be from 16<sup>th</sup> to 15<sup>th</sup> of the next month
- Please refer to the sample table below and the first salary change date post training will depend on your day of joining

Date of Joining	: We will confirm shortly
Salary during initial training	: Rs.22,500 per month (Two months training duration max and salary will be Prorated based on your training duration)
Salary after completion of training	: INR.4.70 Lakhs Per Annum
Post Probation	: Confirmation and Promotion to ' <b>Software Analyst</b> '
Post Training + 12 months	: Next Salary change: Rs.5.40 LPA
Post Training + 24 Months	: Alignment with Org Roadmap Cycle

10. The CTC is inclusive of the following components: Basic, FBP components you have opted, Statutory components: PF, ESI, Gratuity, Statutory bonus, what is applicable, Special allowance excluding the above, deductions like Mediclaim, TDS, Lunch, transport and professional tax, whatever is applicable. The break-up of components will be available in the monthly pay slip and reimbursement slips that will be sent to you
11. Performance Appraisals are a part of the work policies at Aspire and your performance will solely spell out any revision in your compensation package. Apart from the above pre-fixed salary changes during the initial three-year period, if you are rated as an Excellent or an Exceptional performer during the annual review cycle, you will be eligible for a one-time performance-based payout. This is only applicable for the first three years from the date of joining.
12. You are governed by the company's policies in vogue from time to time. Your work timings may also be changed depending on the organizational need and your responsibilities.
13. The rules and regulations of service of the company that are in force may be framed, amended, altered or extended from time to time. They will govern you in the same form as and when altered or amended.
14. Aspire Systems is an equal opportunity employer. We demonstrate respect and provide equal employment opportunities for all employees and applicants for positions regardless of race, color, national origin, political belief, religion, marital or family status, physical or mental disability, gender, sexual orientation, age, or irrelevant (not related to the work to be performed) record of offense. All our decisions will be based on job performance, merit, experience, and qualifications.

I hereby accept the offer terms and conditions.

Signature :   
Name : Krishna Kumar P  
Date : 12-11-2022



Date: 16-Nov-2022

To

**Mr.MANISHARMA S,**  
9/153, BACKSIDE GLASSMILL, G.K.NAGAR,  
ANDAGALORE GATE, RASIPURAM,  
NAMAKKAL-637401,TAMIL NADU.

Dear **Mr.MANISHARMA S,**

Based on your application and the subsequent discussions you had with us we are pleased to have you associated with us as a **PROJECT TRAINEE** for a period of 6 months from the date of commencement in our organization. During this association you will be paid **Rs.20000/- (RUPEES TWENTY THOUSAND ONLY)** per month as a consolidated amount.

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

**This offer is subject to the following terms and conditions.**

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



**Offer: Computer Consultancy**

**Ref: TCSL/CT20223927486/Chennai**

**Date: 25/11/2022**

Mr. Mohammed Naheem A  
No.34Hameempuram 4th Street,  
Melapalayam,  
Tirunelveli-627005,  
Tamilnadu.  
Tel# -

Dear Mohammed Naheem 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/CT20223927486**

**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.



**GROSS SALARY SHEET**

**Annexure 1**

<b>Name</b>	<b>Mohammed Naheem A</b>
<b>Designation</b>	<b>Assistant System Engineer-Trainee</b>
<b>Institute Name</b>	<b>Government College Of Technology, Coimbatore</b>

Table 1: Compensation Details (All Components in INR)

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

# 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)

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



## OFFER LETTER

January 27th , 2022  
Coimbatore

To,  
Mr. Muthukumaran M,  
Coimbatore.

**Dear Mr. Muthukumaran,**

We take great pleasure to welcome you to be an integral part of our EXTERRO family. We are pleased to Offer you the post of **Internship Trainee** in our organization subject to the certain terms & conditions which would be declared in appointment letter. This letter of offer supersedes all other communications made to you prior to the date of issue of the appointment letter.

This offer letter outlines only the basic terms which are not exhaustive and does not include the detailed terms and conditions of your employment. This offer is contingent on a candidature reference and successful completion of the background check done by the company.

### **Start Date**

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

### **Performance Assessments**

Performance assessments will be done on a quarterly basis. Your increments are discretionary and will be subject to and on the basis of your effective performance and results during the assessment period. This will be also decided based on the performance of the organization during the assessment period. Generally compensation reviews would be done once a year after probation.

A handwritten signature in black ink, appearing to be "M. Muthukumaran".



**Annexure A- Exterro R&D Salary Package - During Probation Period/Stipend**

LEVEL	COMPONENTS	MONTHLY	ANNUAL
Fixed Component	BASIC	11,000	1,32,000
	HRA	4,400	52,800
	SPECIAL	4,600	55,200
	Monthly Gross Salary	20000	240000
	PF	1,800	21,600
	INSURANCE (ACCIDENTAL)	67	800
	INSURANCE (MEDICAL)	1,708	20,500
	PARKING ALLOWANCE	250	3,000
	<b>TOTAL</b>	<b>3,825</b>	<b>45,900</b>
<b>EXTERRO ASSURED BENEFITS</b>			
Other Benefits	PROFESSIONAL DEVELOPMENT PAY		16,000
	PAID LEAVES		7,742
	<b>TOTAL</b>		<b>23,742</b>
<b>TOTAL CTC (COST TO THE COMPANY)</b>			<b>3,09,642</b>

**Annexure – B Exterro R&D Salary package - After Confirmation based on the performance**

LEVEL	COMPONENTS	MONTHLY	ANNUAL
Fixed Component	BASIC	14,850	1,78,200
	HRA	5,940	71,280
	SPECIAL	6,210	74,520
	Monthly Gross Salary	27000	324000
Employer Contribution	FOOD COUPON	2,000	24,000
	PF	1,800	21,600
	INSURANCE (ACCIDENTAL)	67	800
	INSURANCE (MEDICAL)	1,708	20,500
	PARKING ALLOWANCE	250	3,000
	<b>TOTAL</b>	<b>5,825</b>	<b>69,900</b>
<b>EXTERRO ASSURED BENEFITS</b>			
Other Benefits	PROFESSIONAL DEVELOPMENT PAY		16,000
	PAID LEAVES		10,452
	<b>TOTAL</b>		<b>26,452</b>
<b>TOTAL CTC (COST TO THE COMPANY)</b>			<b>4,20,352</b>

*meert*



## 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

### PROVISIONAL OFFER LETTER

To

Lakshanya . A

Date: 24/08/2022

Ref No: GCT/1/20/2023

Congratulations!

Based on your various rounds of interviews with ZOHO at your Campus, we are happy to inform you that you are being offered the position of **Member Technical Staff**. Your annual cost to the Company is **Rs.7,00,000 (Rupees Seven Lakh Only)**.

We would like to extend you an internship opportunity as a "Project Trainee" as and when your final semester begins. We expect you to work on the project on a full time basis for a period of 5-6 months. During this project tenure you will be paid a stipend of **Rs.20,000/- (Rupees Twenty Thousand Only)** This employment 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).

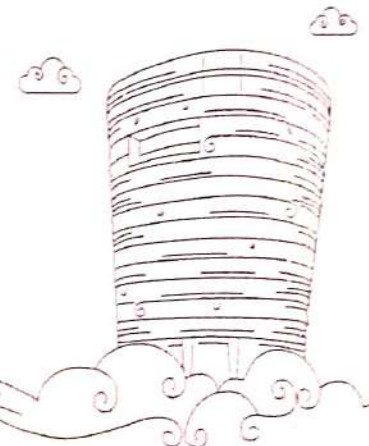
The breakup of your gross salary and benefits will be shared with you soon through a detailed Offer letter. The soft copy of the letter will be sent to your personal email ID and the hard copies will be handed over to you on your date of joining.

It is our pleasure that you have chosen us and we look forward to welcome you aboard!

Good Luck!



Authorized Signatory





March 29, 2023

PMO/MEM/13769002/2023

**Naveen Pandiyan**

23, N. Parthiban Street, Anna Nagar, Anakaputhur,  
Chennai - 600070  
Tamil Nadu, India

Dear Naveen,

**Subject: Offer of Employment with EdgeVerve Systems Limited**

At "Edge Verve", our purpose is to amplify human potential and create the next opportunity for people, businesses and communities. Our employees are key to realizing this. It is our continuing ambition to find and retain people who believe in our values and share our desire to build a great Company.

Congratulations! Further to your application for employment with us, and the subsequent selection process, we are delighted to offer you employment in the role of **Member - Product Engineering** with EdgeVerve Systems Limited (the "Company"). Your Role Designation will be **3835APRINP : Product Engineer (PE)**. Your location of reporting is **Bangalore, India** and the scheduled date of joining the Company is **July 3, 2023**. You will be in the **Member** Group.

Your **Total Gross Salary** including **Performance Bonus** will be INR **66,667** per month. Kindly refer to the compensation details sheet for details.

The terms & conditions of our offer are as follows:

**1. Date of Commencement of Employment:**

Your employment with the Company shall commence on **July 3, 2023**.

**2. Location:**

Your current location of employment shall be **Bangalore**, India. However, please note that the Company reserves the right to transfer its employees to any of its Unit (s), office(s) or of its Affiliates and/or the office of the Company's customer ("Work Location"), other than the one an employee was initially hired to work in.

For the purpose of this agreement, "Affiliate" means any entity that controls, is controlled by, or is under common control with the Company. For purpose 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.

Accordingly, we want you to be aware that you may be transferred to another Work Location in the future depending on the Company's business requirements, and in the event thereof your remuneration and other benefits in relation thereto shall be determined in accordance with the Company's existing and future policies in that Work Location. Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the foregoing.

**EDGEVERVE SYSTEMS LIMITED**  
Plot No. 47, Electronics City,  
Hosur Road,  
Bengaluru 560 100, India  
T 91 80 3952 2222  
F 91 80 2852 1300

**Registered Office:**  
CIN: U72200KA2014PLC073660  
Plot No. 44, Electronics City  
Hosur Road  
Bengaluru 560 100, India  
[www.edgeverve.com](http://www.edgeverve.com)  
[edgeverve@edgeverve.com](mailto:edgeverve@edgeverve.com)

<b>COMPENSATION DETAILS</b> (All figures in INR. per month)	
NAME	Naveen Pandiyan,
ROLE	Member - Product Engineering
ROLE DESIGNATION	3835APRINP : Product Engineer (PE)
<b>1. MONTHLY COMPONENTS</b>	
BASIC SALARY	18,020
BASKET OF ALLOWANCES (HRA, LTA, Medical Allowance, Children's Education Allowance, Transport Allowance, Miscellaneous Allowance)	35,347
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic) being paid out on a monthly basis)	3,424
<b>MONTHLY GROSS SALARY</b>	<b>56,791</b>
<b>2. OTHER COMPONENT</b>	
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)	180
<b>3. RETIRAL BENEFITS</b>	
PROVIDENT FUND - 12% of Basic	2,162
GRATUITY - 4.81% of Basic*	867
FIXED GROSS SALARY (1+2+3)	<b>60,000</b>
<b>4. PERFORMANCE BONUS</b>	<b>At an indicative Payout of 100%</b>
PERFORMANCE-BASED BONUS	6,667
<b>TOTAL GROSS SALARY (Inclusive of Bonus)</b>	<b>66,667</b>

All the above benefits are as per Company's policies, which are subject to change from time to time.

\*The gratuity amount set out above is an approximation. The eligibility and payment of gratuity shall be in accordance with the applicable provisions of the Payment of Gratuity Act, as amended and supplemented from time to time.

11. If any provision hereof is held invalid or unenforceable by a court of competent jurisdiction, such invalidity shall not affect the validity or operation of any other provision, and such invalid provision shall be deemed to be severed from the agreement.
12. This agreement and the rights and obligations hereunder are personal with respect to employee and may not be assigned by any act of employee or by operation of law. The Company shall, however, have the absolute, unfettered right to assign this agreement to a successor in interest to the Company or to the purchaser of any of the assets of the Company.
13. I agree that the Company may initiate appropriate legal action against me for the breach of any of the terms of this agreement, and to recover the costs of such legal action, including all damages and attorney's fees. The Company may also, at its discretion, terminate my employment with the Company.
14. This agreement constitutes the entire agreement, and supersedes all other previous agreements. It can only be modified by an agreement in writing and signed by the parties hereto. Notwithstanding the foregoing, those contractual obligations relating to (a) intellectual property and confidentiality signed by me with the group companies; or (b) client or vendor partners of the group companies, which survive the cessation of my employment with such group companies shall continue for the duration these obligations are enforceable.

Place: Employee Signature:

Date: Employee Name: Naveen Pandiyan

Acknowledged by EdgeVerve Systems Limited



**Rajeshwar Rao**  
**AVP - Senior Director and Head - Talent Acquisition**

### Offer Annexure for India

At the time of joining, you are requested to bring the following original certificates along with two sets of photocopies (A4 size only). These documents are also essential to obtain a Visa when you may be required in the future to go abroad on business/ work. So it would be in your interest to ensure that they are all in place at the time of joining the organization.

1. Offer letter (signed photocopy as a token of acceptance of the offer)
2. Degree / Provisional / Course completion Certificate of all College / University qualifications
3. Mark sheets of all College / University qualifications (all semesters)
4. Certificates & Mark sheets of 10th & 12th classes
5. 5 passport size photographs
6. Relieving letter from all previous employers (in case you have previous employment experience)
7. Passport (if you don't have a passport, kindly apply immediately)
8. PAN Card (PAN details are mandatory at the time of joining)
9. Four wheeler driving license (where available)
10. NSR Card else ITPIN Number
11. Aadhar Card

Under Income Tax laws, disclosure of your Permanent Account Number (PAN) to EdgeVerve Systems Limited is mandatory. Please disclose your PAN to EdgeVerve Systems Limited on the day of joining as this is required for the income tax calculation on your salary. Non Availability of PAN No. attracts an Income tax at higher rates.

As per the directions of the Employees Provident Fund Organization ("EPFO") it is mandatory KYC requirement for all employees to link their Aadhaar card number with their provident fund Universal Account Number ("UAN"). Hence, to comply with the obligations under the Employees Provident Funds and Miscellaneous Provisions Act 1952 ("EPF Act") and also for availing the benefits under the EPF Act, you are required to disclose either your Aadhaar card number or the Aadhaar enrollment number as applicable, at the time of joining. Please note that EdgeVerve Systems Ltd. would not be liable for your inability to avail the benefits provided under the EPF Act due to the non-linkage of your Aadhaar card number to your UAN.



Tractors and Farm Equipment Limited  
77, Nungambakkam High Road  
Chennai - 600 034, Tamil Nadu, India  
T: + 91 44 6691 9000  
F: + 91 44 2826 0224  
E: corporate@tafe.com  
CIN No. U29129TN1960PLC004337  
tafe.com

Registered Office:  
861, Anna Salai, Chennai - 600 002  
T: +91 44 2841 5441/ 2858 4918

Ref: HR/Campus/Offer

9 Oct, 2022

Name: NIVEENDAN

College: ACT, COIMBATORE

### CONGRATULATIONS

Further to your active participation in Written Test, Group discussions and subsequent interviews as part of our campus drive at your college, we are pleased to inform you that you have been provisionally selected as Graduate Engineer Trainee with us.

Please note this is an indicative offer, you will shortly receive a detailed Appointment order subject to clearing all papers with no backlog of arrears. Till such time our HR Team will be in touch with for all your queries and clarifications.

Request you to acknowledge the letter as a token of your acceptance

for Tractors and Farm Equipment Limited

Aron Minalkar  
Deputy General Manager – HR

Stay Connected - <http://www.tafe.com> / <http://tafecafe.org> / <http://www.facebook.com/TAFECorporate>





Date: 03-Nov-2022

To

**Mr.NIRESH RAGHAVAN P,**  
4/45, NORTH STREET,,  
MELANMARAINADU,  
VIRUDHUNAGAR-626127,TAMIL NADU.

Dear **Mr.NIRESH RAGHAVAN P,**

Based on your application and the subsequent discussions you had with us we are pleased to have you associated with us as a **PROJECT TRAINEE** for a period of 6 months from the date of commencement in our organization. During this association you will be paid **Rs.20000/- (RUPEES TWENTY THOUSAND ONLY)** per month as a consolidated amount.

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

**This offer is subject to the following terms and conditions.**

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



21<sup>st</sup> February, 2023

Dear Graduate Engineer Trainee,

**WELCOME TO THE JSW GROUP**

With reference to your application and the subsequent interview you had with us, we are pleased to offer you the position of Graduate Engineer Trainee ("GET") in 'L08T' grade and your subsequent appointment will be subject to the following terms and conditions:

- A. Your initial remuneration as a GET during training period with JSW shall be **Rs. 8 lakhs per annum ("CTC")**.
- B. You shall be eligible for **Rs. 1.5 lakhs ("Retention Bonus")** spread over 2 years.
- C. This offer is valid subject to **your Graduation Passing with Min 60% aggregate**.
- D. The location where you shall be posted to shall be communicated to you by May, 2023. You are requested to **report at your assigned location a day prior to your Joining day**. Your appointment shall be final subject to the following conditions of eligibility:
  - a. You having secured at least 60% in your 10<sup>th</sup> and 12<sup>th</sup> standard examinations,
  - b. You having completed the B. E/ B.Tech course with a First Class (aggregate 60% or equivalent or more and as per University declaration). In case you fail to clear your degree, then the offer shall be revoked.
  - c. You having being declared medically fit by a certified medical practitioner and having provided the necessary documents to such effect. In the event of any medical abnormality, your offer will stand cancelled.
  - d. You having cleared all reference checking and submission of the following documents at the time of your joining:
    - o Originals & Copies of all Educational Certificates – S.S.L.C, H.S.C, UG/PG, Additional qualifications (If any)
    - o Proof of your Date of Birth
    - o PAN Card / Aadhar Card
    - o 5 Passport size photographs
    - o Submission of medical fitness as per the medical tests prescribed by JSW.
    - o Any wrong information / suppression of information shall be liable for termination of the offer of appointment.
- E. In the event of you not meeting any of the conditions of eligibility stated above, you shall not be eligible for appointment and the offer of appointment shall stand revoked and withdrawn with immediate effect. In the event of you furnishing any wrong, inaccurate information or suppressing any of the information, your appointment as well as this offer, shall be terminated and revoked with immediate effect.
- F. A detailed "Appointment Letter" will be issued to you upon your joining, subject to you fulfilling the conditions of eligibility as stated above. You shall be required to abide by all the terms of the Appointment Letter at all times during your tenure with JSW.



Part of O. P. Jindal Group

P. Kumar

29/03/2023

**Ref: L&T / GET 2022 /Mech /LT2023106586201301**

**Date: 05-12-2022**

Mr.Venkatesan P  
Government College Of Tech Coimbatore  
Email ID: venk.1912202@gct.ac.in  
Contact No: 9751498276

Greetings from Larsen & Toubro Limited!

Congratulations! We are pleased to inform you that you have been selected for the position of “**Graduate Engineer Trainee**” with Larsen & Toubro Limited basis the rigorous selection process that you underwent with us. We are eagerly looking forward to your being a member of L&T family.

Your date of joining will be tentatively in **July 2023**, subject to your medical fitness being cleared and certified by our company’s authorized doctor and passing the **B.E / B.Tech Degree** in first attempt with 65% and above marks.

This selection is subject to your fulfilling all our eligibility criteria and academic requirements shared at the time of campus recruitment. In case these criteria and requirements are not met, and / or the declaration made by you in our Employment Application Form submitted is found to be false, this offer of selection would stand withdrawn.

Your date of joining along with other details will be communicated to you separately.

The pre-joining process including Pre-Employment Medical Check (PEMC) will commence soon and communication in this regard will be sent to your email ID.

Please acknowledge receipt and acceptance of this letter within 10 days of the communication by providing your digital signature below.

**Yours faithfully,  
For LARSEN & TOUBRO LIMITED**



**Satyender Tanwar  
Joint General Manager  
Corporate Human Resources**

### **Acknowledgement**

I acknowledge that I have received, read the above communication, and accept the same.



Venkatesan P (Dec 6, 2022 16:02 GMT+5.5)

**(Venkatesan P)**





02-December-2022

**Mr.Vignesh M**  
15/89C, Madavilagam  
Kandanvilai, Kalkulam  
Kanyakumari - 629810

Dear Vignesh,

We are delighted that you have successfully demonstrated your academic prowess right through the Engineer Trainee selection process and believe that your capabilities and skills will make you a valuable member at ELGI.

We are pleased to offer you the position of "**Engineer Trainee**" in **Technology** department. You will be on probation for a period of six (6) months from the date of joining. During the Probation Period, either you or ELGI will have the right to terminate the probation by serving a written notice of fifteen days on either side, however subject to the terms and conditions in service bond. You will be posted at **Coimbatore**.

An annexure detailing your compensation structure is appended along with this letter.

We request you to sign and return the copy of this offer letter with the annexure, signifying your acceptance of the position offered. This offer stands valid subject to you being medically fit (the essential medical tests required to undergo are listed in the Annexure-B) & successful background check. Since this offer is being made prior to the declaration of your final examination results of the course, you are required to submit the documentary proof of having passed your graduation latest before end of June 2023 or immediately upon declaration of the results by the University. If you are declared as having failed, this offer will be deemed automatically terminated without notice.

We are excited at the prospect of you working with us and look forward to your joining not later than 15-Jun-2023.

We welcome you into the ELGI family and wish you a rewarding and successful career ahead!

Yours sincerely,  
for **ELGI EQUIPMENTS LIMITED**,

**GANESH RAMACHANDRAN**  
**HEAD - COMPENSATION & BENEFITS**

Encl: as above

Accepted

Candidate's Signature:

Date of Joining: 15-Jun-2023

**ELGI EQUIPMENTS LIMITED**

Trichy Road, Singanallur, Coimbatore - 641005, Tamilnadu, India

T +91 422 2589 555, w www.elgi.com, Toll - free No: 1800-425-3544, CIN No: L29120TZ1960PLC000351

**Annexure: A**

I. The compensation structure is indicated in the table below: -

Name	Vignesh M
Division & Department	Technology
Proposed Designation	Engineer Trainee
Proposed Band	E1
Place of Posting	Coimbatore
<b>SALARY PARTICULARS</b>	
<b>Components</b>	<b>Amount in Rupees</b>
Basic Salary	17,296
House Rent Allowance	10,378
Leave Travel Allowance	3,459
Bonus	3,459
<b>Gross pay per month</b>	<b>34,592</b>
<b>Benefits</b>	
Provident Fund	2,076
Gratuity	832
<b>Benefits-Total</b>	<b>2,908</b>
<b>Guaranteed Pay Per Annum</b>	<b>4,50,000</b>
<b>*Performance Pay Per Annum</b>	50,000
<b>Cost to the Company Per Annum</b>	<b>5,00,000</b>

**Note:**

- a. You will be required to sign a service bond agreeing to serve the company for an uninterrupted period of 3 years calculated from the date of joining (which period of 3 years therefore, shall include the Probation Period also). You will be required to pay an agreed sum of money if in violation of the foregoing condition, as per the terms and conditions of the service bond.
- b. You will be confirmed as Engineer in band E1 after successful completion of the Probation Period, subject to satisfactory performance assessed at ELGi's sole discretion.
- c. Salary Revision: Your salary revision will be in line with the Company's Compensation Strategy to be declared every year. Your first salary revision will be prorated from your date of joining to end of that financial year subject to you being confirmed on the rolls.

**Other Benefits:**

1. **Medical Insurance**-A total medi-claim insurance cover worth Rs.2 Lakhs per annum covering self plus dependents (Spouse + 2 Children).
2. **Personal Accident Insurance**- As per policy, the coverage is up to 100 times of monthly gross pay of an employee.
3. **One time relocation expenses:**

The company will provide you with the following relocation assistance at the time of joining.

- Travel - we will reimburse travel by Rail (2A/3A)/Volvo AC bus for self, spouse and dependent children.



## Letter of Intent (LOI)

**Superset ID: 3602590**

**Date: November 25, 2022**

**Dear Vignesh S,**

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

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 have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week 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 as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

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>

GenC HR Team will reach out to you over email to guide you on the next steps.  
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**



09-Nov-2022

**Mr. Amal Aldrin A**  
**Government College of Technology**

Dear Amal Aldrin,

**SUB: Our offer for the position of Trainee – Software Analyst**

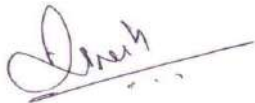
We are happy to let you know that we are impressed with your credentials and welcome you to the Aspire family. We are certain that you would play a vital role in our growth and success and you will be a valuable addition to our talented team of ASPIRIANS.

You will be inducted as a “**Trainee – Software Analyst**”. Your initial training with the Talent Nurturing team and the department specific training will be for a maximum duration of two months. Post training you will be deputed to any one of our Practices and you will be deputed to work from any of our offices in India. The salary during training will be **Rs.22,500 per month** which will be prorated based on your training duration. At the end of training period, a formal evaluation of your performance will be made.

On successful completion of the training, your overall total Cost-to-Company (CTC) will be revised to **Rs.4.70 Lakhs Per Annum** that includes a one-time joining bonus of **Rs.20,000** which will be paid on completion of six months of your service with us. All remuneration payable to you will be subject to income tax deduction at source and to any other statutory deductions that may be applicable.

Your commencement of employment with us is contingent upon your acceptance of this offer and our terms of employment (Annexure 1). We once again welcome you to share a challenging and mutually rewarding experience at Aspire. Please return the duplicate of this letter duly signed by you.

**For Aspire Systems (India) Private Limited**



**Dinesh Kumar T.K.**

Vice President

[dinesh.kumaran@aspiresys.com](mailto:dinesh.kumaran@aspiresys.com)

I hereby accept the offer.

Signature :  
Name : Amal Aldrin A  
Date :

The first salary change post training period will be based on your date of joining.

- If your date of joining is between 1<sup>st</sup> to 15<sup>th</sup> of the month, then your first salary change effective date will be 1<sup>st</sup> to end of the month
- If your date of joining is between 16<sup>th</sup> to end of the month, then your first salary change effective date will be from 16<sup>th</sup> to 15<sup>th</sup> of the next month
- Please refer to the sample table below and the first salary change date post training will depend on your day of joining

Date of Joining	: We will confirm shortly
Salary during initial training	: Rs.22,500 per month (Two months training duration max and salary will be Prorated based on your training duration)
Salary after completion of training	: INR.4.70 Lakhs Per Annum
Post Probation	: Confirmation and Promotion to ' <b>Software Analyst</b> '
Post Training + 12 months	: Next Salary change: Rs.5.40 LPA
Post Training + 24 Months	: Alignment with Org Roadmap Cycle

- The CTC is inclusive of the following components: Basic, FBP components you have opted, Statutory components: PF, ESI, Gratuity, Statutory bonus, what is applicable, Special allowance excluding the above, deductions like Mediclaim, TDS, Lunch, transport and professional tax, whatever is applicable. The break-up of components will be available in the monthly pay slip and reimbursement slips that will be sent to you
- Performance Appraisals are a part of the work policies at Aspire and your performance will solely spell out any revision in your compensation package. Apart from the above pre-fixed salary changes during the initial three-year period, if you are rated as an Excellent or an Exceptional performer during the annual review cycle, you will be eligible for a one-time performance-based payout. This is only applicable for the first three years from the date of joining.
- You are governed by the company's policies in vogue from time to time. Your work timings may also be changed depending on the organizational need and your responsibilities.
- The rules and regulations of service of the company that are in force may be framed, amended, altered or extended from time to time. They will govern you in the same form as and when altered or amended.
- Aspire Systems is an equal opportunity employer. We demonstrate respect and provide equal employment opportunities for all employees and applicants for positions regardless of race, color, national origin, political belief, religion, marital or family status, physical or mental disability, gender, sexual orientation, age, or irrelevant (not related to the work to be performed) record of offense. All our decisions will be based on job performance, merit, experience, and qualifications.

I hereby accept the offer terms and conditions.

Signature :  
Name : Amal Aldrin A  
Date :

**Ref: L&T / GET 2022 /Mech /LT2023106586201290**

**Date: 05-12-2022**

Mr. Peer Mohammed K  
Government College Of Tech Coimbatore  
Email ID: peermohammed7777@gmail.com  
Contact No: 7094779088

Greetings from Larsen & Toubro Limited!

Congratulations! We are pleased to inform you that you have been selected for the position of "**Graduate Engineer Trainee**" with Larsen & Toubro Limited basis the rigorous selection process that you underwent with us. We are eagerly looking forward to your being a member of L&T family.

Your date of joining will be tentatively in **July 2023**, subject to your medical fitness being cleared and certified by our company's authorized doctor and passing the **B.E / B.Tech Degree** in first attempt with 65% and above marks.

This selection is subject to your fulfilling all our eligibility criteria and academic requirements shared at the time of campus recruitment. In case these criteria and requirements are not met, and / or the declaration made by you in our Employment Application Form submitted is found to be false, this offer of selection would stand withdrawn.

Your date of joining along with other details will be communicated to you separately.

The pre-joining process including Pre-Employment Medical Check (PEMC) will commence soon and communication in this regard will be sent to your email ID.

Please acknowledge receipt and acceptance of this letter within 10 days of the communication by providing your digital signature below.


**Yours faithfully,  
For LARSEN & TOUBRO LIMITED**



**Satyender Tanwar  
Joint General Manager  
Corporate Human Resources**

### **Acknowledgement**

I acknowledge that I have received, read the above communication, and accept the same.

  
[Peer Mohammed K \(Dec 5, 2022 20:58 GMT+5.5\)](#)

**(Peer Mohammed K)**

Mr. Pradeep V  
S/O Mr. Veluchamy C P  
71, Chinna Karukkupalayam ,Virumandampalayam,  
Chengapalli, Tirupur,  
Tamil Nadu - 638812.

Dear Mr. Pradeep V,

With reference to your application and the subsequent interview held on **13/01/2023**, the Management is pleased to permit you to undergo training under the following terms and conditions:

1. You are engaged as **Graduate Engineer Trainee (Grade. TRN-EN1.99)** in **HRD - Trainees** Department in our **Textile Machinery Division**, 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 mentioned in Annexure A.
3. During the training period, you will be eligible for Annual Bonus, contribution to Provident Fund as per the Rules.
4. You will not be eligible for any other allowance / payment applicable to other staff members.
5. You will be entitled for 2 days leave per every completed month of training.
6. 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.
7. You will be retained in the same spell of training by extension or terminated from training, if the management is of the opinion that you do not show/evince interest in learning and or if you fail to attend the minimum required date.

Contd.2

Annexure-A

Annexure to the Offer letter HRD/Offer/FN:R062023/082 dated 27-04-2023 given to Mr. Pradeep V

SALARY COMPUTATION		
Components	Per Annum	Per Month
Basic	120000	10000
HRA	72000	6000
Special Allowances	72000	6000
Medical Reimbursement	9996	833
Misc Allowance	80412	6701
<b>Gross Salary</b>	<b>354408</b>	<b>29534</b>
Provident Fund	21600	1800
Bonus	24000	2000
<b>CTC</b>	<b>400008</b>	<b>33334</b>

With Regards  
For LAKSHMI MACHINE WORKS LIMITED



SANJAY AHUJA  
HEAD - HR



Date: November 10, 2022

Ref: LTI/HR/EN9/Campus/2023

Name: Rahul M Muthaiah A

College: Government college of technology coimbatore

**LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE**

Dear Rahul M Muthaiah A,

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 fulfilling the eligibility criteria (Refer '**Annexure 1**') and 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. 25000 pm**.
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 will also be issued a detailed Letter of Appointment as Graduate Engineer Trainee subject to you meeting the eligibility criteria as mentioned in '**Annexure-1**'. Your appointment is in accordance with the Apprentices Act, 1961.
4. **Documents** - Your offer is subject to you submitting all the mandatory documents at the time of joining. (Refer '**Annexure-2**')
5. **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 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.
6. 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.ltinfotech.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 above portal, if you do not join on the date intimated to you, this offer will be cancelled at the discretion of the Company.

7. 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.

**ANNEXURE-3**

Name : Rahul M Muthaiah A Date : November 10, 2022

Salary Grade : P1

Components	INR. (p.a.)	INR. (p.m.)
Basic	180000	15000
Bouquet of Benefits	162180	13515
Bonus	21000	1750
<b>Base Salary (p.a.)</b>	<b>363180</b>	<b>30265</b>
Annual Incentive	0	
<b>Total Variable (p.a.)</b>	<b>0</b>	
<b>TTC(p.a.)</b>	<b>363180</b>	
PF	21600	1800
Gratuity	8658	722
Mediclaime Premium(p.a)	12929	1077
<b>Retirals &amp; Other Benefits(p.a)</b>	<b>43187</b>	<b>3598</b>
<b>Cost to Company (CTC)</b>	<b>406367</b>	<b>33863</b>

**Medical Insurance Premium:**

The Group Mediclaime Policy of Company covers Employee, Spouse & upto 3 dependent children (below 25 yrs of age). Coverage limits are as per company policy.

You would also be eligible to be covered under the Voluntary Group Term Life and Group Accident Insurance policy as per the company policy.

**Notes:**

- 1)Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules.
- 2)Bouquet of Benefits\* /Flexi Pay consists of Flexi-components which may include HRA,Conveyance,LTA,MealAllowance and Adhoc allowance.
- 3) H.R.A. will be deducted for accommodation (if any) provided by the Company.
- 4)The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution.
- 5) Gratuity payment shall be as per "Payment of Gratuity Act, 1972".
- 6)Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.

- Income Tax will be deducted at source wherever applicable as per Income Tax Rules.

- Any or all the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.



## Letter of Intent (LOI)

**Superset ID: 3599245**

**Date: November 25, 2022**

**Dear Rakesh M J,**

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

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 have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week 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 as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

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>

GenC HR Team will reach out to you over email to guide you on the next steps.  
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**





14<sup>th</sup> February 2023

Name : SANTHOSH KUMAR V  
Registration No : 1912186  
College : GOVERNMENT COLLEGE OF TECHNOLOGY

Dear SANTHOSH KUMAR

Sub: Provisional Offer letter - reg.

Subsequent to the Technical interview held today, we are pleased to inform you that you have been shortlisted to join our **Internship Programme**.

If interested, you can join as "**Intern**" and do the Internship from Feb'23 to May 2023. During your internship, you will be paid a stipend of Rs.12,000/- per month.

Transport and food will be provided by the company.

On successful completion of your BE/B.Tech degree, you will be taken as Graduate Engineer Trainee in our Organisation.

You will be paid an over all CTC of **Rs.3.6 lacs per annum**. Detailed break up will be mentioned in the formal offer letter.

After successful completion of the first year, you will be progressed as **Lead Engineer** with a CTC of Rs.4.78 lacs per annum.

For further clarifications, you can contact our HR person Mr. J. Srikanth (9585511791).

Wish you good luck,

For Turbo Energy Private Limited,

A handwritten signature in blue ink, appearing to read 'A P SRIDHAR', written over a light blue background.

**A P SRIDHAR**  
Vice President-HR

Turbo Energy Private Limited  
No.100, Old Mahabalipuram Road  
Paiyanur 603 104  
Kanchipuram District  
Tamil Nadu, India  
CIN :U40107TN1982PTC009363  
Phone:+91 44 2742 5716  
Fax :+91 44 2742 5577  
Email :teppersonnel@turboenergy.co.in  
Web :www.turboenergy.co.in

Regd. Office:  
'Stoneacre'  
67 Chamiers Road  
Chennai 600 028  
Tamil Nadu, India



**Offer: Computer Consultancy**

**Ref: TCSL/CT20223930829/Chennai**

**Date: 13/09/2022**

Mr. Selvasekar S  
No:12Konar Street , Kolappadi,  
Andimadam (Po)(Tk),  
Ariyalur-621801,  
Tamil Nadu.  
Tel# -

Dear Selvasekar S,

**Sub: Letter of Offer**

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

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

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

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

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

**TCS Confidential**

**TCSL/CT20223930829**

**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](http://www.tcs.com)

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

TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto: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.



**GROSS SALARY SHEET**

**Annexure 1**

<b>Name</b>	<b>Selvasekar S</b>
<b>Designation</b>	<b>Assistant System Engineer-Trainee</b>
<b>Institute Name</b>	<b>Government College Of Technology, Coimbatore</b>

Table 1: Compensation Details (All Components in INR)

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

# 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)

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

**Ref.: L&T / GET 2023 /Mech/LT202315700188512**

**Date: 21-11-2022**

Mr.Sreejith Ravi  
Government College Of Tech Coimbatore  
Email ID: sree.1912191@gct.ac.in  
Contact No: 9488556653

Greetings from Larsen & Toubro Limited!

Congratulations! We are pleased to inform you that you have been selected for the position of “**Graduate Engineer Trainee**” with Larsen & Toubro Limited basis the rigorous selection process that you underwent with us. We are eagerly looking forward to your being a member of L&T family.

Your date of joining will be tentatively in **July 2023**, subject to your medical fitness being cleared and certified by our company’s authorized doctor and passing the **B.E / B.Tech Degree** in first attempt with 65% and above marks.

This selection is subject to your fulfilling all our eligibility criteria and academic requirements shared at the time of campus recruitment. In case these criteria and requirements are not met, and / or the declaration made by you in our Employment Application Form submitted is found to be false, this offer of selection would stand withdrawn.

Your date of joining along with other details will be communicated to you separately.

The pre-joining process including Pre-Employment Medical Check (PEMC) will commence soon and communication in this regard will be sent to your email ID.

Please acknowledge receipt and acceptance of this letter within 10 days of the communication by providing your digital signature below.

**Yours faithfully,  
For LARSEN & TOUBRO LIMITED**



**Satyender Tanwar  
Joint General Manager  
Corporate Human Resources**

#### **Acknowledgement**

I acknowledge that I have received, read the above communication, and accept the same.



**(Sreejith Ravi)**



09-Nov-2022

Mr. Subash M  
Government College of Technology

Dear Subash,

**SUB: Our offer for the position of Trainee – Software Analyst**

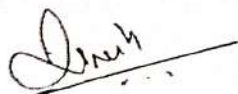
We are happy to let you know that we are impressed with your credentials and welcome you to the Aspire family. We are certain that you would play a vital role in our growth and success and you will be a valuable addition to our talented team of ASPIRIANS.

You will be inducted as a "Trainee – Software Analyst". Your initial training with the Talent Nurturing team and the department specific training will be for a maximum duration of two months. Post training you will be deputed to any one of our Practices and you will be deputed to work from any of our offices in India. The salary during training will be **Rs.22,500 per month** which will be prorated based on your training duration. At the end of training period, a formal evaluation of your performance will be made.

On successful completion of the training, your overall total Cost-to-Company (CTC) will be revised to **Rs.4.70 Lakhs Per Annum** that includes a one-time joining bonus of **Rs.20,000** which will be paid on completion of six months of your service with us. All remuneration payable to you will be subject to income tax deduction at source and to any other statutory deductions that may be applicable.


Your commencement of employment with us is contingent upon your acceptance of this offer and our terms of employment (Annexure 1). We once again welcome you to share a challenging and mutually rewarding experience at Aspire. Please return the duplicate of this letter duly signed by you.

For Aspire Systems (India) Private Limited



Dinesh Kumar T.K.  
Vice President  
[dinesh.kumaran@aspiresys.com](mailto:dinesh.kumaran@aspiresys.com)

I hereby accept the offer.

Signature :   
Name : Subash M  
Date : 11/11/2022


The first salary change post training period will be based on your date of joining.

- If your date of joining is between 1<sup>st</sup> to 15<sup>th</sup> of the month, then your first salary change effective date will be 1<sup>st</sup> to end of the month
- If your date of joining is between 16<sup>th</sup> to end of the month, then your first salary change effective date will be from 16<sup>th</sup> to 15<sup>th</sup> of the next month
- Please refer to the sample table below and the first salary change date post training will depend on your day of joining

Date of Joining	: We will confirm shortly
Salary during initial training	: Rs.22,500 per month (Two months training duration max and salary will be Prorated based on your training duration)
Salary after completion of training	: INR.4.70 Lakhs Per Annum
Post Probation	: Confirmation and Promotion to 'Software Analyst'
Post Training + 12 months	: Next Salary change: Rs.5.40 LPA
Post Training + 24 Months	: Alignment with Org Roadmap Cycle

10. The CTC is inclusive of the following components: Basic, FBP components you have opted, Statutory components: PF, ESI, Gratuity, Statutory bonus, what is applicable, Special allowance excluding the above, deductions like Medclaim, TDS, Lunch, transport and professional tax, whatever is applicable. The break-up of components will be available in the monthly pay slip and reimbursement slips that will be sent to you
11. Performance Appraisals are a part of the work policies at Aspire and your performance will solely spell out any revision in your compensation package. Apart from the above pre-fixed salary changes during the initial three-year period, if you are rated as an Excellent or an Exceptional performer during the annual review cycle, you will be eligible for a one-time performance-based payout. This is only applicable for the first three years from the date of joining.
12. You are governed by the company's policies in vogue from time to time. Your work timings may also be changed depending on the organizational need and your responsibilities.
13. The rules and regulations of service of the company that are in force may be framed, amended, altered or extended from time to time. They will govern you in the same form as and when altered or amended.
14. Aspire Systems is an equal opportunity employer. We demonstrate respect and provide equal employment opportunities for all employees and applicants for positions regardless of race, color, national origin, political belief, religion, marital or family status, physical or mental disability, gender, sexual orientation, age, or irrelevant (not related to the work to be performed) record of offense. All our decisions will be based on job performance, merit, experience, and qualifications.

I hereby accept the offer terms and conditions.

Signature :   
Name : Subash M  
Date : 11/11/2022.

# Selection of student for internship

Inbox



**Jebakumar R** 13 Feb  
to GCT, me, Mareesan ▾



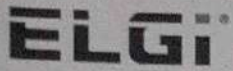
Dear Sir,

Greetings from REL.

Sumetha D, final year student of BE – Mechanical Engineering stream of your esteemed institution attended the interview at our premises on 10<sup>th</sup> February 2023. We are pleased to have selected her for internship.

The selected student will undergo an internship program for a period of 6 months and on successful completion of the internship, she will be placed as Graduate Engineer Trainee.

During the period of internship she will be paid a stipend of Rs. 15,000/- per month.



02-December-2022

**Mr. Tamilarasan S**  
5/139-7, Rajiv Gandhi Nagar  
Chinnamudalaipatti  
Namakkal - 637001

Dear Tamilarasan,

We are delighted that you have successfully demonstrated your academic prowess right through the Engineer Trainee selection process and believe that your capabilities and skills will make you a valuable member at ELGI.

We are pleased to offer you the position of "**Engineer Trainee**" in **Technology** department. You will be on probation for a period of six (6) months from the date of joining. During the Probation Period, either you or ELGI will have the right to terminate the probation by serving a written notice of fifteen days on either side, however subject to the terms and conditions in service bond. You will be posted at **Coimbatore**.

An annexure detailing your compensation structure is appended along with this letter.

We request you to sign and return the copy of this offer letter with the annexure, signifying your acceptance of the position offered. This offer stands valid subject to you being medically fit (the essential medical tests required to undergo are listed in the Annexure-B) & successful background check. Since this offer is being made prior to the declaration of your final examination results of the course, you are required to submit the documentary proof of having passed your graduation latest before end of June 2023 or immediately upon declaration of the results by the University. If you are declared as having failed, this offer will be deemed automatically terminated without notice.

We are excited at the prospect of you working with us and look forward to your joining not later than 15-Jun-2023.

We welcome you into the ELGI family and wish you a rewarding and successful career ahead!

Yours sincerely,  
for **ELGI EQUIPMENTS LIMITED**,

**GANESH RAMACHANDRAN**  
**HEAD - COMPENSATION & BENEFITS**

Encl: as above

Accepted

*S. Tamilarasan*  
Candidate's Signature:

Date of Joining: 15-Jun-2023

**ELGI EQUIPMENTS LIMITED**

Trichy Road, Singanallur, Coimbatore - 641005, Tamilnadu, India

T +91 422 2589 555, w www.elgi.com, Toll - free No: 1800-425-3544, CIN No: L29120TZ1960PLC000351

Annexure-A

Annexure to the Offer letter HRD/Offer/FN:R062023/081 dated 27-04-2023 given to Mr. Thamaraiselvan T

SALARY COMPUTATION		
Components	Per Annum	Per Month
Basic	120000	10000
HRA	72000	6000
Special Allowances	72000	6000
Medical Reimbursement	9996	833
Misc Allowance	80412	6701
<b>Gross Salary</b>	<b>354408</b>	<b>29534</b>
Provident Fund	21600	1800
Bonus	24000	2000
<b>CTC</b>	<b>400008</b>	<b>33334</b>

With Regards  
For LAKSHMI MACHINE WORKS LIMITED



SANJAY AHUJA  
HEAD - HR

3<sup>rd</sup> Floor, TIDEL Park,  
Vilankurichi Road,  
Coimbatore – 641 014, India.  
Tel : +91 422 399 5000  
Fax : +91 422 399 5001  
cameron.slb.com



CIN: U29120TZ2001PT009632

24 February 2023

**Subject: Offer of Employment to Theeban Ponvannan S**

**Dear Theeban Ponvannan S**

Further to the discussions and interviews with us, we are pleased to offer you the position of **SSPS MECHANICAL ENGINEER TRAINEE** with **Job Grade 08** at Cameron Manufacturing India (P) Ltd – A SLB Company stationed at **Coimbatore, India**. You will report to **Vignesh Muthusamy, OSS TREE ENGINEER**.

For us at Cameron Manufacturing India (P) Ltd – A SLB Company, success is the outcome of Competence, Commitment and Contribution, more than a matter of chance, and we are delighted that you have chosen us.

A detailed appointment letter containing the terms and conditions of employment will be given to you at the time of joining.

This offer is conditional, and the following pre-conditions will apply.

1. A positive reference on the background verification that would be done with your credentials.
2. Confirmation of the acceptance of this offer of employment. This offer will automatically stand withdrawn if you fail to join on the agreed date of joining.
3. Evidence of your successful completion of your engineering degree
4. Successful completion of your PGDDE course
5. Attending a pre-employment medical test and obtaining a fitness certificate from SLB appointed doctor

You will be on a 4 months training programme (PGDDE Course) prior to your commencement of employment with SLB. While on PGDDE course, you will receive a monthly stipend of INR 20,000.

Your annual emoluments have been detailed as per the attached annexure (I). Documents to be submitted on the day of joining are given in annexure (II). Please sign and return both the letter of offer and annexure (I) as a confirmation of your acceptance. The offer letter is valid for 2 days from the date of issuance.

Please do not hesitate to contact me for any clarification required.

Best regards,

**Cameron Manufacturing India (P) Ltd – A SLB Company**

**Fiona Seah**  
**Head – Human Resources**  
Encl: Annexure I and II



**ANNEXURE I to the Offer Letter of Theeban Ponvannan S – 24 February 2023**

		Salary Details		
		Particulars	Monthly - INR	Annual - INR
<b>Salary and Annual Payment</b>	<b>A</b>	Basic Salary	27,265.00	327,180.00
		H.R.A	10,906.00	130,872.00
		Travelling Allowance	1,600.00	19,200.00
		Special Allowance	6,935.00	83,218.00
		<b>TOTAL</b>	<b>46,706.00</b>	<b>560,470.00</b>
		<b>Annual Payment</b>		
	Leave Travel Allowance		27,265.00	
	Bonus @ 8.33% on basic		27,265.00	
	<b>Gross CTC</b>			<b>615,000.00</b>
	<b>In Words :Gross CTC :- Six Lakhs Fifteen Thousand Rupees only.</b>			
<b>Statutory Benefit-By Employer</b>	<b>B</b>	Provident Fund	3,272.00	39,262.00
		<b>Total</b>	<b>3,272.00</b>	<b>654,262.00</b>
		<b>Total Cost: Gross CTC + Benefits = INR 654,262.00/=</b>		
<b>Insurance &amp; Gratuity</b>	<b>Insurance &amp; Gratuity</b>		<b>Coverage</b>	<b>Beneficiaries</b>
	In Patient	Up to an annual maximum amount of INR 500,000 per insured per annum. (Rs. Five lakhs pi/pa)		Self, Spouse & 4 dependent children
	Out Patient	Up to an annual maximum amount of INR 100,000 per insured per annum with sublimits. (Rs. One Lakh pi/pa)		
	Accident Cover	3x annual base - Single; 4x annual base Married;5x annual base married + children		Self
	Life Insurance Cover	2x annual base - Single; 3x annual base Married;4x annual base married + children		Self
	Gratuity @ 4.81% of Basic Salary			Self

**For Cameron Manufacturing India (P) Ltd – A SLB Company**

  
**Fiona Seah**  
**Head – Human Resources**



**September 02, 2022**

**Jawahar E**

Dear Jawahar E,

**EMPLOYMENT OFFER**

We are glad to inform you that you have been selected to work with Tricon Infotech Pvt. Ltd. in the capacity of an **Associate Software Engineer** and we wish you a long and meaningful career with us.

Your total compensation inclusive of all benefits will be **Rs.6,00,000/- per annum** and will subject to a deduction of tax at source in accordance with the prevailing laws. Details of your "Annual Compensation" are attached herewith in Annexure A. At the time of joining, you are requested to submit the documents as per Annexure B.

*Kindly note that the Compensation structure is **Strictly Confidential**, and you are strongly advised to refrain from discussing the same with your colleagues. Any breach in the Confidentiality nature of the Compensation structure is not acceptable.*

Your location of reporting, training and work will be **Bangalore, India** and your date of joining will be confirmed by the end of **June 2023**. On successful completion of your training, your services are transferable to any place in the country or abroad or to any of the company's associate or sister concern or its subsidiary client location, at the sole discretion of the management.

You will be on probation for an initial period of 6-9 months. Your confirmation is subject to evaluation of performance, which will happen at the beginning of January / April / July / October, as the case may be, subsequent to completion of the probation period. Your services will be confirmed, extended, or terminated in writing. Till such letter is issued, you will continue to be on probation.

As Tricon Infotech will be incurring considerable expenditure during your probation in familiarizing you the latest technologies, you will be required to execute an agreement, to serve Tricon Infotech for a minimum period of 2 years after joining, failing which, you (and your surety) will be liable to pay certain amount (information in available on Annexure A) towards this expenditure.

Please note that the offer and continuation of employment thereof is subject to successful completion of your:

- Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears at the time of joining and having minimum of 65% aggregate.
- Satisfactory evaluation after probation.



Cameron Manufacturing India Private Limited - A SLB Company

3<sup>rd</sup> Floor, TIDEL Park,  
Vilankurichi Road,  
Coimbatore – 641 014, India.  
Tel : +91 422 399 5000  
Fax : +91 422 399 5001  
cameron.slb.com



CIN: U29120TZ2001PT009632

24 February 2023

**Subject: Offer of Employment to Karthikeyan S**

**Dear Karthikeyan S**

Further to the discussions and interviews with us, we are pleased to offer you the position of **SFP MECHANICAL ENGINEER TRAINEE** with **Job Grade 08** at Cameron Manufacturing India (P) Ltd – A SLB Company stationed at **Coimbatore, India**. You will report to **Vidhya Rajendran, SUR SUSTAINING ENGINEER**.

For us at Cameron Manufacturing India (P) Ltd – A SLB Company, success is the outcome of Competence, Commitment and Contribution, more than a matter of chance, and we are delighted that you have chosen us.

A detailed appointment letter containing the terms and conditions of employment will be given to you at the time of joining.

This offer is conditional, and the following pre-conditions will apply.

1. A positive reference on the background verification that would be done with your credentials.
2. Confirmation of the acceptance of this offer of employment. This offer will automatically stand withdrawn if you fail to join on the agreed date of joining.
3. Evidence of your successful completion of your engineering degree
4. Successful completion of your PGDDE course
5. Attending a pre-employment medical test and obtaining a fitness certificate from SLB appointed doctor

You will be on a 4 months training programme (PGDDE Course) prior to your commencement of employment with SLB. While on PGDDE course, you will receive a monthly stipend of INR 20,000.

Your annual emoluments have been detailed as per the attached annexure (I). Documents to be submitted on the day of joining are given in annexure (II). Please sign and return both the letter of offer and annexure (I) as a confirmation of your acceptance. The offer letter is valid for 2 days from the date of issuance.

Please do not hesitate to contact me for any clarification required.

Best regards,

**Cameron Manufacturing India (P) Ltd – A SLB Company**

A handwritten signature in black ink, appearing to read 'Fiona Seah', with a stylized flourish at the end.

**Fiona Seah**  
**Head – Human Resources**  
Encl: Annexure I and II



**ANNEXURE I to the Offer Letter of Karthikeyan S – 24 February 2023**

		Salary Details		
		Particulars	Monthly - INR	Annual - INR
Salary and Annual Payment	A	Basic Salary	27,265.00	327,180.00
		H.R.A	10,906.00	130,872.00
		Travelling Allowance	1,600.00	19,200.00
		Special Allowance	6,935.00	83,218.00
		<b>TOTAL</b>	<b>46,706.00</b>	<b>560,470.00</b>
	<b>Annual Payment</b>			
	Leave Travel Allowance		27,265.00	
	Bonus @ 8.33% on basic		27,265.00	
	<b>Gross CTC</b>			<b>615,000.00</b>
	<b>In Words : Gross CTC :- Six Lakhs Fifteen Thousand Rupees only.</b>			
B	<b>Statutory Benefit-By Employer</b>			
	Provident Fund	3,272.00	39,262.00	
	<b>Total</b>	<b>3,272.00</b>	<b>654,262.00</b>	
<b>Total Cost: Gross CTC + Benefits = INR 654,262.00/=</b>				
Insurance & Gratuity	<b>Insurance &amp; Gratuity</b>	<b>Coverage</b>	<b>Beneficiaries</b>	
	In Patient	Up to an annual maximum amount of INR 500,000 per insured per annum. (Rs. Five lakhs pi/pa)	Self, Spouse & 4 dependent children	
	Out Patient	Up to an annual maximum amount of INR 100,000 per insured per annum with sublimits. (Rs. One Lakh pi/pa)		
	Accident Cover	3x annual base - Single; 4x annual base Married; 5x annual base married + children	Self	
	Life Insurance Cover	2x annual base - Single; 3x annual base Married; 4x annual base married + children	Self	
	Gratuity @ 4.81% of Basic Salary		Self	

**For Cameron Manufacturing India (P) Ltd – A SLB Company**

**Fiona Seah  
Head – Human Resources**



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

**Strictly Confidential**

**Ref: AEMPL/HR&A/Offer/2022**

**31/10/2022**

**Mr. Kaviyaran M,  
Villapuram, Madurai,  
Tamilnadu- 625012,  
Mob: 6383476205.**

**Sub: Offer of appointment to the post of "Graduate Engineer Trainee-Mechanical".**

**Dear Mr. Kaviyaran M,**

Based on your interview, we are pleased to inform you that you have been selected for the post of "Graduate Engineer Trainee-Mechanical" 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 of 2,50,000 (Rs. Two lakh fifty thousand) will be paid to you after the successful completion of four years, including one year of training.

You will be required to produce your original certificates in support of your date of birth, educational qualifications and four passport-size color photographs & Aadhar card copy at the time of joining. Failing to produce the above documents, the 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 to you joining us on or before **15<sup>th</sup> June, 2023** failing which this offer stands cancelled.

You are required to report to **HR Department** at Plot No.-143/144, Udyog Vihar, Phase - IV, Gurgaon, Haryana – 122015 for completing the joining formalities and take charge of your responsibilities.

We welcome you to the Aquagreen family and appreciate a 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 it to us at the earliest.

Yours faithfully,

**For Aquagreen Engineering Management Private Limited**

**(Authorized Signatory)**

**(Accepted)**

**AQUAGREEN ENGINEERING MANAGEMENT PRIVATE LIMITED**

**DESIGN OFFICE: 143 – 144, Udyog Vihar, Phase – IV, Gurugram – 122015 (Haryana), Tel:- 0124 – 4630871**

**REGISTERED OFFICE: 2<sup>nd</sup> Floor, A-Block, Plot No. 14, Factory Road, Adj. to Safdarjung Hospital, Delhi – 110029**

**CIN No. U45200DL2008PTC175410**

**Website: www.aquagreen.in**



Date: 16-Nov-2022

To

**Mr.MANISHARMA S,**  
9/153, BACKSIDE GLASSMILL, G.K.NAGAR,  
ANDAGALORE GATE, RASIPURAM,  
NAMAKKAL-637401,TAMIL NADU.

Dear **Mr.MANISHARMA S,**

Based on your application and the subsequent discussions you had with us we are pleased to have you associated with us as a **PROJECT TRAINEE** for a period of 6 months from the date of commencement in our organization. During this association you will be paid **Rs.20000/- (RUPEES TWENTY THOUSAND ONLY)** per month as a consolidated amount.

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

**This offer is subject to the following terms and conditions.**

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



**VALIDITY**

This Project Trainee Offer is enclosed with some of our important policies. You are requested to download, read, understand and sign the documents on or before **23-Nov-2022**. Your signature indicates your acceptance of the terms and conditions of this offer.

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

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

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

With Best Wishes,

Yours Sincerely,  
For ZOHO CORPORATION PRIVATE LIMITED

M.I.Sohail  
Manager - HR & Global Operations

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

Signature:

Date of Offer acceptance:

Name : Manisharma S

Place :



Ref.: GET 2023/Mech/HCI-LT2023106586201290

17th June 2023

**Mr. Peer Mohammed K**  
**Government College Of Technology Coimbatore**  
**Contact No. 7094779088**

Dear Sir,

**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.

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

You will be required to report for the training and initial orientation program at **Chennai** on **03<sup>rd</sup> July 2023**. 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 (10<sup>th</sup> Std) Certificate and Mark sheet - In Original
- H.S.C (12<sup>th</sup> Std) Certificate and Mark sheet - In Original
- Certificate & Mark sheets (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. Ashok Kandasamy / 9962992967 / [ashok.kandasamy@lntecc.com](mailto:ashok.kandasamy@lntecc.com).

**Yours Faithfully,**  
**for LARSEN & TOUBRO LIMITED**



**(RAMKISHORE S)**  
**HEAD – HUMAN RESOURCES**  
**HEAVY CIVIL INFRASTRUCTURE IC**



21<sup>st</sup> February, 2023

Dear Graduate Engineer Trainee,

**WELCOME TO THE JSW GROUP**

With reference to your application and the subsequent interview you had with us, we are pleased to offer you the position of Graduate Engineer Trainee ("GET") in 'L08T' grade and your subsequent appointment will be subject to the following terms and conditions:

- A. Your initial remuneration as a GET during training period with JSW shall be Rs. 8 lakhs per annum ("CTC").
- B. You shall be eligible for Rs. 1.5 lakhs ("Retention Bonus") spread over 2 years.
- C. This offer is valid subject to your Graduation Passing with Min 60% aggregate.
- D. The location where you shall be posted to shall be communicated to you by May, 2023. You are requested to report at your assigned location a day prior to your Joining day. Your appointment shall be final subject to the following conditions of eligibility:
  - a. You having secured at least 60% in your 10<sup>th</sup> and 12<sup>th</sup> standard examinations,
  - b. You having completed the B. E/ B.Tech course with a First Class (aggregate 60% or equivalent or more and as per University declaration). In case you fail to clear your degree, then the offer shall be revoked.
  - c. You having being declared medically fit by a certified medical practitioner and having provided the necessary documents to such effect. In the event of any medical abnormality, your offer will stand cancelled.
  - d. You having cleared all reference checking and submission of the following documents at the time of your joining:
    - o Originals & Copies of all Educational Certificates – S.S.L.C, H.S.C, UG/PG, Additional qualifications (If any)
    - o Proof of your Date of Birth
    - o PAN Card / Aadhar Card
    - o 5 Passport size photographs
    - o Submission of medical fitness as per the medical tests prescribed by JSW.
    - o Any wrong information / suppression of information shall be liable for termination of the offer of appointment.
- E. In the event of you not meeting any of the conditions of eligibility stated above, you shall not be eligible for appointment and the offer of appointment shall stand revoked and withdrawn with immediate effect. In the event of you furnishing any wrong, inaccurate information or suppressing any of the information, your appointment as well as this offer, shall be terminated and revoked with immediate effect.
- F. A detailed "Appointment Letter" will be issued to you upon your joining, subject to you fulfilling the conditions of eligibility as stated above. You shall be required to abide by all the terms of the Appointment Letter at all times during your tenure with JSW.





- G. Further, at any time, during your tenure with JSW, you may be deputed or transferred to any of JSW's plant locations, unit, site across India or overseas including JSW's partly or fully owned affiliate, subsidiary, group companies or promoter establishment, as per the requirement of JSW.
- H. The terms of this LoI are strictly confidential and should be treated as privileged information between you and JSW and you are expected to maintain such information appropriately.
- I. This offer and the terms of this LoI apply to the person above named and as identified by JSW through its recruitment process. This offer or its conditions shall not be construed to the benefit of any other person at any time.
- J. You shall be governed by and shall be subject to JSW's HR Policies, code of conduct, standing orders, and such other rules, regulations and guidelines applicable to your category and location of posting, as prevailing under applicable law at the time of your joining JSW or as may be subsequently modified, amended or replaced from time to time.
- K. You acknowledge that in case of your subsequent appointment with JSW, you shall not accept any other training or employment or otherwise directly or indirectly be engaged with any trade, business or pursuit on your own account or as an agent for others, without the prior consent of JSW.
- L. This LoI shall be governed by the laws of India and in the event of any dispute hereof, the appropriate courts in Mumbai shall have exclusive jurisdiction to adjudicate such disputes.
- M. This LoI supersedes all and any other offer/ communication, whether oral or in writing, issued to you earlier.

Kindly confirm acceptance of the above offer via email ([gulistaan.ragina@jsw.in](mailto:gulistaan.ragina@jsw.in) / [jsw-calyxpod@calyxpod.com](mailto:jsw-calyxpod@calyxpod.com)) latest within 3 days of the receipt of this LoI by you, as a token of your having read, understood and accepted the offer, failing which this LoI shall stand cancelled, withdrawn, revoked and shall become void.

We welcome you to the JSW family and look forward to you joining us. We are confident that you will find new challenges, opportunities and satisfaction in your association with JSW.

With Best Wishes,

Yours sincerely,

Dilip Pattanayak

President & CHRO – Steel & Corporate

For JSW Steel / Paints / Infrastructure / ONE Platform

PRAVEEN KUMAR . P







**LUCAS TVS LIMITED**

CIN : U35999TN1961PLC004678  
Factory : MTH Road, Padi, Chennai-600 050.  
Tamilnadu, India.  
Phone : 044-2625 8211  
Fax : 044-2652 2280, 2625 9642.

01 04 2023

Dear Mr.Sasikumar R

Subsequent to your Written and personal interview had with us, we are glad to inform you that you have been provisionally selected and offered as Graduate Engineer Trainee in our Organisation. You will be paid a CTC of 4.37 Lacs during first year training (includes employer PF contribution, Welfare, Insurance etc). A detail breakup on the CTC will be issued along with the appointment letter.

As a part of our recruitment process, you need to undergo Medical Test & Security Screening at our factory at Chennai during April 2023 and a separate communication will be sent to you on this. You are requested to bring the following while attending the medical test / security screening.

- Medical Test reports in Original
- Educational Certificates from 10<sup>th</sup> Standard & above in Original with two set of Photocopies.
- Recent Colour passport photograph - 4 Nos
- Copy of Aadhar card and PAN card

You will ensure to complete double vaccination of Covid at the time of medical test examination.

This offer is valid on successful completion of your Engineering course with distinction without history of arrears and clearing medical examination and security verification at the time of joining. A letter of appointment will be issued to you separately stipulating terms and conditions of employment.

As agreed by you, you need to enter a service bond supported by surety at the time of joining. This is being insisted to retain your service atleast for a minimum period of 4 years and also considering the investment of resources the company will be incurring in terms of your training.

Please note that independent of any bond, it has always been our endeavour to bind and retain people with better culture, working environment and service condition to be a productive resource for the mutual benefits in the years to come.

With Best Wishes,

Yours Sincerely,  
For LUCAS-TVS LIMITED

**Dr. R NAGARAJAN**  
HEAD – CORPORATE HR



Regd. & Corp. Office :  
11&13, Patullos Road, Chennai-600002, TN, India.  
Tel : +91-44-28460063 / 28460073.  
Fax : +91-44-28460631. Web : www.lucas-tvs.com  
Email : ltvs.corp@lucastvs.co.in





**Ambigai Consultancy Services (I) Pvt Ltd**  
157 Developed Plot, PERUNGUDI Electronics Estate  
CHENNAI - 600096, India

24<sup>th</sup> Apr 2023

TO

Mr. Sasi kumar S  
S/o Sekar  
2-88/1 Rajaveethi ,  
Ramamoorthy nagar (PO) Village, Kadiyampatty  
Selam - 636354, Tamil Nadu, India

**Sub : Employment Appointment Letter, Ref. Nr: ACS\_IND\_600221\_2023 - Ver1.0**

Dear Mr. Sasi kumar S,

- 1) With reference to your interview held on 06<sup>th</sup> Mar 2023 at GCT Coimbatore, We have pleasure in appointing you as a “**Graduate Engineer Trainee**” in CAE/CAD department of our Organization in Chennai with effective from on or before 08<sup>th</sup> May 2023 under the following terms and conditions :-
- 2) Your Annual CTC, salary and other benefits details are attached herewith as in Annexure-I.
- 3) Employment agreement and its all terms & conditions covered in Annexure-II shall be applicable including right from the day one of your training period and thereafter the entire employment period after the training period.
- 4) Your training period is defined as 6 months period, and thereafter your designation shall be **CAE/CAD Analyst** after successful completion of training period.
- 5) Please sign the appointment letter on all sheets at the bottom on the right corner by writing it as Accepted, below that sign with your name and date, and return to Mr Senthilkumar K R (Senthil@ambigai.net), as a token of your acceptance.

We welcome you to **ACS** family and look forward to a long and mutually beneficial association.

**for Ambigai Consultancy Services (I) Pvt Ltd,**

*u. n. S.T.A:*

**Senthilkumar K R**  
**Director**

Encl : Annexure - I (Salary composition),  
Annexure - II ( Terms & Conditions of Employment Agreement), and  
Annexure - III (check list for joining docket)



## **Annexure – I**

**Name** : Mr. Sasi kumar S  
**Position** : Graduate Trainee (GET) for 6 months, then CAE/CAD Analyst.  
**Location** : Chennai, India

### **CTC, Salary and other benefits Details.**

1. **Total CTC = 4.1 Lacs per annum**, Spilt is as follows,
  - Salary\* = 3.3 Lacs per annum
  - Performance Bonus = 0.3 Lacs per annum
  - Welfare Allowances\*\* = 0.5 Lacs per annum

\* includes PF, Gratuity and Health insurance.

\*\* covers allowances spent for subsidiary Food, snacks, fruit, Coffee, tea, milk, Energy drinks, Special Lunch/ dinner, Gifts, external trainings and team out meet.

2. Above defined CTC is applicable for first year and 2nd year as well, from first day of employment including training period.
3. After 2nd year, every year salary revision shall be implemented as per company policy through performance review mechanism. During first 2 years as well, performance review shall be conducted periodically.

**For Ambigai Consultancy Services (I) Pvt Ltd**

*u. n. S.T.A:*

**Senthilkumar K R,**  
**Director**



---

## **Annexure – II**

**Name** : Mr. Sasi kumar S

**Position** : Graduate Trainee (GET) for 6 months, then CAE/CAD Analyst.

**Location** : Chennai, India

### **1) Employment Agreement**

#### **(a) Working Hours:**

You will be governed by the normal working hours as per the company policy. You may be required to work in shifts and/or in extended working hours, as permitted by law, if required as per business needs. The same are subject to change from time to time.

#### **(b) Code of Conduct**

During the period of your employment, you will work honestly, faithfully, diligently and efficiently for the growth of the Company.

#### **(c) Confidentiality & Return of Documents**

During the term of this Employment Agreement and at any time thereafter, You shall not disclose or use other than on behalf of the Company any confidential information, including trade or business secrets, concerning the business, contractual relations, dealings, transactions or affairs of the Company or its affiliates. Such confidential information specifically includes, but is not limited to the Company's or its affiliates intellectual property, clientele property, price lists, pricing methods, salary data, procedural/tactical approaches to areas of the business, strategic business decisions, and any other items which may be considered as confidential or proprietary to the Company.

Upon the termination of employment hereunder, You shall return to the Company all property of the Company in your possession as well as all files and other documents concerning the business of the Company and its affiliates in your possession – including without limitation all designs, customer and price lists, printed material, brochures, sketches, notes, drafts – as well as copies thereof, whether in written, electronic or any other form, and regardless of whether they were prepared by you or furnished to you by the Company or its affiliates. You hereby waive any right of retention in this respect.

#### **(d) Conflict of Interest**

Your position with the Company calls for whole time employment and you will devote yourself exclusively to the business of the Company. You will not take up any other work for remuneration (part time or otherwise) or work on advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business, during your employment with the Company, without written permission from the Company.



**LUCAS TVS LIMITED**

CIN : U35999TN1961PLC004678

Factory : MTH Road, Padi, Chennai-600 050.

Tamilnadu, India.

Phone : 044-2625 8211

Fax : 044-2652 2280, 2625 9642.

01 04 2023

Dear Mr.Sasikumar R

Subsequent to your Written and personal interview had with us, we are glad to inform you that you have been provisionally selected and offered as Graduate Engineer Trainee in our Organisation. You will be paid a CTC of 4.37 Lacs during first year training (includes employer PF contribution, Welfare, Insurance etc). A detail breakup on the CTC will be issued along with the appointment letter.

As a part of our recruitment process, you need to undergo Medical Test & Security Screening at our factory at Chennai during April 2023 and a separate communication will be sent to you on this. You are requested to bring the following while attending the medical test / security screening.

- Medical Test reports in Original
- Educational Certificates from 10<sup>th</sup> Standard & above in Original with two set of Photocopies.
- Recent Colour passport photograph - 4 Nos
- Copy of Aadhar card and PAN card

You will ensure to complete double vaccination of Covid at the time of medical test examination.

This offer is valid on successful completion of your Engineering course with distinction without history of arrears and clearing medical examination and security verification at the time of joining. A letter of appointment will be issued to you separately stipulating terms and conditions of employment.

As agreed by you, you need to enter a service bond supported by surety at the time of joining. This is being insisted to retain your service atleast for a minimum period of 4 years and also considering the investment of resources the company will be incurring in terms of your training.

Please note that independent of any bond, it has always been our endeavour to bind and retain people with better culture, working environment and service condition to be a productive resource for the mutual benefits in the years to come.

With Best Wishes,

Yours Sincerely,  
For LUCAS-TVS LIMITED

**Dr. R NAGARAJAN**  
HEAD – CORPORATE HR



Regd. & Corp. Office :  
11&13, Patullos Road, Chennai-600002, TN, India.  
Tel : +91-44-28460063 / 28460073.  
Fax : +91-44-28460631. Web : www.lucas-tvs.com  
Email : ltvs.corp@lucastvs.co.in





16 February 2023

Name : SHAM V ✓  
Registration No : 1912L19 ✓  
College : GOVERNMENT COLLEGE OF TECHNOLOGY ✓

Dear SHAM V, ✓

Sub: Provisional Offer letter - reg.

Subsequent to the Technical interview held today, we are pleased to inform you that you have been shortlisted to join our **Internship Programme**.

If interested, you can join as "**Intern**" and do the Internship from Feb'23 to May 2023. During your internship, you will be paid a stipend of Rs.12,000/- per month.

Transport and food will be provided by the company.

On successful completion of your BE/B.Tech degree, you will be taken as Graduate Engineer Trainee in our Organisation.

You will be paid an over all CTC of **Rs.3.6 lacs per annum**. Detailed break up will be mentioned in the formal offer letter.

After successful completion of the first year, you will be progressed as **Lead Engineer** with a CTC of Rs.4.78 lacs per annum.

For further clarifications, you can contact our HR person Mr. J. Srikanth (9585511791).

Wish you good luck,

For **ABI-Showatech(India) Private Limited**,

**A P SRIDHAR**  
**Vice President-HR**

**ABI-Showatech (India) Private Limited**  
**Plant: PULIVALAM**

CIN : U40103TN1991PTC021872



21<sup>st</sup> February, 2023

Dear Graduate Engineer Trainee,

**WELCOME TO THE JSW GROUP**

With reference to your application and the subsequent interview you had with us, we are pleased to offer you the position of **Graduate Engineer Trainee (“GET”)** in ‘L08T’ grade and your subsequent appointment will be subject to the following terms and conditions:

- A. Your initial remuneration as a GET during training period with JSW shall be **Rs. 8 lakhs per annum (“CTC”)**.
- B. You shall be eligible for **Rs. 1.5 lakhs (“Retention Bonus”)** spread over 2 years.
- C. This offer is valid subject to **your Graduation Passing with Min 60% aggregate.**
- D. The location where you shall be posted to shall be communicated to you by May, 2023. You are requested to **report at your assigned location a day prior to your Joining day.** Your appointment shall be final subject to the following conditions of eligibility:
  - a. You having secured at least 60% in your 10<sup>th</sup> and 12<sup>th</sup> standard examinations,
  - b. You having completed the B. E/ B.Tech course with a First Class (aggregate 60% or equivalent or more and as per University declaration). In case you fail to clear your degree, then the offer shall be revoked.
  - c. You having being declared medically fit by a certified medical practioner and having provided the necessary documents to such effect. In the event of any medical abnormality, your offer will stand cancelled.
  - d. You having cleared all reference checking and submission of the following documents at the time of your joining:
    - o Originals & Copies of all Educational Certificates – S.S.L.C, H.S.C, UG/PG, Additional qualifications (If any)
    - o Proof of your Date of Birth
    - o PAN Card / Aadhar Card
    - o 5 Passport size photographs
    - o Submission of medical fitness as per the medical tests prescribed by JSW.
    - o Any wrong information / suppression of information shall be liable for termination of the offer of appointment.
- E. In the event of you not meeting any of the conditions of eligibility stated above, you shall not be eligible for appointment and the offer of appointment shall stand revoked and withdrawn with immediate effect. In the event of you furnishing any wrong, inaccurate information or suppressing any of the information, your appointment as well as this offer, shall be terminated and revoked with immediate effect.
- F. A detailed “Appointment Letter” will be issued to you upon your joining, subject to you fulfilling the conditions of eligibility as stated above. You shall be required to abide by all the terms of the Appointment Letter at all times during your tenure with JSW.



3<sup>rd</sup> Floor, TIDEL Park,  
Vilankurichi Road,  
Coimbatore – 641 014, India.  
Tel : +91 422 399 5000  
Fax : +91 422 399 5001  
cameron.slb.com



CIN: U29120TZ2001PT009632

24 February 2023

**Subject: Offer of Employment to Theeban Ponvannan S**

**Dear Theeban Ponvannan S**

Further to the discussions and interviews with us, we are pleased to offer you the position of **SSPS MECHANICAL ENGINEER TRAINEE** with **Job Grade 08** at Cameron Manufacturing India (P) Ltd – A SLB Company stationed at **Coimbatore, India**. You will report to **Vignesh Muthusamy, OSS TREE ENGINEER**.

For us at Cameron Manufacturing India (P) Ltd – A SLB Company, success is the outcome of Competence, Commitment and Contribution, more than a matter of chance, and we are delighted that you have chosen us.

A detailed appointment letter containing the terms and conditions of employment will be given to you at the time of joining.

This offer is conditional, and the following pre-conditions will apply.

1. A positive reference on the background verification that would be done with your credentials.
2. Confirmation of the acceptance of this offer of employment. This offer will automatically stand withdrawn if you fail to join on the agreed date of joining.
3. Evidence of your successful completion of your engineering degree
4. Successful completion of your PGDDE course
5. Attending a pre-employment medical test and obtaining a fitness certificate from SLB appointed doctor

You will be on a 4 months training programme (PGDDE Course) prior to your commencement of employment with SLB. While on PGDDE course, you will receive a monthly stipend of INR 20,000.

Your annual emoluments have been detailed as per the attached annexure (I). Documents to be submitted on the day of joining are given in annexure (II). Please sign and return both the letter of offer and annexure (I) as a confirmation of your acceptance. The offer letter is valid for 2 days from the date of issuance.

Please do not hesitate to contact me for any clarification required.

Best regards,

**Cameron Manufacturing India (P) Ltd – A SLB Company**

**Fiona Seah**  
**Head – Human Resources**  
Encl: Annexure I and II





**ANNEXURE I to the Offer Letter of Theeban Ponvannan S – 24 February 2023**

		Salary Details		
		Particulars	Monthly - INR	Annual - INR
<b>Salary and Annual Payment</b>	<b>A</b>	Basic Salary	27,265.00	327,180.00
		H.R.A	10,906.00	130,872.00
		Travelling Allowance	1,600.00	19,200.00
		Special Allowance	6,935.00	83,218.00
		<b>TOTAL</b>	<b>46,706.00</b>	<b>560,470.00</b>
		<b>Annual Payment</b>		
	Leave Travel Allowance		27,265.00	
	Bonus @ 8.33% on basic		27,265.00	
	<b>Gross CTC</b>			<b>615,000.00</b>
	<b>In Words :Gross CTC :- Six Lakhs Fifteen Thousand Rupees only.</b>			
<b>Statutory Benefit-By Employer</b>	<b>B</b>	Provident Fund	3,272.00	39,262.00
		<b>Total</b>	<b>3,272.00</b>	<b>654,262.00</b>
		<b>Total Cost: Gross CTC + Benefits = INR 654,262.00/=</b>		
<b>Insurance &amp; Gratuity</b>	<b>Insurance &amp; Gratuity</b>		<b>Coverage</b>	<b>Beneficiaries</b>
	In Patient	Up to an annual maximum amount of INR 500,000 per insured per annum. (Rs. Five lakhs pi/pa)		Self, Spouse & 4 dependent children
	Out Patient	Up to an annual maximum amount of INR 100,000 per insured per annum with sublimits. (Rs. One Lakh pi/pa)		
	Accident Cover	3x annual base - Single; 4x annual base Married;5x annual base married + children		Self
	Life Insurance Cover	2x annual base - Single; 3x annual base Married;4x annual base married + children		Self
	Gratuity @ 4.81% of Basic Salary			Self

**For Cameron Manufacturing India (P) Ltd – A SLB Company**

  
**Fiona Seah**  
**Head – Human Resources**



Tractors and Farm Equipment Limited  
77, Nungambakkam High Road  
Chennai - 600 034, Tamil Nadu, India  
T: + 91 44 6691 9000  
F: + 91 44 2826 0224  
E: corporate@tafe.com  
CIN No: U29129TN1960PLC004337  
tafe.com

Registered Office:  
861, Anna Salai, Chennai - 600 002  
T: +91 44 2841 5441/ 2858 4918

Ref: HR/Campus/Offer

9 Oct, 2022

Name: NIANESHWAR . M

College: RCT, COIMBATORE

### CONGRATULATIONS

Further to your active participation in Written Test, Group discussions and subsequent interviews as part of our campus drive at your college, we are pleased to inform you that you have been provisionally selected as **Graduate Engineer Trainee** with us.

Please note this is an indicative offer, you will shortly receive a detailed Appointment order subject to clearing all papers with no backlog of arrears. Till such time our HR Team will be in touch with for all your queries and clarifications.

Request you to acknowledge the letter as a token of your acceptance

for Tractors and Farm Equipment Limited

A handwritten signature in blue ink, appearing to read "Aron", is written over a faint, larger version of the TAFE logo.

Aron Minalkar  
Deputy General Manager – HR

Stay Connected - <http://www.tafe.com> / <http://tafecafe.org> / <http://www.facebook.com/TAFECorporate>





21<sup>st</sup> February, 2023

Dear Graduate Engineer Trainee,

**WELCOME TO THE JSW GROUP**

With reference to your application and the subsequent interview you had with us, we are pleased to offer you the position of **Graduate Engineer Trainee (“GET”)** in ‘L08T’ grade and your subsequent appointment will be subject to the following terms and conditions:

- A. Your initial remuneration as a GET during training period with JSW shall be **Rs. 8 lakhs per annum (“CTC”)**.
- B. You shall be eligible for **Rs. 1.5 lakhs (“Retention Bonus”)** spread over 2 years.
- C. This offer is valid subject to **your Graduation Passing with Min 60% aggregate.**
- D. The location where you shall be posted to shall be communicated to you by May, 2023. You are requested to **report at your assigned location a day prior to your Joining day.** Your appointment shall be final subject to the following conditions of eligibility:
  - a. You having secured at least 60% in your 10<sup>th</sup> and 12<sup>th</sup> standard examinations,
  - b. You having completed the B. E/ B.Tech course with a First Class (aggregate 60% or equivalent or more and as per University declaration). In case you fail to clear your degree, then the offer shall be revoked.
  - c. You having being declared medically fit by a certified medical practioner and having provided the necessary documents to such effect. In the event of any medical abnormality, your offer will stand cancelled.
  - d. You having cleared all reference checking and submission of the following documents at the time of your joining:
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    - o Proof of your Date of Birth
    - o PAN Card / Aadhar Card
    - o 5 Passport size photographs
    - o Submission of medical fitness as per the medical tests prescribed by JSW.
    - o Any wrong information / suppression of information shall be liable for termination of the offer of appointment.
- E. In the event of you not meeting any of the conditions of eligibility stated above, you shall not be eligible for appointment and the offer of appointment shall stand revoked and withdrawn with immediate effect. In the event of you furnishing any wrong, inaccurate information or suppressing any of the information, your appointment as well as this offer, shall be terminated and revoked with immediate effect.
- F. A detailed “Appointment Letter” will be issued to you upon your joining, subject to you fulfilling the conditions of eligibility as stated above. You shall be required to abide by all the terms of the Appointment Letter at all times during your tenure with JSW.





Mu Sigma

## CONTRACT OF EMPLOYMENT

Date: July 15, 2023

Name : Tripti Singh  
Candidate ID : C2023718

Dear TRIPTI,

We refer to the offer letter dated **June 02, 2023** we are pleased to appoint you to the position of Trainee Decision Scientist with Mu Sigma Business Solutions Private Limited ('Company') effective from **July 15, 2023** ('Effective Date').

This Letter is the form of Contract of Employment that sets out the terms and conditions upon which the Company is prepared to employ you. Your execution of this Contract constitutes your acceptance of entering into employment with the Company on the following terms and conditions:

**1. Interpretation:**

Unless otherwise provided, in the event of any conflict between this Contract and the Offer Letter, the terms and conditions of this Contract shall prevail.

**2. Designation:**

You shall be employed as a permanent employee in the capacity of **Trainee Decision Scientist** in the Company from the Effective Date in accordance with the terms and conditions set out herein.

**3. Place of Posting:**

Your place of posting is **Bangalore** However during your employment with the Company you may be posted or transferred/attached to any other departments/ units/companies/ offices or clients of Company either in India or abroad at the sole discretion of the management of the Company. You may be required to work in shifts if required, based on project requirements. You may also be required to travel to any location as may be specified by the Company for the purposes of the business of the Company.

**4. Reporting Authority:**

You shall report to an **Apprentice Leader** or any other authorized person nominated by the Company from time to time, who will in turn assign your role, duties and responsibilities in the Company.

**5. Scope of service:**

You will perform the duties and responsibilities set out by the Company and assigned to you from time to time.

---

### Mu Sigma Business Solutions Private Limited

Registered Office: Aviator Building, Level 14, Ascendas – ITPL SEZ Zone Whitefield Road, Bangalore, Karnataka - KA – INDIA – 560066  
Tel: +91 80 7154 8000 | Fax: +91 80 7154 8060 | Email: info@mu-sigma.com | Website: www.mu-sigma.com  
CIN: U74140KA2005PTC036309



Mu Sigma

Annexure 1

S.No	Particulars	2024	2025	2026	2027	CTC over 4 jumps
1	Total compensation on Joining till Dec 2024	5,00,000 (PA)				
2	1 <sup>st</sup> Jump - Jan 2025 Compensation Revision		6,50,000 (PA)			
3	2 <sup>nd</sup> Jump - Jan 2026 Compensation revision			8,00,000 (PA)		
4	3 <sup>rd</sup> Jump - Jan 2027 Compensation revision				10,50,000 (PA)	
5	Total Cost to Company					30,00,000

**Penalty:**

If the employee decides to leave the Company within the 4 -year period from the date of joining, there would be a penalty applicable in addition to serving a 60-day Notice Period. The penalty is dependent on the tenure of employment with the Company. The exact amount of the penalty will be calculated per the table below:

Tenure calculated from date of joining	Penalty amount (in INR)
0 – 36 months	10,00,000
37 – 48 months	7,50,000

**Note: Mu Sigma has the absolute right, in its sole discretion, to interpret and, modify and/or amend the compensation and any of the components**

**Mu Sigma Business Solutions Private Limited**

Registered Office: Aviator Building, Level 14, Ascendas – ITPL SEZ Zone Whitefield Road, Bangalore, Karnataka - KA – INDIA – 560066  
Tel: +91 80 7154 8000 | Fax: +91 80 7154 8060 | Email: info@mu-sigma.com | Website: www.mu-sigma.com  
CIN: U74140KA2005PTC036309



Date: 29-Oct-2022

To

**Mr.KARTHIKEYAN V,**  
1/2J, THIRUKOVILUR MAIN ROAD,  
THIYAGADURUGAM(POST),  
KALLAKURICHI-606206, TAMIL NADU.

Dear **Mr.KARTHIKEYAN V,**

**OFFER OF EMPLOYMENT**

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

**INTERNSHIP AND STIPEND**

You are expected to do the final semester project of your curriculum in our organization. We expect you to work on the project on a full time basis for a period of 5-6 months. During this period you will be paid a monthly stipend of **Rs.20000/- (RUPEES TWENTY 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.





## 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

### PROVISIONAL OFFER LETTER

To

Gokulnath . V

Date: 24/08/2022

Ref No: GCT/1/21/2023

Congratulations!

Based on your various rounds of interviews with ZOHO at your Campus, we are happy to inform you that you are being offered the position of **Member Technical Staff**. Your annual cost to the Company is **Rs.7,00,000 (Rupees Seven Lakh Only)**.

We would like to extend you an internship opportunity as a "Project Trainee" as and when your final semester begins. We expect you to work on the project on a full time basis for a period of 5-6 months. During this project tenure you will be paid a stipend of **Rs.20,000/- (Rupees Twenty Thousand Only)** This employment 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).

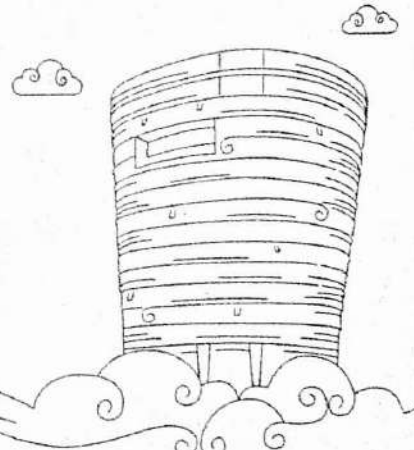
The breakup of your gross salary and benefits will be shared with you soon through a detailed Offer letter. The soft copy of the letter will be sent to your personal email ID and the hard copies will be handed over to you on your date of joining.

It is our pleasure that you have chosen us and we look forward to welcome you aboard!

Good Luck!



Authorized Signatory



Corporate Identification No: U40100TN2010PTC075961

**\* Personal and Confidential \***

**Mr. Vijay P**

**vijayparthiban8557@gmail.com**

Government College of Technology, Coimbatore,  
6940095

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](http://www.bosch-softwaretechnologies.com)

**Our reference: TN/76256/2023**

**Date: 25-Apr-2023**

Dear **Mr. Vijay 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. **7,00,000/-** (Rupees **Seven 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.



**\* Personal and Confidential \***

**Mr. Ruban Mariappan**

**rubanachillie@gmail.com**

Government College of Technology, Coimbatore,  
6940225

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](http://www.bosch-softwaretechnologies.com)

**Our reference: TN/76292/2023**

**Date: 25-Apr-2023**

Dear **Mr. Ruban Mariappan**,

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.**7,00,000/-** (Rupees **Seven 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.

**\* Personal and Confidential \***

**Ms. Ameesha A**

**ameeshanisha12@gmail.com**

Government College of Technology, Coimbatore,  
6940109

Bosch Global Software Technologies  
Private Limited, 123 Industrial Layout,  
Hosur Road, Koramangala, Bangalore -  
560 095, India. Tel: +91 80 6657 5757  
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[www.bosch-softwaretechnologies.com](http://www.bosch-softwaretechnologies.com)

**Our reference: TN/76260/2023**

**Date: 25-Apr-2023**

Dear **Ms. Ameesha 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. **7,00,000/-** (Rupees **Seven 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.

**\* Personal and Confidential \***

**Mr. Suriya P**

**suriyasam16@gmail.com**

Government College of Technology, Coimbatore,  
6940107

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](http://www.bosch-softwaretechnologies.com)

**Our reference: TN/77574/2023**

**Date: 25-Apr-2023**

Dear **Mr. Suriya 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.**7,00,000/-** (Rupees **Seven 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.



09-Nov-2022

Ms. Manju T  
Government College of Technology

Dear Manju,

**SUB: Our offer for the position of Trainee – Software Analyst**

We are happy to let you know that we are impressed with your credentials and welcome you to the Aspire family. We are certain that you would play a vital role in our growth and success and you will be a valuable addition to our talented team of ASPIRIANS.

You will be inducted as a "Trainee – Software Analyst". Your initial training with the Talent Nurturing team and the department specific training will be for a maximum duration of two months. Post training you will be deputed to any one of our Practices and you will be deputed to work from any of our offices in India. The salary during training will be **Rs.22,500 per month** which will be prorated based on your training duration. At the end of training period, a formal evaluation of your performance will be made.

On successful completion of the training, your overall total Cost-to-Company (CTC) will be revised to **Rs.4.70 Lakhs Per Annum** that includes a one-time joining bonus of **Rs.20,000** which will be paid on completion of six months of your service with us. All remuneration payable to you will be subject to income tax deduction at source and to any other statutory deductions that may be applicable.

Your commencement of employment with us is contingent upon your acceptance of this offer and our terms of employment (Annexure 1). We once again welcome you to share a challenging and mutually rewarding experience at Aspire. Please return the duplicate of this letter duly signed by you.

For Aspire Systems (India) Private Limited

Dinesh Kumar T.K.  
Vice President  
[dinesh.kumaran@aspiresys.com](mailto:dinesh.kumaran@aspiresys.com)

I hereby accept the offer.

Signature :   
Name : Manju T  
Date : 16/11/2023



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

**Strictly Confidential**

**Ref: AEMPL/HR&A/Offer/2022**

**31/10/2022**

**Mr. Deepak P,**  
**61/134, Amman kovil street,**  
**Raajam hospital near, Karuppur(PO),**  
**Omalur(TK), Salem-636012,**  
**Mob: 7397046839.**

**Sub: Offer of appointment to the post of "Graduate Engineer Trainee - Electrical".**

**Dear Mr. Deepak P,**

Based on your interview, we are pleased to inform you that you have been selected for the post of "Graduate Engineer Trainee - Electrical" 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 of 2,50,000 (Rs. Two lakh fifty thousand) will be paid to you after the successful completion of four years, including one year of training.

You will be required to produce your original certificates in support of your date of birth, educational qualifications and four passport-size color photographs & Aadhar card copy at the time of joining. Failing to produce the above documents, the 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 to you joining us on or before **15<sup>th</sup> June, 2023** failing which this offer stands cancelled.

You are required to report to **HR Department** at Plot No.-143/144, Udyog Vihar, Phase - IV, Gurgaon, Haryana – 122015 for completing the joining formalities and take charge of your responsibilities.

We welcome you to the Aquagreen family and appreciate a 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 it to us at the earliest.

Yours faithfully,

**For Aquagreen Engineering Management Private Limited**

**(Authorized Signatory)**

**(Accepted)**

**AQUAGREEN ENGINEERING MANAGEMENT PRIVATE LIMITED**

**DESIGN OFFICE:** 143 – 144, Udyog Vihar, Phase – IV. Gurugram – 122015 (Haryana), Tel:- 0124 – 4630871  
**REGISTERED OFFICE:** 2<sup>nd</sup> Floor, A-Block, Plot No. 14, Factory Road, Adj. to Safdarjung Hospital, Delhi – 110029  
**CIN No. U45200DL2008PTC175410**      **Website: www.aquagreen.in**

01<sup>st</sup> February 2023

745

### Terms of Employment

**Ms. Lavanya D,**  
2/182, Kizhmorappur Village,  
Parayapatti, Dharmapuri – 635305.

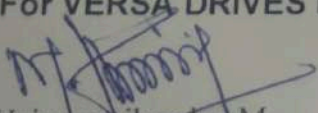
**Dear Ms. Lavanya D,**

Congratulations!

We are pleased to offer you an employment with **Versa Drives Private Limited** based on interview discussions you had with us and your application submitted to us. We are delighted to make you the following job offer.

1. You will be designated as **"Trainee"**.
2. You will be on Apprenticeship Training or the period of 1 year from the date of Joining.
3. Your date of commencement of employment will be on 01<sup>st</sup> February 2023.
4. You will be paid a consolidated pay of Rs. 12000/- (Rupees Twelve Thousand only) Per month.
5. You will be reporting to the **Project Manager – R&D**.
6. You daily activity report has to be updated to the reporting lead on daily basis.
7. After completion of your training period, you agree to work for a minimum period of **four** years from the date of this agreement without any break in the period in between except for the declared holidays and leave eligible as per company's rules. After the four-years period covered by this agreement, the employee shall have the option of terminating the services as per the company's termination policy.
8. Please carry the below listed documents:
  - Residential Address and ID Proof – 2No's
  - Academic Certificate (all from 10<sup>th</sup> to higher degrees)
  - Experience and Reliving letter from previous employer.
  - 2 Passport Size photographs (Recent)
9. Looking forward to a long and mutually beneficial career with us.
10. Kindly sign a copy of this letter as a taken of your acceptance of this year.

**For VERSA DRIVES PRIVATE LIMITED**

  
Vairamanikandan M,  
Assistant Manager - HR.

09-Nov-2022

Ms. Smaline Dayana C  
Government College of Technology

Dear Smaline Dayana,

**SUB: Our offer for the position of Trainee – Software Analyst**

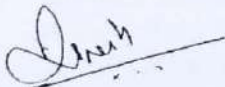
We are happy to let you know that we are impressed with your credentials and welcome you to the Aspire family. We are certain that you would play a vital role in our growth and success and you will be a valuable addition to our talented team of ASPIRIANS.

You will be inducted as a “**Trainee – Software Analyst**”. Your initial training with the Talent Nurturing team and the department specific training will be for a maximum duration of two months. Post training you will be deputed to any one of our Practices and you will be deputed to work from any of our offices in India. The salary during training will be **Rs.22,500 per month** which will be prorated based on your training duration. At the end of training period, a formal evaluation of your performance will be made.

On successful completion of the training, your overall total Cost-to-Company (CTC) will be revised to **Rs.4.70 Lakhs Per Annum** that includes a one-time joining bonus of **Rs.20,000** which will be paid on completion of six months of your service with us. All remuneration payable to you will be subject to income tax deduction at source and to any other statutory deductions that may be applicable.

Your commencement of employment with us is contingent upon your acceptance of this offer and our terms of employment (Annexure 1). We once again welcome you to share a challenging and mutually rewarding experience at Aspire. Please return the duplicate of this letter duly signed by you.

**For Aspire Systems (India) Private Limited**



**Dinesh Kumar T.K.**  
Vice President  
[dinesh.kumaran@aspiresys.com](mailto:dinesh.kumaran@aspiresys.com)

I hereby accept the offer.

Signature : *C. Smaline Dayana*  
Name : Smaline Dayana C  
Date : *14/11/2022*

**\* Personal and Confidential \***

**Ms. Aarathi G**

**aarthikamalam@gmail.com**

Government College of Technology, Coimbatore,  
6940115

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](http://www.bosch-softwaretechnologies.com)

**Our reference: TN/76263/2023**

**Date: 25-Apr-2023**

Dear **Ms. Aarathi 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.7,00,000/-** (Rupees **Seven 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.





Aditya Kushwaha, you are signed in.

[My Account Options](#) / [My Submissions](#) / [Sign Out](#)

## Offer has been accepted



DICV/HR/LOI - 5242233

09.12.2022

Aditya Kumar Kushwaha  
Pettah Road, Royapuram, Chennai

SUBJECT: LETTER OF INTENT

Dear Aditya Kumar Kushwaha

With reference to your application dated 09/Dec/22 and the subsequent interviews, we intend to offer you the post of **Graduate Engineer Trainee** with our Organization; with initial posting at Chennai on the terms and conditions mutually agreed upon. The emoluments will be as per Annexure - A.

This offer is subject to satisfactory medical examination report, background verification and reference check.

Kindly join your duty on July 12, 2023.

At the time of joining, you are requested to bring the documents as mentioned in the Check List.

In the course of your employment, you will be required to serve a minimum period of two years of employment in the company. Please note that in the event you wish to discontinue your employment prior to completion of the said two years, you will be required to reimburse the company with an amount of INR 2 lakhs and you shall execute an agreement with the organization to this effect.

We welcome you and wish you all the best for a long and fruitful career with the organization.

Kind regards,



Yeshwanth kumar Kini  
Head of Human Resources DICV

Antony Anand P  
Assistant General Manager  
Human Resources

**Annexure - A**

**Name** *Aditya Kumar Kushwaha*  
**Designation** *Graduate Engineer Trainee*

<b>Salary Components</b>	<b>Per Month</b>	<b>Per Annum</b>
Basic	18,750.00	225,000.00
Management Allowance	23,835.00	286,020.00
HRA (50% of Basic pay)	9,375.00	112,500.00
<b>Sub Total (A)</b>	<b>51,960.00</b>	<b>623,520.00</b>
<b>Benefits</b>		
Conveyance	1,600.00	19,200.00
Leave Travel Allowance	1,563.00	18,756.00
Medical Allowance	1,250.00	15,000.00
<b>Sub Total (B)</b>	<b>4,413.00</b>	<b>52,956.00</b>
<b>Retiral Benefits</b>		
Provident Fund	2,250.00	27,000.00
Gratuity	901.00	10,812.00
<b>Sub Total (C)</b>	<b>3,151.00</b>	<b>37,812.00</b>
<b>Annual Salary</b>		<b>714,288</b>
<b>Performance Variable Pay</b>		<b>35,714.00</b>
<b>Total CTC</b>		<b>750,000.00</b>

**Facilities Details**

GPAI Coverage (4 times of annual Basic pay)		900,000.00
Mediclaim Insurance		5,00,000
Life Insurance with Critical Illness Benefit		3,000,000.00

1. LTA can be claimed as per company policy.
2. Gratuity shall apply as per the 'Gratuity Act 1972'.
3. GPAI, Mediclaim Insurance and Life Insurance with Critical Illness Benefit is as per company policy.
4. Amount specified for Performance variable pay is not guaranteed cash and it will differ based on individual & company performance.

\* This above structure is subject to revision at the discretion of DICV

Kind regards,



Yeshwanth kumar Kini  
Head of Human Resources DICV



Antony Anand P  
Assistant General Manager  
Human Resources

Offer electronically accepted by: Kushwaha, Aditya  
Offer electronically accepted on: Dec 9, 2022 5:15 PM  
Offer electronically accepted from: 23.209.73.69

**\* Personal and Confidential \***

**Ms. Anis Chelse N**

**anischelse29@gmail.com**

Government College of Technology, Coimbatore,  
6940189

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](http://www.bosch-softwaretechnologies.com)

**Our reference: TN/76283/2023**

**Date: 25-Apr-2023**

Dear **Ms. Anis Chelse 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. **7,00,000/-** (Rupees **Seven 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.

**\* Personal and Confidential \***

**Mr. Aravintha Ganesh T**

**aravinthaganesh@gmail.com**

Government College of Technology, Coimbatore,  
6940169

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](http://www.bosch-softwaretechnologies.com)

**Our reference: TN/76277/2023**

**Date: 25-Apr-2023**

Dear **Mr. Aravintha Ganesh 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. **7,00,000/-** (Rupees **Seven 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.



21<sup>st</sup> February, 2023

Dear Graduate Engineer Trainee,

**WELCOME TO THE JSW GROUP**

With reference to your application and the subsequent interview you had with us, we are pleased to offer you the position of Graduate Engineer Trainee ("GET") in 'L08T' grade and your subsequent appointment will be subject to the following terms and conditions:

- A. Your initial remuneration as a GET during training period with JSW shall be **Rs. 8 lakhs** per annum ("CTC").
- B. You shall be eligible for **Rs. 1.5 lakhs** ("Retention Bonus") spread over 2 years.
- C. This offer is valid subject to your **Graduation Passing with Min 60% aggregate**.
- D. The location where you shall be posted to shall be communicated to you by May, 2023. You are requested to **report at your assigned location a day prior to your Joining day**. Your appointment shall be final subject to the following conditions of eligibility:
  - a. You having secured at least 60% in your 10<sup>th</sup> and 12<sup>th</sup> standard examinations,
  - b. You having completed the B. E/ B.Tech course with a First Class (aggregate 60% or equivalent or more and as per University declaration). In case you fail to clear your degree, then the offer shall be revoked.
  - c. You having being declared medically fit by a certified medical practioner and having provided the necessary documents to such effect. In the event of any medical abnormality, your offer will stand cancelled.
  - d. You having cleared all reference checking and submission of the following documents at the time of your joining:
    - o Originals & Copies of all Educational Certificates – S.S.L.C, H.S.C, UG/PG, Additional qualifications (If any)
    - o Proof of your Date of Birth
    - o PAN Card / Aadhar Card
    - o 5 Passport size photographs
    - o Submission of medical fitness as per the medical tests prescribed by JSW.
    - o Any wrong information / suppression of information shall be liable for termination of the offer of appointment.
- E. In the event of you not meeting any of the conditions of eligibility stated above, you shall not be eligible for appointment and the offer of appointment shall stand revoked and withdrawn with immediate effect. In the event of you furnishing any wrong, inaccurate information or suppressing any of the information, your appointment as well as this offer, shall be terminated and revoked with immediate effect.
- F. A detailed "Appointment Letter" will be issued to you upon your joining, subject to you fulfilling the conditions of eligibility as stated above. You shall be required to abide by all the terms of the Appointment Letter at all times during your tenure with JSW.





- G. Further, at any time, during your tenure with JSW, you may be deputed or transferred to any of JSW's plant locations, unit, site across India or overseas including JSW's partly or fully owned affiliate, subsidiary, group companies or promoter establishment, as per the requirement of JSW.
- H. The terms of this LoI are strictly confidential and should be treated as privileged information between you and JSW and you are expected to maintain such information appropriately.
- I. This offer and the terms of this LoI apply to the person above named and as identified by JSW through its recruitment process. This offer or its conditions shall not be construed to the benefit of any other person at any time.
- J. You shall be governed by and shall be subject to JSW's HR Policies, code of conduct, standing orders, and such other rules, regulations and guidelines applicable to your category and location of posting, as prevailing under applicable law at the time of your joining JSW or as may be subsequently modified, amended or replaced from time to time.
- K. You acknowledge that in case of your subsequent appointment with JSW, you shall not accept any other training or employment or otherwise directly or indirectly be engaged with any trade, business or pursuit on your own account or as an agent for others, without the prior consent of JSW.
- L. This LoI shall be governed by the laws of India and in the event of any dispute hereof, the appropriate courts in Mumbai shall have exclusive jurisdiction to adjudicate such disputes.
- M. This LoI supersedes all and any other offer/ communication, whether oral or in writing, issued to you earlier.

**Kindly confirm acceptance of the above offer via email ([gulistaan.ragina@jsw.in](mailto:gulistaan.ragina@jsw.in) / [jsw-calyxpod@calyxpod.com](mailto:jsw-calyxpod@calyxpod.com)) latest within 3 days of the receipt of this LoI by you, as a token of your having read, understood and accepted the offer, failing which this LoI shall stand cancelled, withdrawn, revoked and shall become void.**

We welcome you to the JSW family and look forward to you joining us. We are confident that you will find new challenges, opportunities and satisfaction in your association with JSW.

With Best Wishes,

Yours sincerely,

**Dilip Pattanayak**

**President & CHRO – Steel & Corporate**

**For JSW Steel / Paints / Infrastructure / ONE Platform**

Yours faithfully,  
M. Dhanapriyadharshini



**\* Personal and Confidential \***

**Ms. Dhanushya A**

**adhanushya16@gmail.com**

Government College of Technology, Coimbatore,  
6940133

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](http://www.bosch-softwaretechnologies.com)

**Our reference: TN/76267/2023**

**Date: 25-Apr-2023**

Dear **Ms. Dhanushya 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.7,00,000/-** (Rupees **Seven 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.

**\* Personal and Confidential \***

**Ms. Dharsika S**

**dharsika2002@gmail.com**

Government College of Technology, Coimbatore,  
6940147

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](http://www.bosch-softwaretechnologies.com)

**Our reference: TN/76270/2023**

**Date: 25-Apr-2023**

Dear **Ms. Dharsika 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.**7,00,000/-** (Rupees **Seven 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.





**Offer: Computer Consultancy**

**Ref: TCSL/CT20223926309/Chennai**

**Date: 13/09/2022**

Ms. Eniya Rathinamani E  
3, Karaiyalar Kudiyetru Street Karaiyalar Kudiyetru Street,  
Near Azhagu Jewellers,  
Sathankulam-628704,  
Tamilnadu.  
Tel# -9486608759

Dear Eniya Rathinamani E,

**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/CT20223926309**

**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: Computer Consultancy**

**Ref: TCSL/CT20223848392/Chennai**

**Date: 13/09/2022**

Mr. Gnanasekar S  
6eMangammal Salai,  
Ellapatti,  
Theni-625515,  
Tamilnadu.  
Tel# -

Dear Gnanasekar S,

**Sub: Letter of Offer**

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

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

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

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

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

**TCS Confidential**

**TCSL/CT20223848392**

**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



July 29, 2022

Mr. Gokul P  
GCT- Coimbatore.

## Offer Letter

Private and confidential

Dear Mr. Gokul 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 six months from 01<sup>st</sup> June 2023 to 30<sup>th</sup> November 2023. 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.6,50,000/- per annum (Six Lakhs and Fifty Thousand Rupees only).

We would like you to join us on or before 01<sup>st</sup> June 2023.

Yours sincerely,

**For OneBill Software India Private Limited**

---

**Muthukumar**  
**Authorized Signatory**

**OneBill Software India Pvt Ltd.,**  
CIN-U72200KA2009PTC050973  
No:32, Suraj Ganga Soft Park, 1<sup>st</sup> Main,  
JP Nagar 3<sup>rd</sup> Phase, Bangalore-78  
[www.onebillsoftware.com](http://www.onebillsoftware.com)



## Letter of Intent (LOI)

**Superset ID: 3588529**

**Date: November 25, 2022**

**Dear HARISH M,**

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

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 have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week 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 as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

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>

GenC HR Team will reach out to you over email to guide you on the next steps.  
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**



09-Nov-2022

**Ms. Janani K**  
**Government College of Technology**

Dear Janani,

**SUB: Our offer for the position of Trainee – Software Analyst**

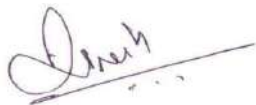
We are happy to let you know that we are impressed with your credentials and welcome you to the Aspire family. We are certain that you would play a vital role in our growth and success and you will be a valuable addition to our talented team of ASPIRIANS.

You will be inducted as a “**Trainee – Software Analyst**”. Your initial training with the Talent Nurturing team and the department specific training will be for a maximum duration of two months. Post training you will be deputed to any one of our Practices and you will be deputed to work from any of our offices in India. The salary during training will be **Rs.22,500 per month** which will be prorated based on your training duration. At the end of training period, a formal evaluation of your performance will be made.

On successful completion of the training, your overall total Cost-to-Company (CTC) will be revised to **Rs.4.70 Lakhs Per Annum** that includes a one-time joining bonus of **Rs.20,000** which will be paid on completion of six months of your service with us. All remuneration payable to you will be subject to income tax deduction at source and to any other statutory deductions that may be applicable.

Your commencement of employment with us is contingent upon your acceptance of this offer and our terms of employment (Annexure 1). We once again welcome you to share a challenging and mutually rewarding experience at Aspire. Please return the duplicate of this letter duly signed by you.

**For Aspire Systems (India) Private Limited**



**Dinesh Kumar T.K.**

Vice President

[dinesh.kumaran@aspiresys.com](mailto:dinesh.kumaran@aspiresys.com)

I hereby accept the offer.

Signature :  
Name : Janani K  
Date :

**\* Personal and Confidential \***

**Mr. Jaya Shakthi Adhavan S**

**jsadhavan1401@gmail.com**

Government College of Technology, Coimbatore,  
6940105

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](http://www.bosch-softwaretechnologies.com)

**Our reference: TN/77568/2023**

**Date: 25-Apr-2023**

Dear **Mr. Jaya Shakthi Adhavan 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.**7,00,000/-** (Rupees **Seven 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.

**\* Personal and Confidential \***

**Ms. Kaaveya N B**

**kaaveyasaji@gmail.com**

Government College of Technology, Coimbatore,  
6940149

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](http://www.bosch-softwaretechnologies.com)

**Our reference: TN/76271/2023**

**Date: 25-Apr-2023**

Dear **Ms. Kaaveya N 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 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 \***

**Mr. Jeffee Jenson**

**jeffee125@gmail.com**

Government College of Technology, Coimbatore,  
6940111

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](http://www.bosch-softwaretechnologies.com)

**Our reference: TN/76261/2023**

**Date: 25-Apr-2023**

Dear **Mr. Jeffee Jenson**,

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.**7,00,000/-** (Rupees **Seven 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.



Kavitha V  
Government College of Technology - Coimbatore

Date: 20-Jan-2023

**Sub: Offer Letter for Management Trainee**

We thank you for successfully participating in Hitachi Energy Technology Services Private Limited (Formerly known as ABB Power Technology Services Private Limited) Management Trainee Selection Process and are pleased to inform that you have been selected for Training in our organisation as Management Trainee. Your Joining date will be **04 September 2023**. Your location of joining is **Chennai**.

Your tenure for the said Management Training shall be subject to following terms and conditions:

1. You shall be imparted the prescribed training as per the Management Training Program designed and finalized by the Company. The totaduration of the Training shall be for a period of Twelve months, commencing from the date of your reporting for the Training program. During the course of training, you shall be required to reside at such place wherein the Company has its facilities/locations or at which the Training would be imparted. Your date of Joining and Training venue details will be communicated to you subsequently. You will be allowed to join us provisionally, even if your final examination results may not have been announced. However further continuation of Training will depend upon your successfully graduating in academics on or before 30<sup>th</sup> June 2023, with a minimum of 60% aggregate with no backlogs in any semester.

The location of training post induction would be in any of the location of **Hitachi Energy Technology Services Private Limited (Formerly known as ABB Power Technology Services Private Limited)** and it can be changed depending upon the need of the company and you would accordingly be notified by the company as and when required.

Your training shall be in any of our establishments within the Republic of India as may be directed by the Management from time to time and are liable to be transferred to any department, office or establishment forming part of our organization or our associates.

2. During the aforesaid period of Training, you shall be paid a remuneration of Rs.6,00,000/- per annum (Rupees Six Lakhs Only). A detailed break-up of the remuneration amount is enclosed herewith. Please note that during this training period, you will not be entitled to any reimbursement and/or payment or other benefits which are being provided to the employees of the Company.

In addition to the above compensation, you will also be entitled to receive an amount of Rs. 1,50,000/- (Rupees One Lakh Fifty Thousand only), provided you satisfactorily complete three full years of continued service, from the date of your Appointment as a Regular employee of the Company (from the date of Absorption).The three year duration should be exclusive of the notice period if any, in the event of resignation.

In case you leave the services of the company for any reason whatsoever, during the three years from the date of Absorption, you will not be eligible for any portion of this amount under any circumstance. As this amount is a one-time payment which is paid on satisfactory performance during the aforesaid three years, this amount will not be considered as a part of your Total Remuneration for the purpose of annual review.

3. You will be paid One time lumpsum amount of INR 24,000/- along with first month's salary.
4. You shall be required to execute a Letter of Commitment to the Company. The prescribed format for this Letter is enclosed herewith.

**Hitachi Energy Technology Services Private Limited**

(Formerly known as ABB Power Technology Services Private Limited)

**Registered Office & Corporate Office:**

7<sup>th</sup> Floor, Brigade Opus, 70/401,  
Kodigehalli Main Road, Bengaluru -  
560 092

Phone: +91 80 61995700

CIN: U72501KA2019PTC124210

**Local Address:**

Brigade Opus, Amruthalli, International  
Airport road Bellary Road, Hebbal,  
560092 Bangalore

**\* Personal and Confidential \***

**Ms. Kaviya Priya B**

**msk16317@gmail.com**

Government College of Technology, Coimbatore,  
6940101

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](http://www.bosch-softwaretechnologies.com)

**Our reference: TN/76258/2023**

**Date: 25-Apr-2023**

Dear **Ms. Kaviya Priya 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. **7,00,000/-** (Rupees **Seven 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: 3601062

Date: November 25, 2022

Dear KIRANKUMAR A,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

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 have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week 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 as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

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>

GenC HR Team will reach out to you over email to guide you on the next steps.  
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





Date: 02-Nov-2022

To

**Mr.MADHAN CHANDRU S,**  
3/52, MID-STREET,  
SHUNMUGANALLUR, SANKARANKOIL,  
TENKASI-627953, TAMIL NADU.

Dear **Mr.MADHAN CHANDRU 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.20000/- (RUPEES TWENTY 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** : MADHAN CHANDRU S  
**DESIGNATION** : MEMBER TECHNICAL STAFF

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

\* 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.



**\* Personal and Confidential \***

**Ms. Nagasujitha R**

**nagasujithark@gmail.com**

Government College of Technology, Coimbatore,  
6940089

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/77569/2023**

**Date: 25-Apr-2023**

Dear **Ms. Nagasujitha 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.**7,00,000/-** (Rupees **Seven 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.

Nahomiarchana Ve  
Government College of Technology - Coimbatore

Date: 20-Jan-2023

**Sub: Offer Letter for Management Trainee**

We thank you for successfully participating in Hitachi Energy Technology Services Private Limited (Formerly known as ABB Power Technology Services Private Limited) Management Trainee Selection Process and are pleased to inform that you have been selected for Training in our organisation as Management Trainee. Your Joining date will be **04 September 2023**. Your location of joining is **Chennai**.

Your tenure for the said Management Training shall be subject to following terms and conditions:

1. You shall be imparted the prescribed training as per the Management Training Program designed and finalized by the Company. The totaduration of the Training shall be for a period of Twelve months, commencing from the date of your reporting for the Training program. During the course of training, you shall be required to reside at such place wherein the Company has its facilities/locations or at which the Training would be imparted. Your date of Joining and Training venue details will be communicated to you subsequently. You will be allowed to join us provisionally, even if your final examination results may not have been announced. However further continuation of Training will depend upon your successfully graduating in academics on or before 30<sup>th</sup> June 2023, with a minimum of 60% aggregate with no backlogs in any semester.

The location of training post induction would be in any of the location of **Hitachi Energy Technology Services Private Limited (Formerly known as ABB Power Technology Services Private Limited)** and it can be changed depending upon the need of the company and you would accordingly be notified by the company as and when required

Your training shall be in any of our establishments within the Republic of India as may be directed by the Management from time to time and are liable to be transferred to any department, office or establishment forming part of our organization or our associates

2. During the aforesaid period of Training you shall be paid a remuneration of Rs 6,00,000/- per annum (Rupees Six Lakhs Only). A detailed break-up of the remuneration amount is enclosed herewith. Please note that during this training period, you will not be entitled to any reimbursement and/or payment or other benefits which are being provided to the employees of the Company

In addition to the above compensation you will also be entitled to receive an amount of Rs 1,50,000/- (Rupees One Lakh Fifty Thousand only) provided you satisfactorily complete three full years of continued service, from the date of your Appointment as a Regular employee of the Company (from the date of Absorption). The three year duration should be exclusive of the notice period if any in the event of resignation

In case you leave the services of the company for any reason whatsoever during the three years from the date of Absorption, you will not be eligible for any portion of this amount under any circumstance. As this amount is a one-time payment which is paid on satisfactory performance during the aforesaid three years, this amount will not be considered as a part of your Total Remuneration for the purpose of annual review.

3. You will be paid One time lumpsum amount of INR 24,000/- along with first month's salary.
4. You shall be required to execute a Letter of Commitment to the Company. The prescribed format for this Letter is enclosed herewith

**Hitachi Energy Technology Services Private Limited**  
(Formerly known as ABB Power Technology Services Private Limited)

**Registered Office & Corporate Office:**  
7<sup>th</sup> Floor, Brigade Opus, 70/401,  
Kodigehalli Main Road, Bengaluru -  
560 092  
Phone: +91 80 61995700  
CIN: U72501KA2019PTC124210

**Local Address:**  
Brigade Opus, Amruthalli, International  
Airport road Bellary Road, Hebbal,  
560092 Bangalore



Date: 29-Oct-2022

To

**Mr.NANDHAKUMAR K P,**  
307/8, ANNASALAI MAIN ROAD,  
THAVITTUPALAYAM, ANTHIYUR,  
ERODE-638501, TAMIL NADU.

Dear **Mr.NANDHAKUMAR K 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.20000/- (RUPEES TWENTY 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** : NANDHAKUMAR K P  
**DESIGNATION** : MEMBER TECHNICAL STAFF

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

\* 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.



**\* Personal and Confidential \***

**Ms. Nandhini T**

**nandhiniyaso@gmail.com**

Government College of Technology, Coimbatore,  
6940113

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/76262/2023**

**Date: 25-Apr-2023**

Dear **Ms. Nandhini 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.

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 \***

**Mr. Parameshwaran R**

**bharathibharathii666@gmail.com**

Government College of Technology, Coimbatore,  
6940077

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/76251/2023**

**Date: 25-Apr-2023**

Dear **Mr. Parameshwaran 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.**7,00,000/-** (Rupees **Seven 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.

**\* Personal and Confidential \***

**Mr. Pravinkrishna V**

**jerrypravin1@gmail.com**

Government College of Technology, Coimbatore,  
6940103

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](http://www.bosch-softwaretechnologies.com)

**Our reference: TN/76259/2023**

**Date: 25-Apr-2023**

Dear **Mr. Pravinkrishna 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.**7,00,000/-** (Rupees **Seven 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 \***

**Ms. Prinitha S**

**prinithasadasivan249@gmail.com**

Government College of Technology, Coimbatore,  
6940127

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](http://www.bosch-softwaretechnologies.com)

**Our reference: TN/76265/2023**

**Date: 25-Apr-2023**

Dear **Ms. Prinitha 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.7,00,000/-** (Rupees **Seven 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.



Date: 10-Mar-2023

To

**Ms.PRIYADHARSHINI S,**  
1/147,RADHALAKSHMI NAGAR, VENNAIMALAI(PO),  
KADHAPARAI,MANMAGALAM(TK),  
KARUR-639006, TAMIL NADU.

Dear **Ms.PRIYADHARSHINI S,**

#### **OFFER OF EMPLOYMENT**

We are pleased to offer you employment for the position **MEMBER TECHNICAL STAFF - QA** 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.20000/- (RUPEES TWENTY 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** : PRIYADHARSHINI S  
**DESIGNATION** : MEMBER TECHNICAL STAFF - QA

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

\* 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.





Date: 16-May-2023

To

**Ms.RAJESWARI T,**  
24 A, ADVOCATE COMPOUND, SBO COLONY,  
MAHARAJANAGAR, PALAYAMKOTTAI,  
TIRUNELVELI-627011, TAMIL NADU.

Dear **Ms.RAJESWARI 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.20000/- (RUPEES TWENTY 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.







## ANNEXURE A

**NAME** : RAJESWARI T  
**DESIGNATION** : MEMBER TECHNICAL STAFF

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

\* 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.



**\* Personal and Confidential \***

**Mr. Sabarieswaran R**

**Sabarirangan1@gmail.com**

Government College of Technology, Coimbatore,  
6940097

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/76257/2023**

**Date: 25-Apr-2023**

Dear **Mr. Sabarieswaran 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.**7,00,000/-** (Rupees **Seven 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.

**\* Personal and Confidential \***

**Mr. Santip Raja P**

**rajasantipnkl@gmail.com**

Government College of Technology, Coimbatore,  
6940159

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](http://www.bosch-softwaretechnologies.com)

**Our reference: TN/76274/2023**

**Date: 25-Apr-2023**

Dear **Mr. Santip Raja 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.7,00,000/-** (Rupees **Seven 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.

**\* Personal and Confidential \***

**Mr. Shrihari P**

**shriharip001@gmail.com**

Government College of Technology, Coimbatore,  
6940119

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](http://www.bosch-softwaretechnologies.com)

**Our reference: TN/76264/2023**

**Date: 25-Apr-2023**

Dear **Mr. Shrihari 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. **7,00,000/-** (Rupees **Seven 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.

**\* Personal and Confidential \***

**Mr. Sudar Vel Murugan S**  
**sudarvelmurugan06@gmail.com**

Government College of Technology, Coimbatore,  
6940131

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](http://www.bosch-softwaretechnologies.com)

**Our reference: TN/76266/2023**

**Date: 25-Apr-2023**

Dear **Mr. Sudar Vel Murugan 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. **7,00,000/-** (Rupees **Seven 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.
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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.



**Offer: Computer Consultancy**

**Ref: TCSL/CT20223926874/Chennai**

**Date: 26/09/2022**

Mr. Sukeer J  
Vaigai Hostel , Gct Hostels, Gct, Thadagam Rode, Coimbatore,  
Gct College,  
Coimbatore-641013,  
Tamilnadu.  
Tel# -

Dear Sukeer J,

**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/CT20223926874**

**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

**\* Personal and Confidential \***

**Mr. Surendhar A**

**surendharanandhan@gmail.com**

Government College of Technology, Coimbatore,  
6940093

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](http://www.bosch-softwaretechnologies.com)

**Our reference: TN/76255/2023**

**Date: 25-Apr-2023**

Dear **Mr. Surendhar 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. **7,00,000/-** (Rupees **Seven 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.

09-Nov-2022

**Mr. Vignesh S**  
**Government College of Technology**

Dear Vignesh,

**SUB: Our offer for the position of Trainee – Software Analyst**

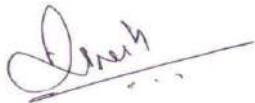
We are happy to let you know that we are impressed with your credentials and welcome you to the Aspire family. We are certain that you would play a vital role in our growth and success and you will be a valuable addition to our talented team of ASPIRIANS.

You will be inducted as a **“Trainee – Software Analyst”**. Your initial training with the Talent Nurturing team and the department specific training will be for a maximum duration of two months. Post training you will be deputed to any one of our Practices and you will be deputed to work from any of our offices in India. The salary during training will be **Rs.22,500 per month** which will be prorated based on your training duration. At the end of training period, a formal evaluation of your performance will be made.

On successful completion of the training, your overall total Cost-to-Company (CTC) will be revised to **Rs.4.70 Lakhs Per Annum** that includes a one-time joining bonus of **Rs.20,000** which will be paid on completion of six months of your service with us. All remuneration payable to you will be subject to income tax deduction at source and to any other statutory deductions that may be applicable.

Your commencement of employment with us is contingent upon your acceptance of this offer and our terms of employment (Annexure 1). We once again welcome you to share a challenging and mutually rewarding experience at Aspire. Please return the duplicate of this letter duly signed by you.

**For Aspire Systems (India) Private Limited**



**Dinesh Kumar T.K.**

Vice President

[dinesh.kumaran@aspiresys.com](mailto:dinesh.kumaran@aspiresys.com)

I hereby accept the offer.

Signature :  
Name : Vignesh S  
Date :



**\* Personal and Confidential \***

**Mr. Vignesh V**

**vigneshvaigundaraman@gmail.com**

Government College of Technology, Coimbatore,  
6940199

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](http://www.bosch-softwaretechnologies.com)

**Our reference: TN/76286/2023**

**Date: 25-Apr-2023**

Dear **Mr. Vignesh 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.7,00,000/-** (Rupees **Seven 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.

**\* Personal and Confidential \***

**Mr. Vimal M S R**

**vimalmsr02@gmail.com**

Government College of Technology, Coimbatore,  
6940137

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](http://www.bosch-softwaretechnologies.com)

**Our reference: TN/76268/2023**

**Date: 25-Apr-2023**

Dear **Mr. Vimal M S 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.7,00,000/-** (Rupees **Seven 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.

09-Nov-2022

**Mr. Girivel R**  
**Government College of Technology**

Dear Girivel,

**SUB: Our offer for the position of Trainee – Software Analyst**

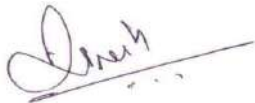
We are happy to let you know that we are impressed with your credentials and welcome you to the Aspire family. We are certain that you would play a vital role in our growth and success and you will be a valuable addition to our talented team of ASPIRIANS.

You will be inducted as a “**Trainee – Software Analyst**”. Your initial training with the Talent Nurturing team and the department specific training will be for a maximum duration of two months. Post training you will be deputed to any one of our Practices and you will be deputed to work from any of our offices in India. The salary during training will be **Rs.22,500 per month** which will be prorated based on your training duration. At the end of training period, a formal evaluation of your performance will be made.

On successful completion of the training, your overall total Cost-to-Company (CTC) will be revised to **Rs.4.70 Lakhs Per Annum** that includes a one-time joining bonus of **Rs.20,000** which will be paid on completion of six months of your service with us. All remuneration payable to you will be subject to income tax deduction at source and to any other statutory deductions that may be applicable.

Your commencement of employment with us is contingent upon your acceptance of this offer and our terms of employment (Annexure 1). We once again welcome you to share a challenging and mutually rewarding experience at Aspire. Please return the duplicate of this letter duly signed by you.

**For Aspire Systems (India) Private Limited**



**Dinesh Kumar T.K.**

Vice President

[dinesh.kumaran@aspiresys.com](mailto:dinesh.kumaran@aspiresys.com)

I hereby accept the offer.

Signature :  
Name : Girivel R  
Date :

**\* Personal and Confidential \***

**Mr. Guru Sundhar Gnana Guru**  
**gurusundhar.g2001@gmail.com**  
Government College of Technology, Coimbatore,  
6940117

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](http://www.bosch-softwaretechnologies.com)

**Our reference: TN/77564/2023**

**Date: 25-Apr-2023**

Dear **Mr. Guru Sundhar Gnana Guru**,

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. **7,00,000/-** (Rupees **Seven 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.

**Date: 26<sup>th</sup> October, 2022**

**Dear Karthick N,**

Letter of Intent

Congratulations!

We Incture Technologies Pvt Ltd are pleased to inform you that you have successfully completed selection process conducted by Incture Technologies Pvt Ltd. This letter is to confirm that we intend to offer you as **Associate Software Engineer** competency level opportunity to you, on the following terms and conditions

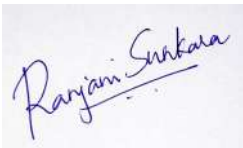
1. Designation: Associate Software Engineer
2. CTC: INR 600,000/-
3. Training Period 12 weeks (Applicable if fulltime internship not completed with Incture)

Based on your acceptance to this letter of intent, an offer letter with detailed terms and condition will be issued to you prior to your date of joining the company. Please note the above terms and conditions are subject to change at company's discretion, without any prior intimation.

Your joining is subject to satisfactory verification of the information/documents furnished by you at the time of joining, in addition to fulfilment 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.

**For Incture Technologies (P) Ltd.**



**Ranjani Sunkara**  
**Associate Director – Human Resources**



## Zoho Corporation Private Limited

Plot 140, 151, Estancia IT Park, Vallancherl,  
Chengalpattu District, Tamilnadu, 603 202.

Ph: +91 - 44 - 6744 7070

www.zohocorp.com

SEZ Unit

### PROVISIONAL OFFER LETTER

To

Logesh. G. P

Date: 24/08/2022

Ref No: GCT/1/22/2023

Congratulations!

Based on your various rounds of interviews with ZOHO at your Campus, we are happy to inform you that you are being offered the position of **Member Technical Staff**. Your annual cost to the Company is Rs.5,60,000 (Rupees Five Lakh Sixty Thousand Only).

We would like to extend you an internship opportunity as a "Project Trainee" as and when your final semester begins. We expect you to work on the project on a full time basis for a period of 5-6 months. During this project tenure you will be paid a stipend of Rs. 20,000/- (Rupees Twenty Thousand Only) This employment offer is valid subject to successful completion of your project.

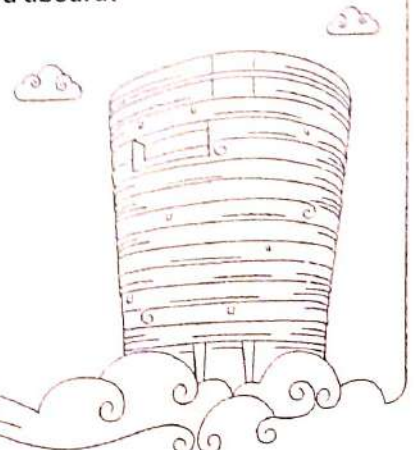
(Note: The above may not apply to you if your College does not permit internships).

The breakup of your gross salary and benefits will be shared with you soon through a detailed Offer letter. The soft copy of the letter will be sent to your personal email ID and the hard copies will be handed over to you on your date of joining.

It is our pleasure that you have chosen us and we look forward to welcome you aboard!

Good Luck!

Authorized Signatory



Corporate Identification No: U40100TN2010PTC075961

19 September 2022

**Ms. Megharanjani P**  
**Bangalore.**

Dear Megharanjani,

With reference to our discussions with you, we are pleased to offer you **Internship** in **SILICONCH SYSTEMS PVT LTD** for a period of **6 Months Only**. Your place of posting will be in Bangalore, India.

You will be paid a stipend of **INR 20,000/-** (Twenty Thousand only). The payment will be monthly.

The remuneration offered to you has been taken into consideration based on the responsibilities of your position in the company. Based on your performance there on, you will be converted as a regular employee on successful completion of 6 months of Internship. Your appointment for regular employment will be made based on information provided by you. If there is any discrepancy in the information such as documents/certificates submitted, we reserve the right to review your appointment.

Your new position is classified as Internship.

We will consider your first day with your new responsibilities no later than 2nd **January 2023**.

Notice period for termination of services from either side, i.e., by you or the company will be 15 days during Internship and 90 days once you are converted as a full time employee.

We appreciate your association with **SILICONCH SYSTEMS PVT LTD** and take this opportunity to wish you a long and successful career with us.

Sincerely,

For **SILICONCH SYSTEMS PVT LTD**



**Santhosh Balaji,**  
Manager – HR & Finance

ACCEPTANCE

I, \_\_\_\_\_ hereby accept the position with Siliconch Systems Private Limited  
as outlined above:

Signature & Date: \_\_\_\_\_/\_\_\_\_\_

**SILICONCH SYSTEMS PRIVATE LIMITED**

**Corporate Office** : # 591, 4th Floor, 14th Main, 15th Cross, Sector-4, HSR Layout, Bangalore - 560 102, INDIA Tel : +91 80 4975 6655

**Regd. Office** : #119, Janardana, 2nd Floor, 3rd Cross, 1st Phase, Reliable Residency, Haralur Main Road, Haralur, Bangalore 560 102, INDIA

GIN : U72900KA2016PTC092418

[www.siliconch.com](http://www.siliconch.com)

**\* Personal and Confidential \***

**Mr. Vijay P**

**vijayparthiban8557@gmail.com**

Government College of Technology, Coimbatore,  
6940095

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](http://www.bosch-softwaretechnologies.com)

**Our reference: TN/76256/2023**

**Date: 25-Apr-2023**

Dear **Mr. Vijay 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. **7,00,000/-** (Rupees **Seven 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.

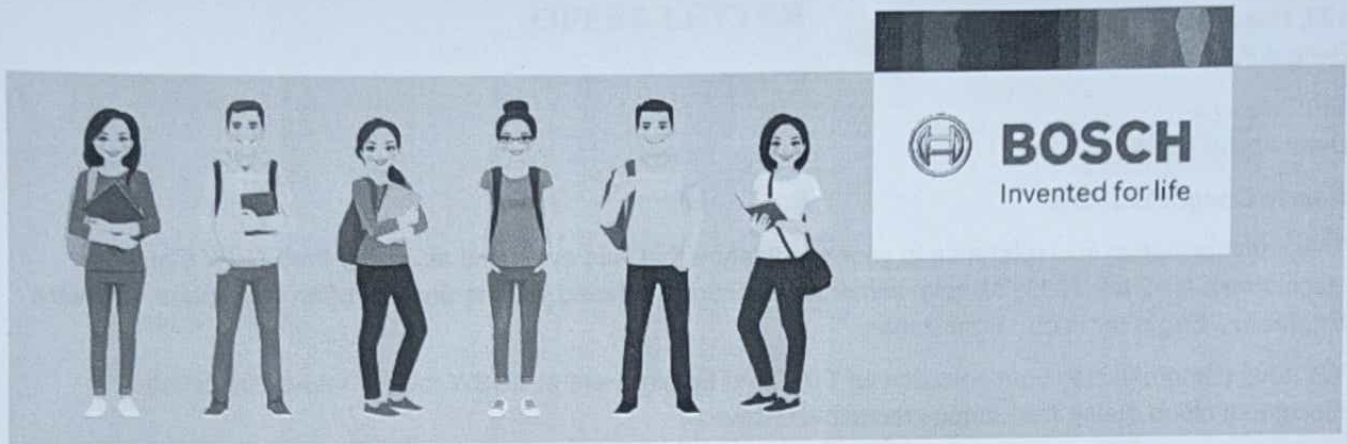


## DEPARTMENT OF ECE

## PLACEMENT DETAILS 2019-2023 BATCH

S.No	PERSONAL DETAILS		GPA	PLACED DETAILS			
	REGISTER	NAME	CGPA	INTERESTED	PLACED(YES)	COMPANY	PACKAGE
1	1914101	ABDUL MALIK A	8.14	YES	YES	BGSW	7 lpa
2	1914102	AJAY S	8.32	YES	NO	-	-
3	1914103	ANBARASU M	7.9	YES	YES	Exterro	4.2 lpa
4	1914104	ANTO SANJAY S	7.7	YES	YES	Exterro	4.2 lpa
5	1914105	ARUN VIKRAM A R	8.78	YES	YES	Viasat/BGSW	14/7 Lpa
6	1914106	ARUNA P	8.32	YES	YES	BGSW	7 lpa
7	1914107	ARUNPRASATH K	8.11	YES	YES	BGSW	7 lpa
8	1914108	E	8.2	YES	YES	BGSW	7 lpa
9	1914109	DEEPASHREE S		YES	YES	Inmovidu Tech	7 LPA
10	1914110	DHANUJA A	9.39	YES	YES	Mistral Solutions	5 LPA
11	1914111	ELAKIYA V	8.56	YES	YES	ord India Pvt.Lt	6 LPA
12	1914112	GOWTHAM R		YES	YES	BGSW	7 lpa
13	1914113	GOWTHAM S	8.17	YES	YES	Astrazeneca	5.75 lpa
14	1914114	GURUPRASATH A	7.8	YES	YES	BGSW	5 lpa
15	1914115	HARINI M P	8.61	YES	YES	BGSW	7 lpa
16	1914116	JAISHREE J	8.8		YES	SmartIOPS	4.2 lpa
17	1914117	JAYAPRIYA P	8.24	YES	YES	Exterro/siliconch	4.2 /5lpa
18	1914118	M	8.98	YES	YES	ZOHO	8.4 LPA
19	1914119	KARISHMA B B	8.9	YES	YES	BGSW	7 lpa
20	1914120	KARTHI N	8.22	YES	YES	BGSW	7 lpa
21	1914121	KAVIN R		YES	yes	iliconch system	5 lpa
22	1914122	KAVINRAJ K	8.61	YES	YES	VIASAT	14 LPA
23	1914123	KAVIYA SHRI M	8.71	YES	YES	Mistral solutions	5 LPA
24	1914124	KOKULRAJA R	6.91	YES	YES	BGSW	5 LPA
25	1914125	MANI BHARATHI T	9.02	YES	YES	BGSW	7 LPA
26	1914126	MUKILAN A K	8.1	YES	YES	viasat	14lpa
27	1914127	NIRMAL AJAY N	7.69	YES	YES	BGSW	5LPA
28	1914128	PREETHI S R	8.49	YES	YES	Mistral solutions	5LPA
29	1914129	SANFIYA BANU M H	8.36	YES	YES	BGSW	7 LPA
30	1914130	SATHISH R	7.86	YES	YES	Mistral solutions	5 Lpa
31	1914131	SETHURAMAN P	7.53	YES	YES	BGSW	7LPA
32	1914132	SHAKTHI PRIYA M	9.17	YES	NO		
33	1914133	SIVA SANKAR R	7.66	YES	YES	AstraZeneca	5.75LPA
34	1914134	SIVANESH M	8.5	YES	YES	BGSW	7LPA
35	1914135	SNEHA K	7.66	YES	YES	LTI/ Zoho	4LPA/Intern
36	1914136	SUVETHA S	8.17	NO	NO	-	-
37	1914137	VINUPRIYA K P	8.72		NO	SmartIOPS	4.2 LPA
38	1914138	VISHNUPRIYA E	9.13	YES	YES	BGSW	7LPA
39	1914301	ANNE SHIFANA S R	8.77	YES	YES	BGSW	7LPA
40	1914302	JEEVITHA K		YES	NO	Renault Nissan	4.25 LPA
41	1914303	MAHARAJA S	7.98	YES	YES	Zoho	5.6 LPA
42	1914304	MEIANANDAVEL T		YES	YES	BGSW	7 LPA
43	1914305	PRASANTHI T	7.9	YES	YES	BGSW	7LPA
44	1914306	RAGA VARSHINI R	9.04	YES	YES	BGSW	7LPA
45	1914307	RAM SRI HARI S		YES	YES	BGSW	7LPA

46	1914308	SANTHOSH KUMAR S	8.35	YES	YES	BGSW	7LPA
47	1914309	SWETHA T	7.41	YES	YES	BGSW	5LPA
48	1914501	SRI GOKUL E	7.66		NO	-	-
49	1914502	DHARUN D	8.25	YES	YES	BGSW	7LPA
50	1914L01	AKSHAYASRI S	7.92	YES	NO		
51	1914L02	ARUN M	7.78	YES	YES	BGSW	7LPA
52	1914L03	ASHWIN KUMAR E		YES	NO		
53	1914L04	DEVANARAYANAN R	7.2		NO		
54	1914L05	GOKUL R	7.83		NO		
55	1914L06	GOWTHAM K	6.76		NO	-	-
56	1914L07	INDHUMATHI S	8.43	YES	YES	BGSW	7LPA
57	1914L08	IYAPPAN V	6.81	YES	YES	BGSW	5 LPA
58	1914L09	MONISHA R	7.77	YES	YES	iliconch system	5LPA
59	1914L10	NANDHAKUMAR S	7.33	YES	NO	-	-
60	1914L11	RUBESH R		YES	YES	BGSW	5 LPA
61	1914L12	SOUNDHARRAJAN S	7.57	YES	NO		
62	1914L13	SUNDAR M	6.92	YES	No		
63	1914L14	TAMILARASAN M	7.5	YES	NO		
64	1914L15	VENKADESH P	6.69	YES	YES	Mistral solutions	5 LPA
65	1914L16	VENKATESH G	7.15	YES	NO	-	-
66	1914L17	VIKRAM P	7.79	YES	YES	Mistral solutions	5 LPA



Dear Abdul Malik,

Welcome to the Bosch family.

We are excited to have you onboard and wish you lots of fun, luck and learning as you start your career with us at Bosch Global Software Technologies Pvt Ltd (BGSW).

BGSW is an established company with a young workforce. Our rich experience and reputation is backed by the freshness of ideas and innovation that our millennials bring to the table. Over two - thirds of our workforce comprises of youngsters like you who are curious, full of energy and always striving to do something new, something different and something which has a bigger impact. I am sure you will add to that impact and enjoy your time here at BGSW.

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We wish you success, loads of fun and a wonderful enriching career here at BGSW. We once again welcome you to the Bosch family.

Looking forward to seeing you around BGSW.

Best regards

Campus Recruitment Team

## Letter of Intent

Bosch Global Software Technologies Pvt Ltd (BGSW)  
123, Hosur Rd, 7th Block, Koramangala,  
Bengaluru, Karnataka 560095

Dear Abdul Malik

### **Hearty Congratulations!**

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We have communicated your selection for Full Time Employment at BGSW to your respective college / placement office during the campus recruitment drive.

Please confirm your choice (Offer Acceptance/ Decline) via our Embark portal, after which the detailed **offer of appointment letter** will be released. Appreciate your response before **"28th September 2022, Wednesday"**.

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Stay safe and healthy.

You can visit the **FAQ link** of the Embark portal for any clarifications and connect to us by clicking the **HELP link**.

Best regards,

Campus Team

exterro

## OFFER LETTER

September 22nd , 2022  
Coimbatore

To,

Mr. Anbarasu M,  
Coimbatore.

Dear Mr. Anbarasu,

We take great pleasure to welcome you to be an integral part of our EXTERRO family. We are pleased to Offer you the post of **Internship Trainee** in our organization subject to the certain terms & conditions which would be declared in appointment letter. This letter of offer supersedes all other communications made to you prior to the date of issue of the appointment letter.

This offer letter outlines only the basic terms which are not exhaustive and does not include the detailed terms and conditions of your employment. This offer is contingent on a candidature reference and successful completion of the background check done by the company.

### Start Date

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

### Performance Assessments

Performance assessments will be done on a quarterly basis. Your increments are discretionary and will be subject to and on the basis of your effective performance and results during the assessment period. This will be also decided based on the performance of the organization during the assessment period. Generally compensation reviews would be done once a year after probation.

24 Sep 2022



**Annexure A- Exterro R&D Salary Package - During Probation Period/Stipend**

LEVEL	COMPONENTS	MONTHLY	ANNUAL
Fixed Component	BASIC	11,000	1,32,000
	HRA	4,400	52,800
	SPECIAL	4,600	55,200
	<b>Monthly Gross Salary</b>	<b>20000</b>	<b>240000</b>
	PF	1,800	21,600
	INSURANCE (ACCIDENTAL)	67	800
	INSURANCE (MEDICAL)	1,708	20,500
	PARKING ALLOWANCE	250	3,000
	<b>TOTAL</b>	<b>3,825</b>	<b>45,900</b>
<b>EXTERRO ASSURED BENEFITS</b>			
Other Benefits	PROFESSIONAL DEVELOPMENT PAY		16,000
	PAID LEAVES		7,742
	<b>TOTAL</b>		<b>23,742</b>
<b>TOTAL CTC (COST TO THE COMPANY)</b>			<b>3,09,642</b>

**Annexure – B Exterro R&D Salary package - After Confirmation based on the performance**

LEVEL	COMPONENTS	MONTHLY	ANNUAL
Fixed Component	BASIC	14,850	1,78,200
	HRA	5,940	71,280
	SPECIAL	6,210	74,520
	<b>Monthly Gross Salary</b>	<b>27000</b>	<b>324000</b>
Employer Contribution	FOOD COUPON	2,000	24,000
	PF	1,800	21,600
	INSURANCE (ACCIDENTAL)	67	800
	INSURANCE (MEDICAL)	1,708	20,500
	PARKING ALLOWANCE	250	3,000
	<b>TOTAL</b>	<b>5,825</b>	<b>69,900</b>
<b>EXTERRO ASSURED BENEFITS</b>			
Other Benefits	PROFESSIONAL DEVELOPMENT PAY		16,000
	PAID LEAVES		10,452
	<b>TOTAL</b>		<b>26,452</b>
<b>TOTAL CTC (COST TO THE COMPANY)</b>			<b>4,20,352</b>

exterro

OFFER LETTER

September 22nd , 2022  
Coimbatore

To,  
Mr. Anto Sanjay S,  
Coimbatore.

Dear Mr. Anto Sanjay,

We take great pleasure to welcome you to be an integral part of our EXTERRO family. We are pleased to Offer you the post of **Internship Trainee** in our organization subject to the certain terms & conditions which would be declared in appointment letter. This letter of offer supersedes all other communications made to you prior to the date of issue of the appointment letter.

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Start Date

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Performance Assessments

Performance assessments will be done on a quarterly basis. Your increments are discretionary and will be subject to and on the basis of your effective performance and results during the assessment period. This will be also decided based on the performance of the organization during the assessment period. Generally compensation reviews would be done once a year after probation.

24 Sep 2022



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	INSURANCE (ACCIDENTAL)	67	800
	INSURANCE (MEDICAL)	1,708	20,500
	PARKING ALLOWANCE	250	3,000
	<b>TOTAL</b>	<b>3,825</b>	<b>45,900</b>
<b>EXTERRO ASSURED BENEFITS</b>			
Other Benefits	PROFESSIONAL DEVELOPMENT PAY		16,000
	PAID LEAVES		7,742
	<b>TOTAL</b>		<b>23,742</b>
<b>TOTAL CTC (COST TO THE COMPANY)</b>			<b>3,09,642</b>

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Fixed Component	BASIC	14,850	1,78,200
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	SPECIAL	6,210	74,520
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Other Benefits	PROFESSIONAL DEVELOPMENT PAY		16,000
	PAID LEAVES		10,452
	<b>TOTAL</b>		<b>26,452</b>
<b>TOTAL CTC (COST TO THE COMPANY)</b>			<b>4,20,352</b>





VIASAT INDIA PRIVATE LIMITED  
MODULE 1 & 2, 5TH FLOOR, BLOCK C, GLOBAL INFOCITY PARK, NO 40, MGR SALAI,  
KANDANCHAVADI, PERUNGUDI, CHENNAI 600096

September 26, 2022

Arun A R  
104/2, Vinayagar kovil 5 th street, Moolapalayam, Erode  
Erode, Tamil Nadu 638002

Software Engineering Internship

Dear Arun,

With reference to your application for our Software Engineering Internship program, we are glad to confirm your selection for the Internship Program with Viasat India Private Limited (the "Company") Chennai.

Further to your successful completion of the internship, a fulltime employment offer to join the company may be extended.

The terms of the Project Internship and benefits are mentioned below:

- Project Internship Period: 01-Feb-2023 to 31-Mar-2023
- Stipend: INR 22,000 per month (TDS applicable)
- Furnished accommodation during the internship period
- You will be eligible to claim a onetime relocation allowance up to a limit of INR 10,000/- for your one-way travel (current location to Chennai) and shipment of luggage.

Your Internship will be governed by the rules, regulations and policies of Viasat India Private Limited. The company reserves all the right to cancel/call back the grant of internship at any point in time.

Wishing you all the very best!!

Yours sincerely,

for Viasat India Private Limited

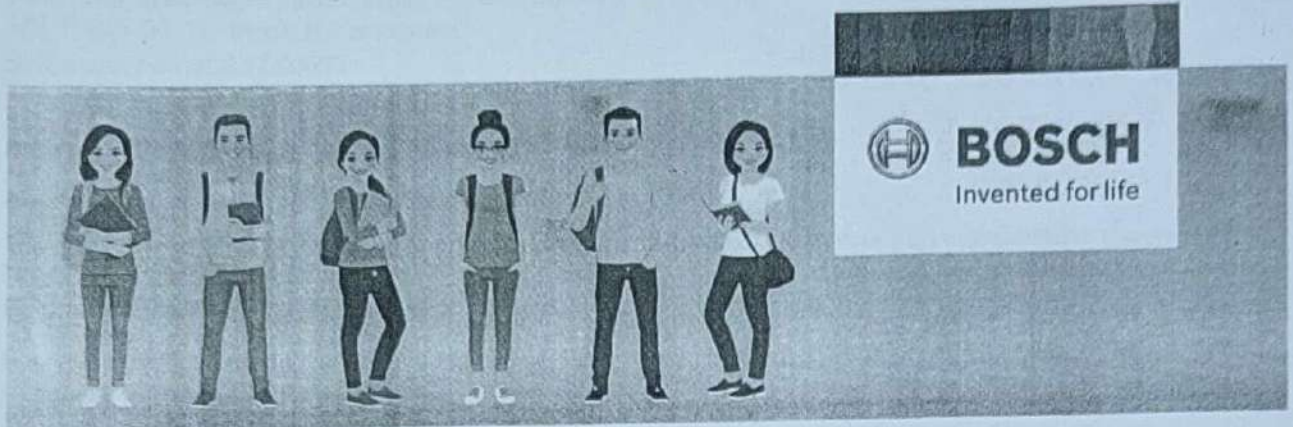
Vinod Sivadas  
Director, Human Resources

I, Arun A R, acknowledge and accept the internship offer at Viasat.

Thanks,

Signature:

Print Name: Arun A R



Dear Arun Vikram A R,

Welcome to the Bosch family.

We are excited to have you onboard and wish you lots of fun, luck and learning as you start your career with us at Bosch Global Software Technologies Pvt Ltd (BGSW).

BGSW is an established company with a young workforce. Our rich experience and reputation is backed by the freshness of ideas and innovation that our millennials bring to the table. Over two - thirds of our workforce comprises of youngsters like you who are curious, full of energy and always striving to do something new, something different and something which has a bigger impact. I am sure you will add to that impact and enjoy your time here at BGSW.

As you Embark on this journey, ask questions to yourself and to others around you. Don't let your curiosity die. Do not hesitate or hold back. Ask yourself today, "What am I here for? And what difference can I make to this organization?" Question yourself on "whether you can do it differently?". And when you have the right answers to these question, you will innovate.

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We wish you success, loads of fun and a wonderful enriching career here at BGSW. We once again welcome you to the Bosch family.

Looking forward to seeing you around BGSW.

Best regards

Campus Recruitment Team

Letter of Intent

Bosch Global Software Technologies Pvt Ltd (BGSW)  
123, Hosur Rd, 7th Block, Koramangala,  
Bengaluru, Karnataka 560095

Dear Arun Vikram A R

*Hearty Congratulations!*

This communication is in reference to your candidature that was evaluated as part of the BGSW Campus Recruitment for 2022-2023. We take immense pleasure in offering you the position of an **Associate Software Engineer / Engineer** in our organization.

We have communicated your selection for Full Time Employment at BGSW to your respective college / placement office during the campus recruitment drive.

Please confirm your choice (Offer Acceptance/ Decline) via our Embark portal, after which the detailed **offer of appointment letter** will be released. Appreciate your response before **"28th September 2022, Wednesday"**.

The journey has already begun, we will come up with more engagement events/activities shortly.

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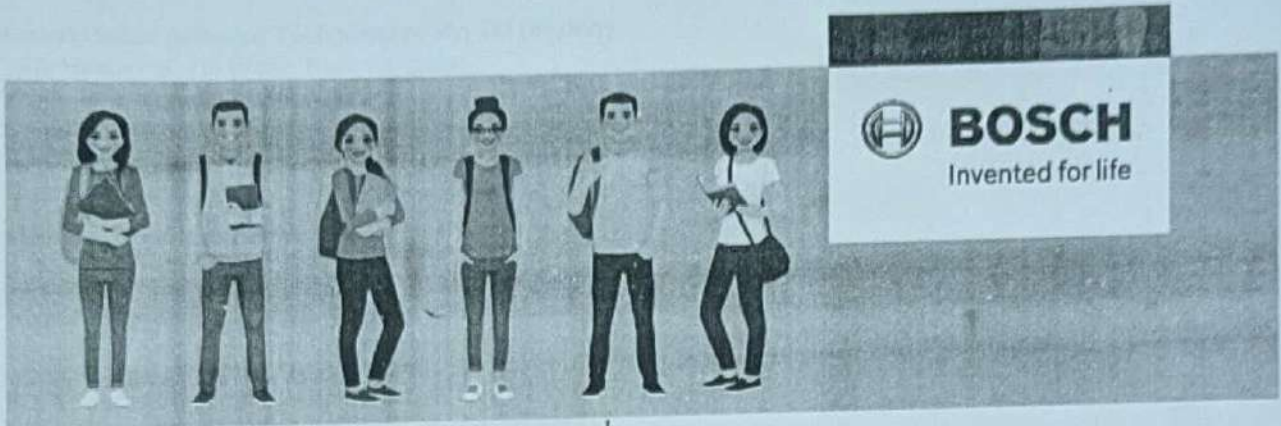
*Your journey towards attaining the best has just begun. Wishing you the very best as you stand on the threshold of your success!*

Stay safe and healthy.

You can visit the **FAQ link** of the Embark portal for any clarifications and connect to us by clicking the **HELP link**.

Best regards,

Campus Team



Dear Aruna P,

Welcome to the Bosch family.

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BGSW is an established company with a young workforce. Our rich experience and reputation is backed by the freshness of ideas and innovation that our millennials bring to the table. Over two - thirds of our workforce comprises of youngsters like you who are curious, full of energy and always striving to do something new, something different and something which has a bigger impact. I am sure you will add to that impact and enjoy your time here at BGSW.

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### Letter of Intent

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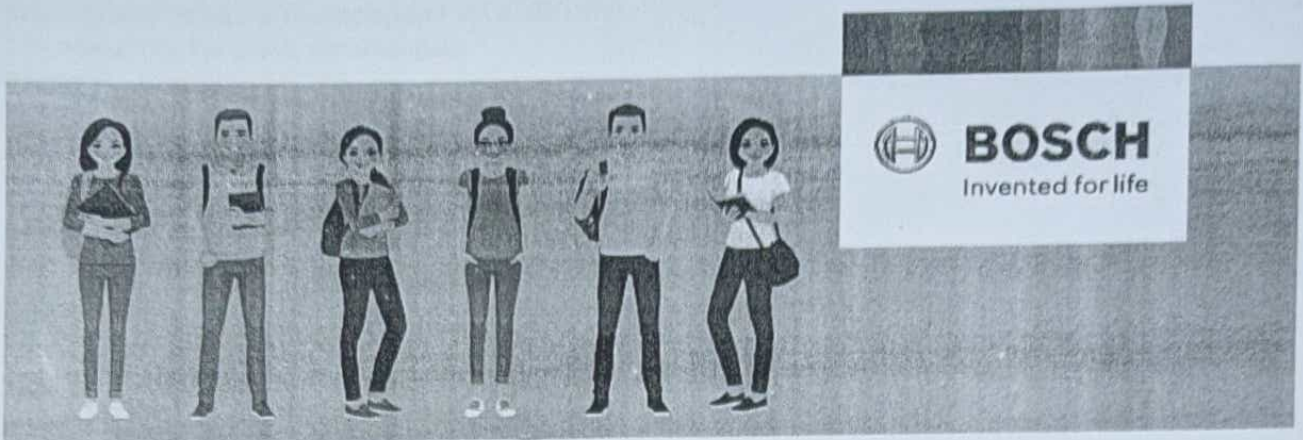
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Dear Arunprasath K,

Welcome to the Bosch family.

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## Letter of Intent

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123, Hosur Rd, 7th Block, Koramangala,  
Bengaluru, Karnataka 560095

Dear Arunprasath K

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Dear Binushya Prakash E,

Welcome to the Bosch family.

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Campus Recruitment Team



## Letter of Intent

Bosch Global Software Technologies Pvt Ltd (BGSW)  
123, Hosur Rd, 7th Block, Koramangala,  
Bengaluru, Karnataka 560095

Dear Binushya Prakash E

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Best regards,

Campus Team



Ref No: MSPL / 2022 / 2148

20-May-2022

**Ms. DHANUJA A**  
16/201 Thoppanayakkanpatty (PO), Vaiyampatty (via),  
Manaparai(TK), Tiruchirappalli - 621315.

Dear DHANUJA 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@mistralsolutions.com](mailto:info@mistralsolutions.com)

CIN: U72200KA1999PTC025232

*\*Dhanuja*

[www.mistralsolutions.com](http://www.mistralsolutions.com)

Scanned with CamScanner



Annexure 1 Salary Breakup Worksheet			
Name		DHANUJA A	
Grade/Function/Department		L2/ Hardware /Engineering	
Designation		Embedded Design Engineer – Hardware Design	
Salary Component	Monthly	Annual	Remarks
Basic Salary	18,500	2,22,000	
Flexible Benefit Pay	15,191	1,82,292	Ref: Flexible Benefit Plan below
<b>Sub-total</b>	<b>33,691</b>	<b>4,04,292</b>	
Special Benefits			
Statutory Bonus	3,700	44,400	
Group Insurance	1,200	14,400	Insurance covering you and your family.
Provident Fund	2,220	26,640	12% of Basic as company contribution.
Gratuity	889	10,668	4.81% of Basic
Total Fixed Pay	41,700	5,00,400	
<b>Cost to Company (CTC)</b>	<b>41,700</b>	<b>5,00,400</b>	
Flexible Benefit Plan (Annual)- Options			
FBP Components	Limit	Description	
HRA	88,800	40% of Basic (Against rent receipt(s) and lease agreement)	
Telephone, Mobile and Internet	18,000	Bills Required	
Leave Travel Assistance	37,000	2 month's basic and can be availed twice in 4 years	

Your remuneration package is strictly confidential between you and the Company and should not be discussed with any one nor divulged to anyone in any manner whatsoever. This employment Offer would be In-valid or Void if disclosed or referred to any third party.

For **Mistral Solutions Private Limited,**

**Mujahid Alam**  
Chief Executive Office

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](mailto:info@mistralsolutions.com)

CIN: U72200KA1999PTC025232

[www.mistralsolutions.com](http://www.mistralsolutions.com)



Dear Gowtham R,

Welcome to the Bosch family.

We are excited to have you onboard and wish you lots of fun, luck and learning as you start your career with us at Bosch Global Software Technologies Pvt Ltd (BGSW).

BGSW is an established company with a young workforce. Our rich experience and reputation is backed by the freshness of ideas and innovation that our millennials bring to the table. Over two - thirds of our workforce comprises of youngsters like you who are curious, full of energy and always striving to do something new, something different and something which has a bigger impact. I am sure you will add to that impact and enjoy your time here at BGSW.

As you Embark on this journey, ask questions to yourself and to others around you. Don't let your curiosity die. Do not hesitate or hold back. Ask yourself today, "What am I here for? And what difference can I make to this organization?" Question yourself on "whether you can do it differently?". And when you have the right answers to these question, you will innovate.

With over 25,000+ associates at BGSW, the organization has a lot to offer – our values, learning and development opportunities, career development prospects, state-of-art labs and infrastructure, work-life balance and a swarm of opportunities to hone your entrepreneurial mindset. We have it all. You just need to grab it with both hands and make use of our different platforms available to you in the organization.

We wish you success, loads of fun and a wonderful enriching career here at BGSW. We once again welcome you to the Bosch family.

Looking forward to seeing you around BGSW.

Best regards

Campus Recruitment Team

### Letter of Intent

Bosch Global Software Technologies Pvt Ltd (BGSW)  
123, Hosur Rd, 7th Block, Koramangala,  
Bengaluru, Karnataka 560095

Dear Gowtham R

*Hearty Congratulations!*

This communication is in reference to your candidature that was evaluated as part of the BGSW Campus Recruitment for 2022-2023. We take immense pleasure in offering you the position of an **Associate Software Engineer / Engineer** in our organization.

We have communicated your selection for Full Time Employment at BGSW to your respective college / placement office during the campus recruitment drive.

Please confirm your choice (Offer Acceptance/ Decline) via our Embark portal, after which the detailed **offer of appointment letter** will be released. Appreciate your response before **"28th September 2022, Wednesday"**.

The journey has already begun, we will come up with more engagement events/activities shortly.

Do follow us on **social media** to get frequent updates about Bosch and BGSW. We suggest that you stay connected via Embark portal for more updates.

Additional details pertaining to your remuneration (CTC), benefits & policies will be mentioned in your detailed appointment letter and the same will reach you by **January/February 2023**.

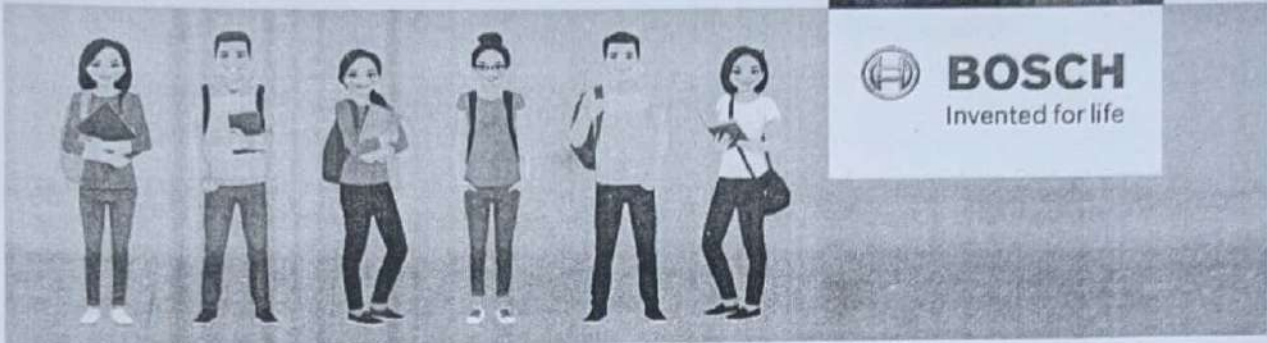
*Your journey towards attaining the best has just begun. Wishing you the very best as you stand on the threshold of your success!*

Stay safe and healthy.

**You can visit the FAQ link of the Embark portal for any clarifications and connect to us by clicking the HELP link.**

Best regards,

Campus Team



Dear Guruprasath A,

Welcome to the Bosch family.

We are excited to have you onboard and wish you lots of fun, luck and learning as you start your career with us at Bosch Global Software Technologies Pvt Ltd (BGSW).

BGSW is an established company with a young workforce. Our rich experience and reputation is backed by the freshness of ideas and innovation that our millennials bring to the table. Over two - thirds of our workforce comprises of youngsters like you who are curious, full of energy and always striving to do something new, something different and something which has a bigger impact. I am sure you will add to that impact and enjoy your time here at BGSW.

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Looking forward to seeing you around BGSW.

Best regards  
Campus Recruitment Team

Letter of Intent

Bosch Global Software Technologies Pvt Ltd (BGSW)  
123, Hosur Rd, 7th Block, Koramangala,  
Bengaluru, Karnataka 560095

Dear Guruprasath A

*Hearty Congratulations!*

This communication is in reference to your candidature that was evaluated as part of the BGSW Campus Recruitment for 2022-2023. We take immense pleasure in offering you the position of an **Associate Software Engineer / Engineer** in our organization.

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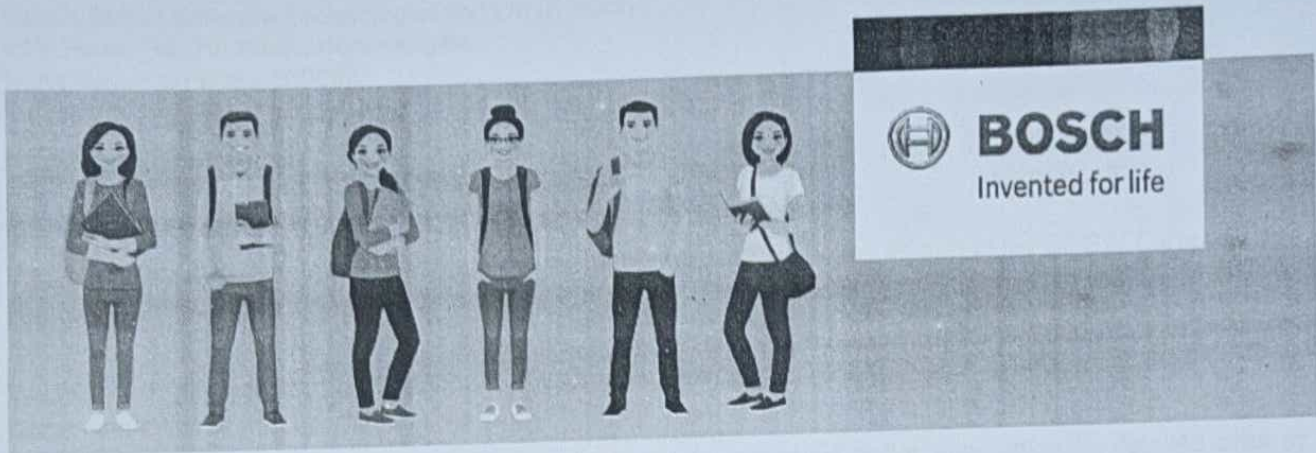
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Best regards,

Campus Team



Dear Harini M P,

Welcome to the Bosch family.

We are excited to have you onboard and wish you lots of fun, luck and learning as you start your career with us at Bosch Global Software Technologies Pvt Ltd (BGSW).

BGSW is an established company with a young workforce. Our rich experience and reputation is backed by the freshness of ideas and innovation that our millennials bring to the table. Over two - thirds of our workforce comprises of youngsters like you who are curious, full of energy and always striving to do something new, something different and something which has a bigger impact. I am sure you will add to that impact and enjoy your time here at BGSW.

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We wish you **success, loads of fun and a wonderful enriching career here at BGSW.** We once again welcome you to the Bosch family.

Looking forward to seeing you around BGSW.

Best regards

Campus Recruitment Team



Letter of Intent

Bosch Global Software Technologies Pvt Ltd (BGSW)  
123, Hosur Rd, 7th Block, Koramangala,  
Bengaluru, Karnataka 560095

Dear Harini M P

***Hearty Congratulations!***

This communication is in reference to your candidature that was evaluated as part of the BGSW Campus Recruitment for 2022-2023. We take immense pleasure in offering you the position of an **Associate Software Engineer / Engineer** in our organization.

We have communicated your selection for Full Time Employment at BGSW to your respective college / placement office during the campus recruitment drive.

Please confirm your choice (Offer Acceptance/ Decline) via our Embark portal, after which the detailed **offer of appointment letter** will be released. Appreciate your response before **"28th September 2022, Wednesday"**.

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You can visit the **FAQ link** of the Embark portal for any clarifications and connect to us by clicking the **HELP link**.

Best regards,

Campus Team



8/2, Novel Office Center  
Ulsoor road, Bangalore,  
Karnataka 560042  
U72200KA2014FTC077662

## Offer of Training and Employment

Private & Confidential

Dated : Aug 18, 2022

Jaishree J  
63/2 Simson Nagar  
Extension Shivaji  
Colony Velandipalayam  
Post Coimbatore - 641  
025  
+91 9361295191

Dear Jaishree

I am pleased to offer you a position with Smart IOPS (India) Research Center Private Limited ("Company"), a subsidiary of Smart IOPS, Inc., USA, as Member of Technical Staff. You will be on probation for the first six months from the start of full-time employment after completion of graduation.

### 1. Remuneration

The details of your payment is set out in Appendix A of this document. Information relating to your payment is strictly confidential and you must treat it as a confidential document.

### 2. Reporting

You will be reporting to the Manager/Team Lead as per the instruction of the Managing Director. Should a need arise, you may be expected to travel to any of our offices worldwide.

### 3. Resignation

a) Resignation from employment shall be with six months' notice in writing within 36 months of joining the company, and with three months' notice beyond 36 months of joining the company. Such notice may not be offset by unused leave of any kind. No leaves except emergency medical leave is allowed during notice period.



Jaishree J

Private & Confidential

Appendix A

Date – Aug 18, 2022

This document is Appendix A of the Offer of Employment

Jaishree J

Monthly stipend during internship period: Rs. 15,000/-

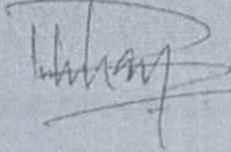

First Year CTC : Rs. 420,000/- per annum, after completion of internship (completion of degree)

Second Year CTC : Minimum of Rs. 500,000/- per annum, based on successful performance during first year

Third Year CTC : Minimum of Rs. 650,000/- per annum, based on successful performance during second year

If you wish to leave the position within 36 months from the date of joining the company, a notice period of 6 months is required. Beyond 36 months, notice period will be 3 months.

Managing Director

Smart IOPS (India) Research Center Private Limited

Accepted  
Jaishree J.

exterro

## OFFER LETTER

September 22nd , 2022  
Coimbatore

To,  
Ms. Jayapriya P,  
Coimbatore.

Dear Ms. Jayapriya,

We take great pleasure to welcome you to be an integral part of our EXTERRO family. We are pleased to Offer you the post of **Internship Trainee** in our organization subject to the certain terms & conditions which would be declared in appointment letter. This letter of offer supersedes all other communications made to you prior to the date of issue of the appointment letter.

This offer letter outlines only the basic terms which are not exhaustive and does not include the detailed terms and conditions of your employment. This offer is contingent on a candidature reference and successful completion of the background check done by the company.

### Start Date

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

### Performance Assessments

Performance assessments will be done on a quarterly basis. Your increments are discretionary and will be subject to and on the basis of your effective performance and results during the assessment period. This will be also decided based on the performance of the organization during the assessment period. Generally compensation reviews would be done once a year after probation.

24 Sep 2022



**Annexure A- Exterro R&D Salary Package - During Probation Period/Stipend**

LEVEL	COMPONENTS	MONTHLY	ANNUAL
Fixed Component	BASIC	11,000	1,32,000
	HRA	4,400	52,800
	SPECIAL	4,600	55,200
	<b>Monthly Gross Salary</b>	<b>20000</b>	<b>240000</b>
	PF	1,800	21,600
	INSURANCE (ACCIDENTAL)	67	800
	INSURANCE (MEDICAL)	1,708	20,500
	PARKING ALLOWANCE	250	3,000
	<b>TOTAL</b>	<b>3,825</b>	<b>45,900</b>
<b>EXTERRO ASSURED BENEFITS</b>			
Other Benefits	PROFESSIONAL DEVELOPMENT PAY		16,000
	PAID LEAVES		7,742
	<b>TOTAL</b>		<b>23,742</b>
<b>TOTAL CTC (COST TO THE COMPANY)</b>			<b>3,09,642</b>

**Annexure – B Exterro R&D Salary package - After Confirmation based on the performance**

LEVEL	COMPONENTS	MONTHLY	ANNUAL
Fixed Component	BASIC	14,850	1,78,200
	HRA	5,940	71,280
	SPECIAL	6,210	74,520
	<b>Monthly Gross Salary</b>	<b>27000</b>	<b>324000</b>
Employer Contribution	FOOD COUPON	2,000	24,000
	PF	1,800	21,600
	INSURANCE (ACCIDENTAL)	67	800
	INSURANCE (MEDICAL)	1,708	20,500
	PARKING ALLOWANCE	250	3,000
	<b>TOTAL</b>	<b>5,825</b>	<b>69,900</b>
<b>EXTERRO ASSURED BENEFITS</b>			
Other Benefits	PROFESSIONAL DEVELOPMENT PAY		16,000
	PAID LEAVES		10,452
	<b>TOTAL</b>		<b>26,452</b>
<b>TOTAL CTC (COST TO THE COMPANY)</b>			<b>4,20,352</b>

19 September 2022

Ms. Jayapriya P  
Bangalore.

Dear Jayapriya,

With reference to our discussions with you, we are pleased to offer you Internship in SILICONCH SYSTEMS PVT LTD for a period of 6 Months Only. Your place of posting will be in Bangalore, India.

You will be paid a stipend of INR 20,000/- (Twenty Thousand only). The payment will be monthly.

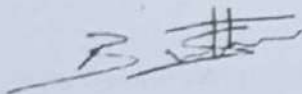
The remuneration offered to you has been taken into consideration based on the responsibilities of your position in the company. Based on your performance there on, you will be converted as a regular employee on successful completion of 6 months of Internship. Your appointment for regular employment will be made based on information provided by you. If there is any discrepancy in the information such as documents/certificates submitted, we reserve the right to review your appointment.

Your new position is classified as Internship.

We will consider your first day with your new responsibilities no later than 2<sup>nd</sup> January 2023. Notice period for termination of services from either side, i.e., by you or the company will be 15 days during Internship and 90 days once you are converted as a full time employee.

We appreciate your association with SILICONCH SYSTEMS PVT LTD and take this opportunity to wish you a long and successful career with us.

Sincerely,  
For SILICONCH SYSTEMS PVT LTD



Santhosh Balaji,  
Manager - HR & Finance

ACCEPTANCE

I, JAYAPRIYA P hereby accept the position with Siliconch Systems Private Limited as outlined above:

Signature & Date: [Signature] / 26.09.2022

**SILICONCH SYSTEMS PRIVATE LIMITED**

Corporate Office : # 591, 4th Floor, 14th Main, 15th Cross, Sector-4, HSR Layout, Bangalore - 560 102, INDIA Tel : +91 80 4975 6855  
Regd. Office: #119, Janardana, 2nd Floor, 3rd Cross, 1st Phase, Reliable Residency, Haralur Main Road, Haralur, Bangalore 560 102, INDIA

CIN : U72900KA2016PTC092418

www.siliconch.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

### PROVISIONAL OFFER LETTER

To

Jigendhra Gowri . M

Date: 24/08/2022

Ref No: GCT/1/18/2023

Congratulations!

Based on your various round of interviews with ZOHO, we are happy to inform that you are being offered the position of **Member Technical Staff**. Your annual cost to the Company is **Rs.8,40,000/- (Rupees Eight Lakh Forty Thousand Only)**.

We would like to extend you an internship opportunity as a "Project Trainee" as and when your final semester begins. We expect you to work on the project on a full time basis for a period of 5-6 months. During this project tenure you will be paid a stipend of **Rs.20,000/- (Rupees Twenty Thousand Only)** This employment 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).

The breakup of your gross salary and benefits will be shared with you soon through a detailed Offer letter. The soft copy of the offer letter will be sent to your personal email ID and the hard copies will be handed over to you on your date of joining.

It is our pleasure that you have chosen us and we look forward to welcome you aboard!

Good Luck!

  
Authorized Signatory



Corporate Identification No: U40100TN2010PTC075961



Dear Karishma B B,

Welcome to the Bosch family.

We are excited to have you onboard and wish you lots of fun, luck and learning as you start your career with us at Bosch Global Software Technologies Pvt Ltd (BGSW).

BGSW is an established company with a young workforce. Our rich experience and reputation is backed by the freshness of ideas and innovation that our millennials bring to the table. Over two - thirds of our workforce comprises of youngsters like you who are curious, full of energy and always striving to do something new, something different and something which has a bigger impact. I am sure you will add to that impact and enjoy your time here at BGSW.

As you Embark on this journey, ask questions to yourself and to others around you. Don't let your curiosity die. Do not hesitate or hold back. Ask yourself today, "What am I here for? And what difference can I make to this organization?" Question yourself on "whether you can do it differently?". And when you have the right answers to these question, you will innovate.

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We wish you success, loads of fun and a wonderful enriching career here at BGSW. We once again welcome you to the Bosch family.

Looking forward to seeing you around BGSW.

Best regards

Campus Recruitment Team



## Letter of Intent

Bosch Global Software Technologies Pvt Ltd (BGSW)  
123, Hosur Rd, 7th Block, Koramangala,  
Bengaluru, Karnataka 560095

Dear Karishma B B

**Hearty Congratulations!**

This communication is in reference to your candidature that was evaluated as part of the BGSW Campus Recruitment for 2022-2023. We take immense pleasure in offering you the position of an **Associate Software Engineer / Engineer** in our organization.

We have communicated your selection for Full Time Employment at BGSW to your respective college / placement office during the campus recruitment drive.

Please confirm your choice (Offer Acceptance/ Decline) via our Embark portal, after which the detailed **offer of appointment letter** will be released. Appreciate your response before **"28th September 2022, Wednesday"**.

The journey has already begun, we will come up with more engagement events/activities shortly.

Do follow us on **social media** to get frequent updates about Bosch and BGSW. We suggest that you stay connected via Embark portal for more updates.

Additional details pertaining to your remuneration (CTC), benefits & policies will be mentioned in your detailed appointment letter and the same will reach you by **January/February 2023**.

*Your journey towards attaining the best has just begun. Wishing you the very best as you stand on the threshold of your success!*

Stay safe and healthy.

**You can visit the FAQ link of the Embark portal for any clarifications and connect to us by clicking the HELP link.**

Best regards,

Campus Team



Dear Karthi N,

Welcome to the Bosch family.

We are excited to have you onboard and wish you lots of fun, luck and learning as you start your career with us at Bosch Global Software Technologies Pvt Ltd (BGSW).

BGSW is an established company with a young workforce. Our rich experience and reputation is backed by the freshness of ideas and innovation that our millennials bring to the table. Over two - thirds of our workforce comprises of youngsters like you who are curious, full of energy and always striving to do something new, something different and something which has a bigger impact. I am sure you will add to that impact and enjoy your time here at BGSW.

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## Letter of Intent

Bosch Global Software Technologies Pvt Ltd (BGSW)  
123, Hosur Rd, 7th Block, Koramangala,  
Bengaluru, Karnataka 560095

Dear Karthi N

### ***Hearty Congratulations!***

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Best regards,  
Campus Team

19 September 2022

Mr. Kavin R  
Bangalore.

Dear Kavin,

With reference to our discussions with you, we are pleased to offer you Internship in **SILICONCH SYSTEMS PVT LTD** for a period of **6 Months** Only. Your place of posting will be in **Bangalore, India**.

You will be paid a stipend of **INR 20,000/-** (Twenty Thousand only). The payment will be monthly.

The remuneration offered to you has been taken into consideration based on the responsibilities of your position in the company. Based on your performance there on, you will be converted as a regular employee on successful completion of 6 months of Internship. Your appointment for regular employment will be made based on information provided by you. If there is any discrepancy in the information such as documents/certificates submitted, we reserve the right to review your appointment.

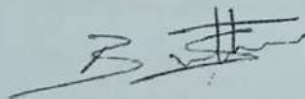
Your new position is classified as Internship.

We will consider your first day with your new responsibilities no later than **2<sup>nd</sup> January 2023**.

Notice period for termination of services from either side, i.e., by you or the company will be 15 days during Internship and 90 days once you are converted as a full time employee.

We appreciate your association with **SILICONCH SYSTEMS PVT LTD** and take this opportunity to wish you a long and successful career with us.

Sincerely,  
For **SILICONCH SYSTEMS PVT LTD**



Santhosh Balaji,  
Manager – HR & Finance

ACCEPTANCE

I, KAVIN R. hereby accept the position with Siliconch Systems Private Limited as outlined above:

Signature & Date: [Signature] 26/09/2022

**SILICONCH SYSTEMS PRIVATE LIMITED**

Corporate Office :# 591, 4th Floor, 14th Main, 15th Cross, Sector-4, HSR Layout, Bangalore - 560 102, INDIA Tel : +91 80 4975 6655

Regd. Office: #119, Janardana, 2nd Floor, 3rd Cross, 1st Phase, Reliable Residency, Haralur Main Road, Haralur, Bangalore 560 102, INDIA

GIN : U72900KA2016PTC092418

www.siliconch.com



VIASAT INDIA PRIVATE LIMITED  
MODULE 1 & 2, 5TH FLOOR, BLOCK C, GLOBAL INFOCITY PARK, NO 40, MGR SALAI,  
KANDANCHAVADI, PERUNGUDI, CHENNAI 600096

September 26, 2022

Kavinraj K  
4/211, Pudhukkadu, Kattipalayam, Mamundi Agraharam (PO), Tiruchengode (TK), Namakkal (DT)  
Namakkal, Tamil Nadu 637503

Software Engineering Internship

Dear Kavinraj,

With reference to your application for our Software Engineering Internship program, we are glad to confirm your selection for the Internship Program 2022-2023 with Viasat India Private Limited (the "Company") Chennai.

Further to your successful completion of the internship, a fulltime employment offer to join the company may be extended.

The terms of the Project Internship and benefits are mentioned below:

- Project Internship Period: 01-Feb-2023 to 31-Mar-2023
- Stipend: INR 22,000 per month (TDS applicable)
- Furnished accommodation during the internship period
- You will be eligible to claim a onetime relocation allowance up to a limit of INR 10,000/- for your one-way travel (current location to Chennai) and shipment of luggage.

Your Internship will be governed by the rules, regulations and policies of Viasat India Private Limited. The company reserves all the right to cancel/call back the grant of internship at any point in time.

Wishing you all the very best!!

Yours sincerely,

for Viasat India Private Limited

Vinod Sivadas  
Director, Human Resources

I, Kavinraj K, acknowledge and accept the internship offer at Viasat.

Thanks,

Signature:

Print Name: Kavinraj K



Ref No: MSPL / 2022 / 2149

20-May-2022

**Ms. KAVIYA SHRI M**

89, Bhagavan Kovil Street, D, Kumarapalayam, Nallampalayam(Po),  
Dharapuram(Tk), Tiruppur(Dt) - 638661.

Dear KAVIYA SHRI M,

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](mailto:info@mistralsolutions.com)

M. Kavya Shri



Annexure 1 Salary Breakup Worksheet			
Name		KAVIYA SHRI M	
Grade/Function/Department		L2/ Hardware /Engineering	
Designation		Embedded Design Engineer – Hardware Design	
Salary Component	Monthly	Annual	Remarks
Basic Salary	18,500	2,22,000	
Flexible Benefit Pay	15,191	1,82,292	Ref: Flexible Benefit Plan below
<b>Sub-total</b>	<b>33,691</b>	<b>4,04,292</b>	
<b>Special Benefits</b>			
Statutory Bonus	3,700	44,400	
Group Insurance	1,200	14,400	Insurance covering you and your family.
Provident Fund	2,220	26,640	12% of Basic as company contribution.
Gratuity	889	10,668	4.81% of Basic
Total Fixed Pay	41,700	5,00,400	
<b>Cost to Company (CTC)</b>	<b>41,700</b>	<b>5,00,400</b>	
Flexible Benefit Plan (Annual)- Options			
FBP Components	Limit	Description	
HRA	88,800	40% of Basic (Against rent receipt(s) and lease agreement)	
Telephone, Mobile and Internet	18,000	Bills Required	
Leave Travel Assistance	37,000	2 month's basic and can be availed twice in 4 years	

Your remuneration package is strictly confidential between you and the Company and should not be discussed with any one nor divulged to anyone in any manner whatsoever. This employment Offer would be in-valid or Void if disclosed or referred to any third party.

For Mistral Solutions Private Limited,

Mujahid Alam  
Chief Executive Office

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](mailto:info@mistralsolutions.com)

CIN: U72200KA1999PTC025232

[www.mistralsolutions.com](http://www.mistralsolutions.com)

M. K. ya Shri



Dear Kokulraja R,

Welcome to the Bosch family.

We are excited to have you onboard and wish you lots of fun, luck and learning as you start your career with us at Bosch Global Software Technologies Pvt Ltd (BGSW).

BGSW is an established company with a young workforce. Our rich experience and reputation is backed by the freshness of ideas and innovation that our millennials bring to the table. Over two - thirds of our workforce comprises of youngsters like you who are curious, full of energy and always striving to do something new, something different and something which has a bigger impact. I am sure you will add to that impact and enjoy your time here at BGSW.

As you Embark on this journey, ask questions to yourself and to others around you. Don't let your curiosity die. Do not hesitate or hold back. Ask yourself today, "What am I here for? And what difference can I make to this organization?" Question yourself on "whether you can do it differently?". And when you have the right answers to these question, you will innovate.

With over 25,000+ associates at BGSW, the organization has a lot to offer – our values, learning and development opportunities, career development prospects, state-of-art labs and infrastructure, work-life balance and a swarm of opportunities to hone your entrepreneurial mindset. We have it all. You just need to grab it with both hands and make use of our different platforms available to you in the organization.

We wish you success, loads of fun and a wonderful enriching career here at BGSW. We once again welcome you to the Bosch family.

Looking forward to seeing you around BGSW.

Best regards

Campus Recruitment Team



Letter of Intent

Bosch Global Software Technologies Pvt Ltd (BGSW)  
123, Hosur Rd, 7th Block, Koramangala,  
Bengaluru, Karnataka 560095

Dear Kokulraja R

*Hearty Congratulations!*

This communication is in reference to your candidature that was evaluated as part of the BGSW Campus Recruitment for 2022-2023. We take immense pleasure in offering you the position of an **Associate Software Engineer / Engineer** in our organization.

We have communicated your selection for Full Time Employment at BGSW to your respective college / placement office during the campus recruitment drive.

Please confirm your choice (Offer Acceptance/ Decline) via our Embark portal, after which the detailed **offer of appointment letter** will be released. Appreciate your response before **"28th September 2022, Wednesday"**.

The journey has already begun, we will come up with more engagement events/activities shortly.

Do follow us on **social media** to get frequent updates about Bosch and BGSW. We suggest that you stay connected via Embark portal for more updates.

Additional details pertaining to your remuneration (CTC), benefits & policies will be mentioned in your detailed appointment letter and the same will reach you by **January/February 2023**.

*Your journey towards attaining the best has just begun. Wishing you the very best as you stand on the threshold of your success!*

Stay safe and healthy.

**You can visit the FAQ link of the Embark portal for any clarifications and connect to us by clicking the HELP link.**

Best regards,  
Campus Team



Dear Mani Bharathi T,

Welcome to the Bosch family.

We are excited to have you onboard and wish you lots of fun, luck and learning as you start your career with us at Bosch Global Software Technologies Pvt Ltd (BGSW).

BGSW is an established company with a young workforce. Our rich experience and reputation is backed by the freshness of ideas and innovation that our millennials bring to the table. Over two - thirds of our workforce comprises of youngsters like you who are curious, full of energy and always striving to do something new, something different and something which has a bigger impact. I am sure you will add to that impact and enjoy your time here at BGSW.

As you Embark on this journey, ask questions to yourself and to others around you. Don't let your curiosity die. Do not hesitate or hold back. Ask yourself today, "What am I here for? And what difference can I make to this organization?" Question yourself on "whether you can do it differently?". And when you have the right answers to these question, you will innovate.

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We wish you success, loads of fun and a wonderful enriching career here at BGSW. We once again welcome you to the Bosch family.

Looking forward to seeing you around BGSW.

Best regards

Campus Recruitment Team

## Letter of Intent

Bosch Global Software Technologies Pvt Ltd (BGSW)  
123, Hosur Rd, 7th Block, Koramangala,  
Bengaluru, Karnataka 560095

Dear Mani Bharathi T

**Hearty Congratulations!**

This communication is in reference to your candidature that was evaluated as part of the BGSW Campus Recruitment for 2022-2023. We take immense pleasure in offering you the position of an **Associate Software Engineer / Engineer** in our organization.

We have communicated your selection for Full Time Employment at BGSW to your respective college / placement office during the campus recruitment drive.

Please confirm your choice (Offer Acceptance/ Decline) via our Embark portal, after which the detailed **offer of appointment letter** will be released. Appreciate your response before **"28th September 2022, Wednesday"**.

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**You can visit the FAQ link of the Embark portal for any clarifications and connect to us by clicking the HELP link.**

Best regards,  
Campus Team



VIASAT INDIA PRIVATE LIMITED  
MODULE 1 & 2, 5TH FLOOR, BLOCK C, GLOBAL INFOCITY PARK, NO 40, MGR SALAI,  
KANDANCHAVADI, PERUNGUDI, CHENNAI 600096

September 27, 2022

Mukilan A K A K  
137, Mettu street, Woraiyur  
Trichy, Tamil Nadu 620003

Software Engineering Internship

Dear Mukilan A K,

With reference to your application for our Software Engineering Internship program, we are glad to confirm your selection for the Internship Program 2022-2023 with Viasat India Private Limited (the "Company") Chennai.

Further to your successful completion of the internship, a fulltime employment offer to join the company may be extended.

The terms of the Project Internship and benefits are mentioned below:

- Project Internship Period: 01-Feb-2023 to 31-Mar-2023
- Stipend: INR 22,000 per month (TDS applicable)
- Furnished accommodation during the internship period
- You will be eligible to claim a onetime relocation allowance up to a limit of INR 10,000/- for your one-way travel (current location to Chennai) and shipment of luggage.

Your Internship will be governed by the rules, regulations and policies of Viasat India Private Limited. The company reserves all the right to cancel/call back the grant of internship at any point in time.

Wishing you all the very best!!

Yours sincerely,

for Viasat India Private Limited

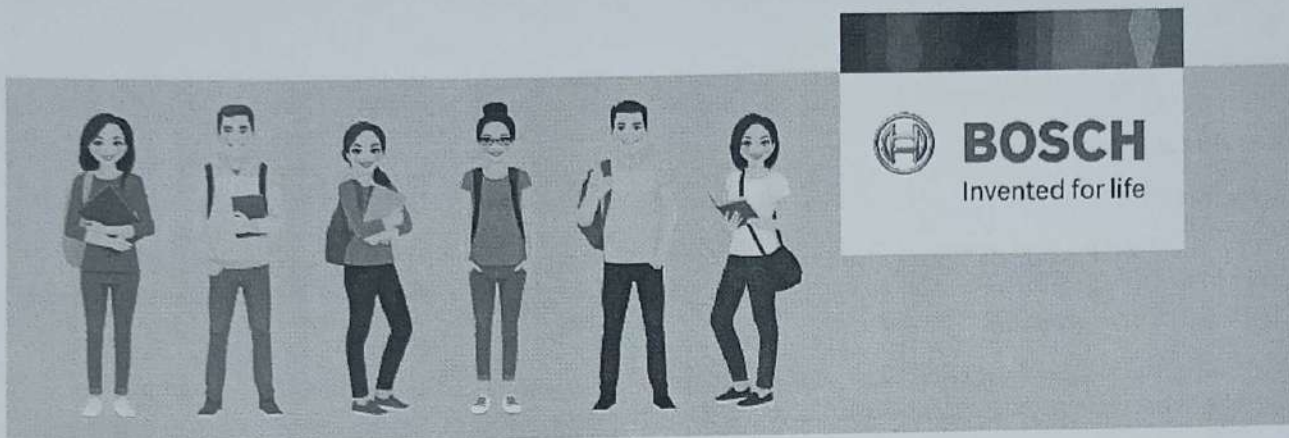
Vinod Sivadas  
Director, Human Resources

I, Mukilan A K A K, acknowledge and accept the internship offer at Viasat.

Thanks,

Signature:

Print Name: Mukilan A K A K



Dear Nirmal Ajay N,

Welcome to the Bosch family.

We are excited to have you onboard and wish you lots of fun, luck and learning as you start your career with us at Bosch Global Software Technologies Pvt Ltd (BGSW).

BGSW is an established company with a young workforce. Our rich experience and reputation is backed by the freshness of ideas and innovation that our millennials bring to the table. Over two - thirds of our workforce comprises of youngsters like you who are curious, full of energy and always striving to do something new, something different and something which has a bigger impact. I am sure you will add to that impact and enjoy your time here at BGSW.

As you Embark on this journey, ask questions to yourself and to others around you. Don't let your curiosity die. Do not hesitate or hold back. Ask yourself today, "What am I here for? And what difference can I make to this organization?" Question yourself on "whether you can do it differently?". And when you have the right answers to these question, you will innovate.

With over 25,000+ associates at BGSW, the organization has a lot to offer – our values, learning and development opportunities, career development prospects, state-of-art labs and infrastructure, work-life balance and a swarm of opportunities to hone your entrepreneurial mindset. We have it all. You just need to grab it with both hands and make use of our different platforms available to you in the organization.

We wish you success, loads of fun and a wonderful enriching career here at BGSW. We once again welcome you to the Bosch family.

Looking forward to seeing you around BGSW.

Best regards

Campus Recruitment Team



Ref No: MSPL / 2022 / 2147

20-May-2022

**Ms. PREETHI S R**

29/2, North Street, Melapattamudaiyarpuram, kaluneerkulam (po),  
Alangulam (taluk), Tenkasi-627861

Dear PREETHI S R,

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 FL Ring Road, Domlur Extn., Bangalore - 560 071 INDIA.  
Tel: +91 80 3091 2600 Fax: +91 80 2535 6444 E-mail: [info@mistralsolutions.com](mailto:info@mistralsolutions.com)

CIN: U72200KA1999PTC025232

[www.mistralsolutions.com](http://www.mistralsolutions.com)



Annexure 1 Salary Breakup Worksheet			
Name		PREETHI S R	
Grade/Function/Department		L2/ Hardware /Engineering	
Designation		Embedded Design Engineer – Hardware Design	
Salary Component	Monthly	Annual	Remarks
Basic Salary	18,500	2,22,000	
Flexible Benefit Pay	15,191	1,82,292	Ref: Flexible Benefit Plan below
<b>Sub-total</b>	<b>33,691</b>	<b>4,04,292</b>	
<b>Special Benefits</b>			
Statutory Bonus	3,700	44,400	
Group Insurance	1,200	14,400	Insurance covering you and your family.
Provident Fund	2,220	26,640	12% of Basic as company contribution.
Gratuity	889	10,668	4.81% of Basic
<b>Total Fixed Pay</b>	<b>41,700</b>	<b>5,00,400</b>	
<b>Cost to Company (CTC)</b>	<b>41,700</b>	<b>5,00,400</b>	
<b>Flexible Benefit Plan (Annual)- Options</b>			
FBP Components	Limit	Description	
HRA	88,800	40% of Basic (Against rent receipt(s) and lease agreement)	
Telephone, Mobile and Internet	18,000	Bills Required	
Leave Travel Assistance	37,000	2 month's basic and can be availed twice in 4 years	

Your remuneration package is strictly confidential between you and the Company and should not be discussed with any one nor divulged to anyone in any manner whatsoever. This employment Offer would be in-valid or Void if disclosed or referred to any third party.

For Mistril Solutions Private Limited,

Mujahid Alam  
Chief Executive Office

Regd. Office: # 60, "Adarsh Regent", 100 Ft. Ring Road, Domlur Extn., Bangalore - 560 071 INDIA.  
Tel: +91 80 3091 2606 Fax: +91 80 2535 6444 E-mail: [info@mistralsolutions.com](mailto:info@mistralsolutions.com)

CIN: U72200KA1999PTC025232

[www.mistralsolutions.com](http://www.mistralsolutions.com)



Dear Sanfiya Banu M H,

Welcome to the Bosch family.

We are excited to have you onboard and wish you lots of fun, luck and learning as you start your career with us at Bosch Global Software Technologies Pvt Ltd (BGSW).

BGSW is an established company with a young workforce. Our rich experience and reputation is backed by the freshness of ideas and innovation that our millennials bring to the table. Over two - thirds of our workforce comprises of youngsters like you who are curious, full of energy and always striving to do something new, something different and something which has a bigger impact. I am sure you will add to that impact and enjoy your time here at BGSW.

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We wish you success, loads of fun and a wonderful enriching career here at BGSW. We once again welcome you to the Bosch family.

Looking forward to seeing you around BGSW.

Best regards

Campus Recruitment Team



## Letter of Intent

Bosch Global Software Technologies Pvt Ltd (BGSW)  
123, Hosur Rd, 7th Block, Koramangala,  
Bengaluru, Karnataka 560095

Dear **Santliya Banu M H**

*Hearty Congratulations!*

This communication is in reference to your candidature that was evaluated as part of the BGSW Campus Recruitment for 2022-2023. We take immense pleasure in offering you the position of an **Associate Software Engineer / Engineer** in our organization.

We have communicated your selection for Full Time Employment at BGSW to your respective college / placement office during the campus recruitment drive.

Please confirm your choice (Offer Acceptance/ Decline) via our Embark portal, after which the detailed **offer of appointment letter** will be released. Appreciate your response before **"28th September 2022, Wednesday"**.

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Additional details pertaining to your remuneration (CTC), benefits & policies will be mentioned in your detailed appointment letter and the same will reach you by **January/February 2023**.

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Stay safe and healthy.

**You can visit the FAQ link of the Embark portal for any clarifications and connect to us by clicking the HELP link.**

Best regards,

Campus Team



Ref No: MSPL / 2022 / 2152

20-May-2022

**Mr. SATHISH R**

2/134, Pandian street, Surampatti Valasu, Erode-638009.

Dear SATHISH R,

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:

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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

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Tel: +91 80 3091 2600 Fax: +91 80 2535 6444 E-mail: [info@mistralsolutions.com](mailto:info@mistralsolutions.com)



Annexure 1 Salary Breakup Worksheet			
Name		SATHISH R	
Grade/Function/Department		L2/ Hardware /Engineering	
Designation		Embedded Design Engineer – Hardware Design	
Salary Component	Monthly	Annual	Remarks
Basic Salary	18,500	2,22,000	
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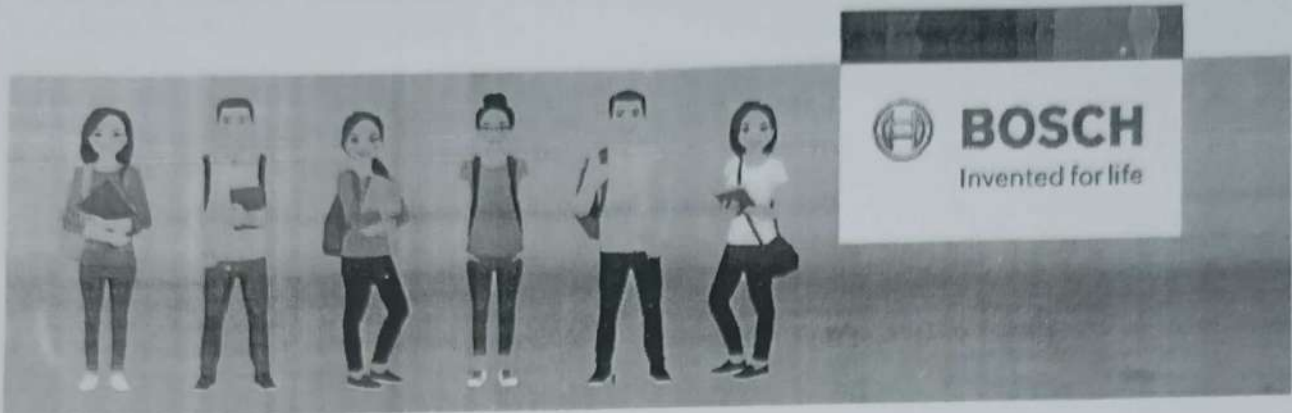
Your remuneration package is strictly confidential between you and the Company and should not be discussed with any one nor divulged to anyone in any manner whatsoever. This employment Offer would be in-valid or Void if disclosed or referred to any third party.

For Mistral Solutions Private Limited,

Mujahid Alam  
Chief Executive Office

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](mailto:info@mistralsolutins.com)



Dear Sethuraman P,

Welcome to the Bosch family.

We are excited to have you onboard and wish you lots of fun, luck and learning as you start your career with us at Bosch Global Software Technologies Pvt Ltd (BGSW).

BGSW is an established company with a young workforce. Our rich experience and reputation is backed by the freshness of ideas and innovation that our millennials bring to the table. Over two - thirds of our workforce comprises of youngsters like you who are curious, full of energy and always striving to do something new, something different and something which has a bigger impact. I am sure you will add to that impact and enjoy your time here at BGSW.

As you Embark on this journey, ask questions to yourself and to others around you. Don't let your curiosity die. Do not hesitate or hold back. Ask yourself today, "What am I here for? And what difference can I make to this organization?" Question yourself on "whether you can do it differently?". And when you have the right answers to these question, you will innovate.

With over 25,000+ associates at BGSW, the organization has a lot to offer – our values, learning and development opportunities, career development prospects, state-of-art labs and infrastructure, work-life balance and a swarm of opportunities to hone your entrepreneurial mindset. We have it all. You just need to grab it with both hands and make use of our different platforms available to you in the organization.

We wish you success, loads of fun and a wonderful enriching career here at BGSW. We once again welcome you to the Bosch family.

Looking forward to seeing you around BGSW.

Best regards

Campus Recruitment Team

### Letter of Intent

Bosch Global Software Technologies Pvt Ltd (BGSW)  
123, Hosur Rd, 7th Block, Koramangala,  
Bengaluru, Karnataka 560095

Dear Sethuraman P

*Hearty Congratulations!*

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We have communicated your selection for Full Time Employment at BGSW to your respective college / placement office during the campus recruitment drive.

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Stay safe and healthy.

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Best regards,

Campus Team



Dear Sivanesh Murthi,

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Best regards,

Campus Team



## 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

### PROVISIONAL OFFER LETTER

To

Sneha.k

Date: 25/08/2022

Ref No: GET/1/PT/5/2023

Congratulations!

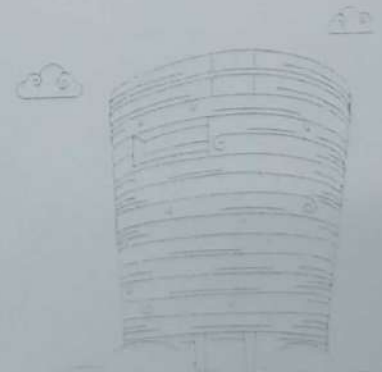
Based on your various rounds of interviews with ZOHO at your campus, we are pleased to offer you an internship opportunity as a "Project Trainee" as and when your final semester begins. We expect you to work on the project on a full time basis for a period of 5-6 months. During this project tenure you will be paid a stipend of Rs.20,000/- (Rupees Twenty Thousand Only).

If your project work and conduct are found to be completely satisfactory and if Zoho has resource requirements, you may be considered for employment in accordance with Zoho's then current policy. The soft copy of the Internship letter will be sent to your email id and the hard copies will be handed over to you on your date of joining.

It is our pleasure that you have chosen us and we look forward to welcome you aboard!

Good Luck!

Authorized Signatory



Corporate Identification No: U40100TN2010PTC075961



**Offer of Training and Employment**

**Private & Confidential**

**Dated : Aug 18, 2022**

**Vinupriya K P**  
2 JJ Awanue, Kalingiyam main  
road, Vellangattupalayam  
Gobichettipalayam, Erode – 638 453  
+91 9360471400

Dear Vinupriya

I am pleased to offer you a position with Smart IOPS (India) Research Center Private Limited ("Company"), a subsidiary of Smart IOPS, Inc., USA, as Member of Technical Staff. You will be on probation for the first six months from the start of full-time employment after completion of graduation.

**1. Remuneration**


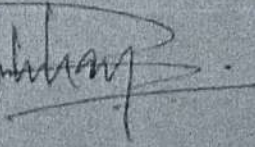
The details of your payment is set out in Appendix A of this document. Information relating to your payment is strictly confidential and you must treat it as a confidential document.

**2. Reporting**

You will be reporting to the Manager/Team Lead as per the instruction of the Managing Director. Should a need arise, you may be expected to travel to any of our offices worldwide.

**3. Resignation**

a) Resignation from employment shall be with six months' notice in writing within 36 months of joining the company, and with three months' notice beyond 36 months of joining the company. Such notice may not be offset by unused leave of any kind. No leaves except emergency medical leave is allowed during notice period.





8/2, Novel Office Center  
Ulsoor road, Bangalore,  
Karnataka 560042  
U72200KA2014FTC077662

Private & Confidential

Appendix A

Date – Aug 18, 2022

This document is Appendix A of the Offer of Employment

**Vinupriya K P**

Monthly stipend during internship period: Rs. 15,000/-

First Year CTC : Rs. 420,000/- per annum, after completion of internship (completion of degree)

Second Year CTC : Minimum of Rs. 500,000/- per annum, based on successful performance during first year

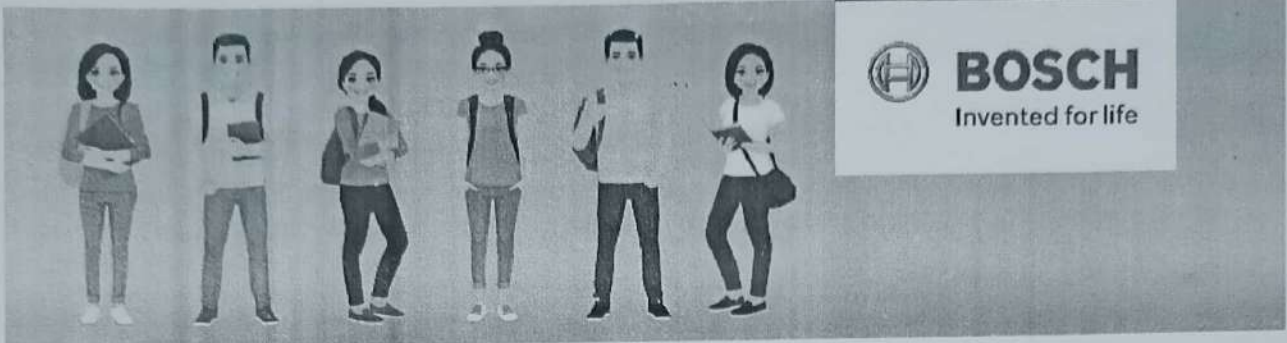
Third Year CTC : Minimum of Rs. 650,000/- per annum, based on successful performance during second year

If you wish to leave the position within 36 months from the date of joining the company, notice period of 6 months is required. Beyond 36 months, notice period will be 3 months.

Managing Director

Smart IOPS (India) Research Center Private Limited

Accepted  
Jumiv



Dear Vishnupriya E,

Welcome to the Bosch family.

We are excited to have you onboard and wish you lots of fun, luck and learning as you start your career with us at Bosch Global Software Technologies Pvt Ltd (BGSW).

BGSW is an established company with a young workforce. Our rich experience and reputation is backed by the freshness of ideas and innovation that our millennials bring to the table. Over two - thirds of our workforce comprises of youngsters like you who are curious, full of energy and always striving to do something new, something different and something which has a bigger impact. I am sure you will add to that impact and enjoy your time here at BGSW.

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Looking forward to seeing you around BGSW.

Best regards  
Campus Recruitment Team

Letter of Intent

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123, Hosur Rd, 7th Block, Koramangala,  
Bengaluru, Karnataka 560095

Dear Vishnupriya E

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Best regards,

Campus Team



Dear Anne Shifana S R,

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Best regards

Campus Recruitment Team

**Letter of Intent**

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123, Hosur Rd, 7th Block, Koramangala,  
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**Dear Anne Shifana S R**

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Campus Team



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

Ph: +91 - 44 - 6744 7070

www.zohocorp.com

SEZ Unit

### PROVISIONAL OFFER LETTER

To

Maharaja . S

Date: 25/08/2022

Ref No: GCT/1/23/2023

Congratulations!

Based on your various rounds of interviews with ZOHO at your Campus, we are happy to inform you that you are being offered the position of **Member Technical Staff**. Your annual cost to the Company is Rs.5,60,000 (Rupees Five Lakh Sixty Thousand Only).

We would like to extend you an internship opportunity as a "Project Trainee" as and when your final semester begins. We expect you to work on the project on a full time basis for a period of 5-6 months. During this project tenure you will be paid a stipend of Rs. 20,000/- (Rupees Twenty Thousand Only) This employment offer is valid subject to successful completion of your project.

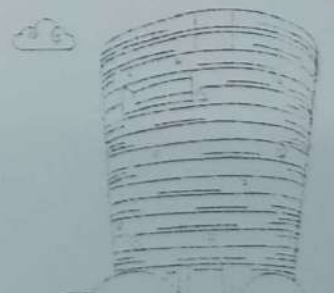
(Note: The above may not apply to you if your College does not permit internships).

The breakup of your gross salary and benefits will be shared with you soon through a detailed Offer letter. The soft copy of the letter will be sent to your personal email ID and the hard copies will be handed over to you on your date of joining.

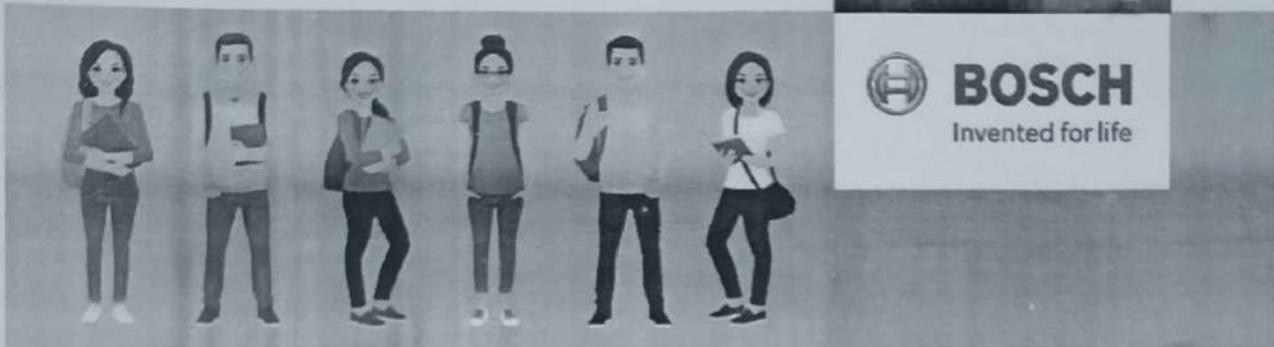
It is our pleasure that you have chosen us and we look forward to welcome you aboard!

Good Luck!

Authorized Signatory



Corporate Identification No: U40100TN2010PTC075961



Dear Meianandavel T,

Welcome to the Bosch family.

We are excited to have you onboard and wish you lots of fun, luck and learning as you start your career with us at Bosch Global Software Technologies Pvt Ltd (BGSW).

BGSW is an established company with a young workforce. Our rich experience and reputation is backed by the freshness of ideas and innovation that our millennials bring to the table. Over two - thirds of our workforce comprises of youngsters like you who are curious, full of energy and always striving to do something new, something different and something which has a bigger impact. I am sure you will add to that impact and enjoy your time here at BGSW.

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Looking forward to seeing you around BGSW.

Best regards  
Campus Recruitment Team



## Letter of Intent

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123, Hosur Rd, 7th Block, Koramangala,  
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Best regards,

Campus Team



Dear Prasanthi T,

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**Letter of Intent**

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Dear Raga Varshini R,

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Dear Ram Sri Hari S,

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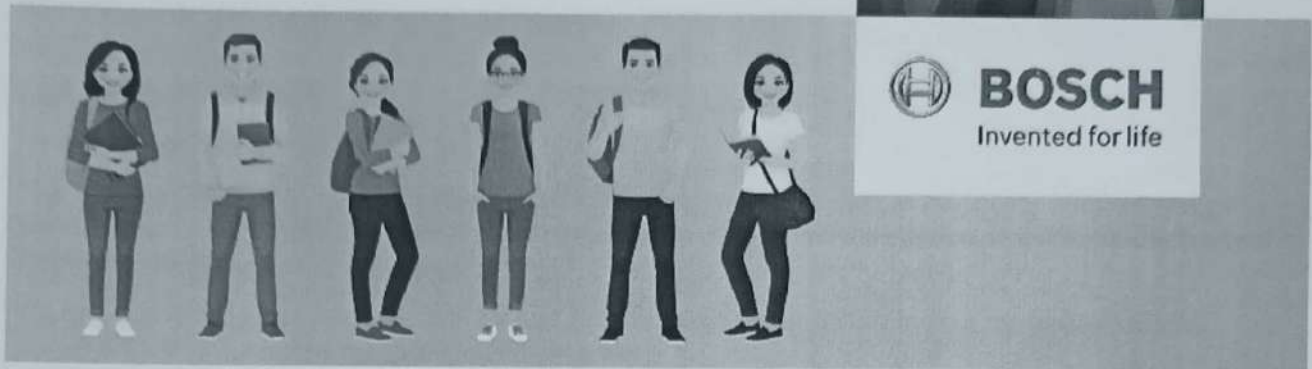
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Best regards,  
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Dear Santhosh Kumar S,

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We are excited to have you onboard and wish you lots of fun, luck and learning as you start your career with us at Bosch Global Software Technologies Pvt Ltd (BGSW).

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As you Embark on this journey, ask questions to yourself and to others around you. Don't let your curiosity die. Do not hesitate or hold back. Ask yourself today, "What am I here for? And what difference can I make to this organization?" Question yourself on "whether you can do it differently?". And when you have the right answers to these question, you will innovate.

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We wish you success, loads of fun and a wonderful enriching career here at BGSW. We once again welcome you to the Bosch family.

Looking forward to seeing you around BGSW.

Best regards

Campus Recruitment Team



Letter of Intent

Bosch Global Software Technologies Pvt Ltd (BGSW)  
123, Hosur Rd, 7th Block, Koramangala,  
Bengaluru, Karnataka 560095

Dear Santhosh Kumar S

**Hearty Congratulations!**

This communication is in reference to your candidature that was evaluated as part of the BGSW Campus Recruitment for 2022-2023. We take immense pleasure in offering you the position of an **Associate Software Engineer / Engineer** in our organization.

We have communicated your selection for Full Time Employment at BGSW to your respective college / placement office during the campus recruitment drive.

Please confirm your choice (Offer Acceptance/ Decline) via our Embark portal, after which the detailed **offer of appointment letter** will be released. Appreciate your response before **"28th September 2022, Wednesday"**.

The journey has already begun, we will come up with more engagement events/activities shortly.

Do follow us on **social media** to get frequent updates about Bosch and BGSW. We suggest that you stay connected via Embark portal for more updates.

Additional details pertaining to your remuneration (CTC), benefits & policies will be mentioned in your detailed appointment letter and the same will reach you by **January/February 2023**.

*Your journey towards attaining the best has just begun. Wishing you the very best as you stand on the threshold of your success!*

Stay safe and healthy.

**You can visit the FAQ link of the Embark portal for any clarifications and connect to us by clicking the HELP link.**

Best regards,

Campus Team



Dear Swetha T,

Welcome to the Bosch family.

We are excited to have you onboard and wish you lots of fun, luck and learning as you start your career with us at Bosch Global Software Technologies Pvt Ltd (BGSW).

BGSW is an established company with a young workforce. Our rich experience and reputation is backed by the freshness of ideas and innovation that our millennials bring to the table. Over two - thirds of our workforce comprises of youngsters like you who are curious, full of energy and always striving to do something new, something different and something which has a bigger impact. I am sure you will add to that impact and enjoy your time here at BGSW.

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Best regards  
Campus Recruitment Team

## Letter of Intent

Bosch Global Software Technologies Pvt Ltd (BGSW)  
123, Hosur Rd, 7th Block, Koramangala,  
Bengaluru, Karnataka 560095

Dear Swetha T

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Best regards,

Campus Team



Dear Dharun D,

Welcome to the Bosch family.

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BGSW is an established company with a young workforce. Our rich experience and reputation is backed by the freshness of ideas and innovation that our millennials bring to the table. Over two - thirds of our workforce comprises of youngsters like you who are curious, full of energy and always striving to do something new, something different and something which has a bigger impact. I am sure you will add to that impact and enjoy your time here at BGSW.

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Best regards

Campus Recruitment Team

### Letter of Intent

Bosch Global Software Technologies Pvt Ltd (BGSW)  
123, Hosur Rd, 7th Block, Koramangala,  
Bengaluru, Karnataka 560095

Dear Dharun D

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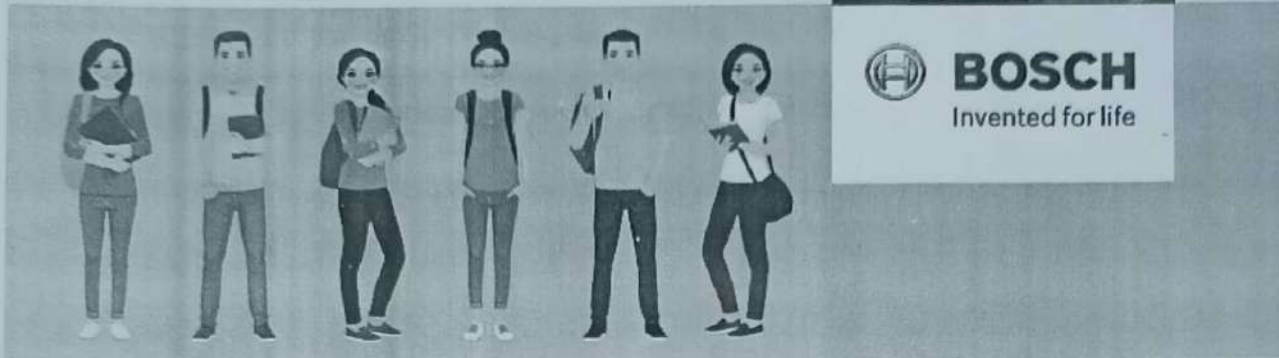
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Campus Team



Dear Arun M,

Welcome to the Bosch family.

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Best regards

Campus Recruitment Team

Letter of Intent

Bosch Global Software Technologies Pvt Ltd (BGSW)  
123, Hosur Rd, 7th Block, Koramangala,  
Bengaluru, Karnataka 560095

Dear Arun M

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Best regards,

Campus Team



Dear Infusmath S,

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Campus Recruitment Team



**Letter of Intent**

Bosch Global Software Technologies Pvt Ltd (BGSW)  
123, Hosur Rd, 7th Block, Koramangala,  
Bengaluru, Karnataka 560095

**Dear Indhumathi S**

***Hearty Congratulations!***

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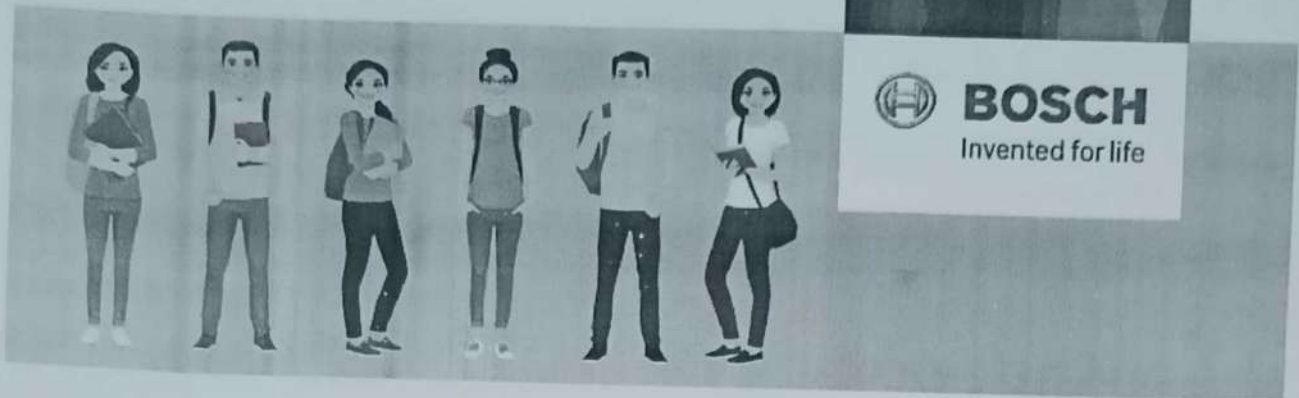
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Best regards,

Campus Team



Dear Iyappan V,

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Looking forward to seeing you around BGSW.

Best regards

Campus Recruitment Team

## Letter of Intent

Bosch Global Software Technologies Pvt Ltd (BGSW)  
123, Hosur Rd, 7th Block, Koramangala,  
Bengaluru, Karnataka 560095

Dear Iyappan V

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Best regards,  
Campus Team

19 September 2022

Ms. Monisha  
Bangalore.

Dear Monisha,

With reference to our discussions with you, we are pleased to offer you Internship in SILICONCH SYSTEMS PVT LTD for a period of 6 Months Only. Your place of posting will be in Bangalore, India.

You will be paid a stipend of INR 20,000/- (Twenty Thousand only). The payment will be monthly.

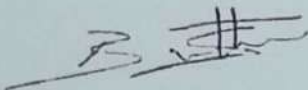
The remuneration offered to you has been taken into consideration based on the responsibilities of your position in the company. Based on your performance there on, you will be converted as a regular employee on successful completion of 6 months of Internship. Your appointment for regular employment will be made based on information provided by you. If there is any discrepancy in the information such as documents/certificates submitted, we reserve the right to review your appointment.

Your new position is classified as Internship.

We will consider your first day with your new responsibilities no later than 2<sup>nd</sup> January 2023. Notice period for termination of services from either side, i.e., by you or the company will be 15 days during Internship and 90 days once you are converted as a full time employee.

We appreciate your association with SILICONCH SYSTEMS PVT LTD and take this opportunity to wish you a long and successful career with us.

Sincerely,  
For SILICONCH SYSTEMS PVT LTD



Santhosh Balaji,  
Manager – HR & Finance

ACCEPTANCE

I, Monisha.R hereby accept the position with Siliconch Systems Private Limited

as outlined above:

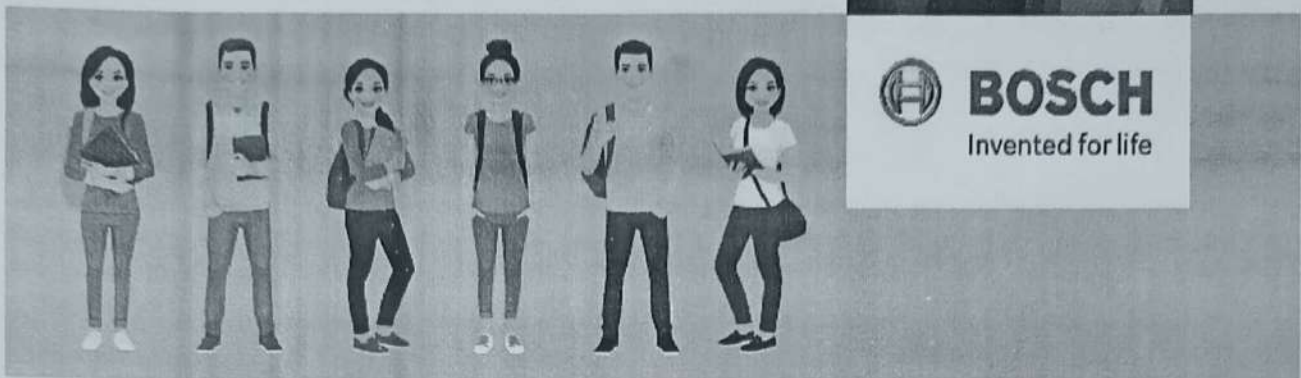
Signature & Date: MAR, 26/09/22

**SILICONCH SYSTEMS PRIVATE LIMITED**

Corporate Office : # 591, 4th Floor, 14th Main, 15th Cross, Sector-4, HSR Layout, Bangalore - 560 102, INDIA Tel : +91 80 4975 6655  
Regd. Office: #119, Janardana, 2nd Floor, 3rd Cross, 1st Phase, Reliable Residency, Haralur Main Road, Haralur, Bangalore 560 102, INDIA

CIN : U72900KA2016PTC092418

www.siliconch.com



Dear Rubesh R,

Welcome to the Bosch family.

We are excited to have you onboard and wish you lots of fun, luck and learning as you start your career with us at Bosch Global Software Technologies Pvt Ltd (BGSW).

BGSW is an established company with a young workforce. Our rich experience and reputation is backed by the freshness of ideas and innovation that our millennials bring to the table. Over two - thirds of our workforce comprises of youngsters like you who are curious, full of energy and always striving to do something new, something different and something which has a bigger impact. I am sure you will add to that impact and enjoy your time here at BGSW.

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Looking forward to seeing you around BGSW.

Best regards  
Campus Recruitment Team

Letter of Intent

Bosch Global Software Technologies Pvt Ltd (BGSW)  
123, Hosur Rd, 7th Block, Koramangala,  
Bengaluru, Karnataka 560095

Dear Rubesh R

*Hearty Congratulations!*

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Best regards,

Campus Team



Ref No: MSPL / 2022 / 2151

20-May-2022

**Mr. VENKADESH P**

7/201(1), Kamaraj Nagar, Athisayapuram, Rajagopalaperi(po),  
VK Pudur(Tk), Tenkasi(Dt) -627861.

Dear VENKADESH P,

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](mailto:info@mistralsolutins.com)



Annexure 1 Salary Breakup Worksheet			
Name		VENKADESH P	
Grade/Function/Department		L2/ Hardware /Engineering	
Designation		Embedded Design Engineer – Hardware Design	
Salary Component	Monthly	Annual	Remarks
Basic Salary	18,500	2,22,000	
Flexible Benefit Pay	15,191	1,82,292	Ref: Flexible Benefit Plan below
<b>Sub-total</b>	<b>33,691</b>	<b>4,04,292</b>	
<b>Special Benefits</b>			
Statutory Bonus	3,700	44,400	
Group Insurance	1,200	14,400	Insurance covering you and your family.
Provident Fund	2,220	26,640	12% of Basic as company contribution.
Gratuity	889	10,668	4.81% of Basic
Total Fixed Pay	41,700	5,00,400	
<b>Cost to Company (CTC)</b>	<b>41,700</b>	<b>5,00,400</b>	
<b>Flexible Benefit Plan (Annual)- Options</b>			
FBP Components	Limit	Description	
HRA	88,800	40% of Basic (Against rent receipt(s) and lease agreement)	
Telephone, Mobile and Internet	18,000	Bills Required	
Leave Travel Assistance	37,000	2 month's basic and can be availed twice in 4 years	

Your remuneration package is strictly confidential between you and the Company and should not be discussed with any one nor divulged to anyone in any manner whatsoever. This employment Offer would be In-valid or Void if disclosed or referred to any third party.

For **Mistral Solutions Private Limited,**

**Mujahid Alam**  
Chief Executive Office

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](mailto:info@mistralsolutins.com)

CIN: U72200KA1999PTC025232

[www.mistralsolutions.com](http://www.mistralsolutions.com)





Ref No: MSPL / 2022 / 2150

20-May-2022

**Mr. VIKRAM P**

209, Pathan street, Chettipalli, Orappam, Bargur, Krishnagiri-635108.

Dear VIKRAM P,

Welcome to the MISTRAL Family!!!

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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](mailto:info@mistralsolutions.com)



**Annexure 1  
Salary Breakup Worksheet**

<b>Name</b>		<b>VIKRAM P</b>	
<b>Grade/Function/Department</b>		<b>L2/ Hardware /Engineering</b>	
<b>Designation</b>		<b>Embedded Design Engineer – Hardware Design</b>	
<b>Salary Component</b>	<b>Monthly</b>	<b>Annual</b>	<b>Remarks</b>
Basic Salary	18,500	2,22,000	
Flexible Benefit Pay	15,191	1,82,292	Ref: Flexible Benefit Plan below
<b>Sub-total</b>	<b>33,691</b>	<b>4,04,292</b>	
<b>Special Benefits</b>			
Statutory Bonus	3,700	44,400	
Group Insurance	1,200	14,400	Insurance covering you and your family.
Provident Fund	2,220	26,640	12% of Basic as company contribution.
Gratuity	889	10,668	4.81% of Basic
<b>Total Fixed Pay</b>	<b>41,700</b>	<b>5,00,400</b>	
<b>Cost to Company (CTC)</b>	<b>41,700</b>	<b>5,00,400</b>	
<b>Flexible Benefit Plan (Annual)- Options</b>			
<b>FBP Components</b>	<b>Limit</b>	<b>Description</b>	
HRA	88,800	40% of Basic (Against rent receipt(s) and lease agreement)	
Telephone, Mobile and Internet	18,000	Bills Required	
Leave Travel Assistance	37,000	2 month's basic and can be availed twice in 4 years	

Your remuneration package is strictly confidential between you and the Company and should not be discussed with any one nor divulged to anyone in any manner whatsoever. This employment Offer would be in-valid or Void if disclosed or referred to any third party.

For **Mistral Solutions Private Limited,**

**Mujahid Alam**  
Chief Executive Office

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](mailto:info@mistralsolutions.com)

CIN: U72200KA1999PTC025232

[www.mistralsolutions.com](http://www.mistralsolutions.com)

## **EMPLOYMENT AGREEMENT**

*This agreement lays down the terms of Employment, agreed upon by the employer and Employee. Whether stated explicitly in the agreement or not, both the Employee and the employer have the duty of mutual confidence and trust, and to make only lawful and reasonable demands on each other.*

---

—  
This EMPLOYMENT AGREEMENT (Hereinafter, the “Agreement”) is entered on 22<sup>nd</sup> October 2022. The date of joining for the employee will be **2nd January 2023** (Effective Date).

### **BY AND BETWEEN**

**AIGLOBALNET Private Limited**, a company, incorporated under the Indian Companies Act, having its registered office at 405, B Wing, 4<sup>th</sup> Floor, Mittal Towers, MG Road, Bangalore-560001, (hereinafter referred to as the “Company” or “Employer”, which expression shall, unless repugnant to the meaning or context hereof, be deemed to include all permitted successors and assigns),

### **AND**

**Akshaya A, D/o Arunkumar K**, aged **21** years and having permanent address as 5/399, Maranodai Road, Senjikuppam, Gedilam, Thirunavalur post, Ulundurpet Taluk, Villupuram (dt) - 607204 (Hereinafter referred to as the "Employee", which expression shall, unless repugnant to the meaning or context hereof, be deemed to include all permitted successors and assigns).

**WHEREAS**, the parties hereto desire to enter into this Agreement to define and set forth the terms and conditions of the Employment of the Employee by the Company;

**NOW, THEREFORE**, in consideration of the mutual covenants and agreements set forth below, it is hereby covenanted and agreed by the Company and the Employee as follows:

### **1. Interpretation**

In this Agreement, the following terms shall have the following meanings:

- ii. To understand the target audience and draft creative content accordingly.
  - iii. To engage with the audience and drive traffic to website, product and all other official social media handles of the organization.
  - iv. Help the company to achieve its mission.
  - v. Any other services as may be required from time to time.
- b. The Employee shall at all times, be subject to and bound by the rules and regulations of the Employer as may be in force from time to time or as may be brought to his notice by the Employer. The Employee shall comply with all the policies of the Employer issued from time to time.
- c. The Employee shall not commit any act or misconduct, or commit any acts subversive to the discipline of the Employer, or otherwise misbehave in a manner that would be construed as being in violation of the rules of the Employer for the time being in force.
- d. The Employee shall abide by the Code of Ethics of the Company and shall maintain decorum within the Company premises.
- e. The Employee agrees that during the term of this Agreement, the Employee shall work exclusively for the Employer and will not perform or undertake to perform any Work for any other person without the prior written permission of the Employer. For the purposes of this Agreement, "**Work**" shall mean and include any job, service, consultation, training, piece-work or contract work carried out by the Employee for the benefit of any third party either through himself or through any other person or legal entity for monetary gain or otherwise.

## **5. Compensation.**

Subject to the following provisions of this Agreement, during the Employment Period, the Employee shall be compensated for his services as follows:

- a. The total CTC will be **INR Five Lakh per annum (5L/annum)** out of which INR 400000 (Four Lakh) will be the fixed pay and INR 50000 (Fifty Thousand) will be the variable pay.
- b. The remaining INR 50000 (fifty thousand) of the total CTC will be provided as a bonus in installments. (INR 25000 after every 6 months).
- c. The salary will be subject to such normal statutory deductions by the Employer.



## **JOB OFFER FOR LIMITED TERM CONTRACT**

This Job Offer Letter (the "**Contract**") is made on this day, 28 November 2022

### **BETWEEN**

**SOBHA MODULAR IND.LLC** having its Registered Office at PO Box: 25654 25654 , MBR City, Nad Al Sheba 1, Dubai, United Arab Emirates. .

### **AND**

**Azhagusuja Manoharan** an Indian, holder of Passport number Z6672156 (hereinafter referred to as the "**Employee**").

The Employer and the Employee collectively referred to as the "**Parties**" and individually referred to as a "**Party**".

WHEREAS, THE PARTIES HERETO HAVE MUTUALLY AGREED AS FOLLOWS:

#### **(1) Position**

The Employee is hereby appointed as **GET Production** on the terms and conditions stated and agreed herein.

#### **(2) Effective Date and Contract Period:**

This Contract shall be effective from the date the Employee joins the Employer and shall remain valid for an limited period unless terminated in accordance with the provisions of Ministry of Labor Contract (MOL).

#### **(3) Probation:**

The Employee shall be on probation for the period indicated in **Annexure A**. During the probation period, the Employer reserves the right to terminate the employment of the Employee forthwith upon notice.

At the end of probation period, the performance of the Employee shall be evaluated by the management and his employment shall be confirmed if the performance is found to be satisfactory. In case his performance is found unsatisfactory, the Employer shall have the right to terminate the Employee's employment forthwith upon notice.

#### **(4) Location of Work:**

The Employee shall be assigned to work at **SOBHA MODULAR IND.LLC in RAK, UAE**. However, during the period of employment, the Employee may be assigned or transferred to any of the Offices/departments/divisions/ of the Employer or its subsidiaries located in the UAE or any other country.

SOBHA MODULAR IND.LLC, RAK, UAE.



---

## Fwd: Document from Varshini S

1 message

---

**35 Sasikumar N** <sasi.1915135@gct.ac.in>  
To: production-placements-2023@gct.ac.in

Tue, 1 Nov 2022 at 8:58 pm

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

From: **GCT Placement Cell** <gctplacements@gct.ac.in>  
Date: Tue, 1 Nov 2022, 18:40  
Subject: Fwd: Document from Varshini S  
To: <gct\_placements2019-2023@gct.ac.in>

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

From: <soma@aquagroup.in>  
Date: Tue, Nov 1, 2022, 2:19 PM  
Subject: RE: Document from Varshini S  
To: GCT Placement Cell <gctplacements@gct.ac.in>

Dear Professor,

We are glad to inform you that the following students have been shortlisted for our Aquasub Engineering Unit V Foundry, Chinnakuyili Kallapalayam, Coimbatore – 641201.

1. Ms. Azhagusuja Manoharan, B E Production Engineering
2. Ms. Dhanya Sree V, Post Graduate in Engineering Design
3. Ms. Dharshana G, B E Production Engineering

They can join immediately after successfully completing their course. They will be in training for one year. During training they will be paid a stipend of Rs. 20000/- per month. If found suitable, and the students wish to continue further, they may be recruited in roll after one year.

Please feel free to call the undersigned for clarification needed, if any.

With regards,  
Somasundaram A S

**From:** GCT Placement Cell [mailto:gctplacements@gct.ac.in]  
**Sent:** 29 October 2022 13:24  
**To:** Soma@aquagroup.in  
**Subject:** Fwd: Document from Varshini S

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

From: **45 VARSHINI S** <vars.1915145@gct.ac.in>  
Date: Wed, Oct 26, 2022, 5:12 PM  
Subject: Document from Varshini S  
To: <gctplacements@gct.ac.in>



**Offer: Computer Consultancy**  
**Ref: TCSL/CT20223928202/Chennai**  
**Date: 04/10/2022**

Mr. Barani P  
4-524Thanganagar,  
Pachaperumalpatti,  
Tiruchirapalli-621003,  
Tamil Nadu.  
Tel# -

Dear Barani 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 &

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**TCSL/CT20223928202**

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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



## OFFER LETTER

September 22nd , 2022  
Coimbatore

To,  
Mr. Bhala Sundar M S,  
Coimbatore.

**Dear Mr. Bhala Sundar,**

We take great pleasure to welcome you to be an integral part of our EXTERRO family. We are pleased to Offer you the post of Internship Trainee in our organization subject to the certain terms & conditions which would be declared in appointment letter. This letter of offer supersedes all other communications made to you prior to the date of issue of the appointment letter.

This offer letter outlines only the basic terms which are not exhaustive and does not include the detailed terms and conditions of your employment. This offer is contingent on a candidature reference and successful completion of the background check done by the company.

### Start Date

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

### Performance Assessments

Performance assessments will be done on a quarterly basis. Your increments are discretionary and will be subject to and on the basis of your effective performance and results during the assessment period. This will be also decided based on the performance of the organization during the assessment period. Generally compensation reviews would be done once a year after probation.

*Bhala sundar*

23 Sep 2022





**Offer: Computer Consultancy**  
**Ref: TCSL/CT20223922034/Chennai**  
**Date: 13/09/2022**

Ms. Dhanya Shree B  
1/257, Samba Thottam,  
Velappanaickenpalayam,  
Coimbatore-641669,  
Tamilnadu.  
Tel# -

Dear Dhanya Shree B,

**Sub: Letter of Offer**

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

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

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

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

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

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**TCSL/CT20223922034**

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**TATA CONSULTANCY SERVICES**  
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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



Mu Sigma

Date: September 06, 2022

Gopinath P  
Candidate ID:C2023722  
GCT- Coimbatore

Dear Gopinath ,

**Congratulations** - We are thrilled to invite you to embark on a Decision Sciences journey with Mu Sigma, the world's largest pure-play Big Data Analytics & Decision Support company. With a worldwide footprint, Mu Sigma acts as a Transformation Sherpa for its customers in their endeavor to change the way they compete.

Since inception, Mu Sigma has challenged traditional paradigms of learning modes, problem-solving, decision-making, and leadership to enable and accelerate the journey of young problem-solvers into global leaders that transform the journey of Fortune 500 organizations. **Our model has demonstrated that young and fearless decision sciences leaders can be groomed through unrivaled training & unparalleled work experience.**

With Mu Sigma, you belong to a special category of people who are not only building a path-breaking Company, but also laying the foundation for a new industry. You have a rare opportunity to be part of a team that is defining the space of decision sciences, as well as challenging widely held business practices and beliefs along the way.

**At Mu Sigma, you will be challenged and you will challenge every day** – you will be encouraged and rewarded for questions over answers, for challenging the status quo, for asking 'why not' over 'why', for being daring enough to counter experience with experiments, and for being bold enough to question traditional knowledge with new learnings. You will solve complex problems for Fortune 500 giants across Retail, Healthcare, CPG, Insurance, Automobile, and many other industries by combining Math, Business Acumen, Technology, Behavioral Sciences, and Design Thinking.

We trust you are as excited as us by the opportunities the future holds, and if you are committed to evolving into an elite decision sciences leader, **we invite you to undertake this journey with us.**

---

## Mu Sigma Business Solutions Private Limited

Registered Office: Aviator Building, Level 14, Ascendas – ITPL SEZ Zone Whitefield Road, Bangalore, Karnataka - KA – INDIA – 560066

Tel: +91 80 7154 8000 | Fax: +91 80 7154 8060 | Email: [info@mu-sigma.com](mailto:info@mu-sigma.com) | Website: [www.mu-sigma.com](http://www.mu-sigma.com)

CIN: U74140KA2005PTC036309

Mr. Guna Sekaran G  
S/O Mr. Govindarajan N  
68,  
Kothigutalapalli, Krishnagiri,  
Tamil Nadu - 635120.

Dear Mr. Guna Sekaran G,

With reference to your application and the subsequent interview held on **13/01/2023**, the Management is pleased to permit you to undergo training under the following terms and conditions:

1. You are engaged as **Graduate Engineer Trainee (Grade. TRN-EN1.99)** in **HRD - Trainees** Department in our **Textile Machinery Division**, 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 mentioned in Annexure A.
3. During the training period, you will be eligible for Annual Bonus, contribution to Provident Fund as per the Rules.
4. You will not be eligible for any other allowance / payment applicable to other staff members.
5. You will be entitled for 2 days leave per every completed month of training.
6. 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.
7. You will be retained in the same spell of training by extension or terminated from training, if the management is of the opinion that you do not show/evince interest in learning and or if you fail to attend the minimum required date.

Contd.2

Annexure-A

Annexure to the Offer letter HRD/Offer/FN:R062023/080 dated 27-04-2023 given to Mr. Guna Sekaran G

SALARY COMPUTATION		
Components	Per Annum	Per Month
Basic	120000	10000
HRA	72000	6000
Special Allowances	72000	6000
Medical Reimbursement	9996	833
Misc Allowance	80412	6701
<b>Gross Salary</b>	<b>354408</b>	<b>29534</b>
Provident Fund	21600	1800
Bonus	24000	2000
<b>CTC</b>	<b>400008</b>	<b>33334</b>

With Regards  
For LAKSHMI MACHINE WORKS LIMITED



SANJAY AHUJA  
HEAD - HR

## OFFER LETTER

Ref: GANIT/HR/CR/2022

Date: 31/08/2022

Name

**Hirithi Nandha K**

Email

**hiri.1915112@gct.ac.in**

Contact

**9150697784**

Dear **Hirithi**,

**Congratulations. Welcome to the exciting world of Data Science!**

We are pleased to offer you the role of **Data Analyst**. You are offered an annual compensation (CTC) of INR 6,00,000/- (Rupees Six Lakhs only).

Your joining date will be announced at the end of the current academic year. You will receive communication on your joining, on-boarding and other procedures a month prior to your joining date.

In case of any queries that you might have please feel free to contact the recruitment team of GANIT at [campusqueries@ganitinc.com](mailto:campusqueries@ganitinc.com)

Welcome to Ganit and wish you an exciting career with us!

Yours Sincerely,



**Ashok Harwani**

Director





**Offer: Computer Consultancy**  
**Ref: TCSL/CT20223917951/Chennai**  
**Date: 04/10/2022**

Mr. Karthik S  
7 Blossom Street Kenathu KaaduPuthupalayam,  
Avinashi,  
Tiruppur-641663,  
Tamilnadu.  
Tel# -9655705899

Dear Karthik S,

**Sub: Letter of Offer**

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

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

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

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

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

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**TCSL/CT20223917951**

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**TATA CONSULTANCY SERVICES**  
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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com



## OFFER LETTER

January 27th , 2022  
Coimbatore

To,  
Mr. Karthik Vignesh,  
Coimbatore.

Dear Mr. Karthik,

We take great pleasure to welcome you to be an integral part of our EXTERRO family. We are pleased to Offer you the post of **Internship Trainee** in our organization subject to the certain terms & conditions which would be declared in appointment letter. This letter of offer supersedes all other communications made to you prior to the date of issue of the appointment letter.

This offer letter outlines only the basic terms which are not exhaustive and does not include the detailed terms and conditions of your employment. This offer is contingent on a candidature reference and successful completion of the background check done by the company.

### **Start Date**

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

### **Performance Assessments**

Performance assessments will be done on a quarterly basis. Your increments are discretionary and will be subject to and on the basis of your effective performance and results during the assessment period. This will be also decided based on the performance of the organization during the assessment period. Generally compensation reviews would be done once a year after probation.

A small, square, grey box containing a handwritten signature in black ink, which appears to be "g. k. v.".



**Annexure A- Exterro R&D Salary Package - During Probation Period/Stipend**

LEVEL	COMPONENTS	MONTHLY	ANNUAL
Fixed Component	BASIC	11,000	1,32,000
	HRA	4,400	52,800
	SPECIAL	4,600	55,200
	Monthly Gross Salary	20000	240000
	PF	1,800	21,600
	INSURANCE (ACCIDENTAL)	67	800
	INSURANCE (MEDICAL)	1,708	20,500
	PARKING ALLOWANCE	250	3,000
	<b>TOTAL</b>	<b>3,825</b>	<b>45,900</b>
<b>EXTERRO ASSURED BENEFITS</b>			
Other Benefits	PROFESSIONAL DEVELOPMENT PAY		16,000
	PAID LEAVES		7,742
	<b>TOTAL</b>		<b>23,742</b>
<b>TOTAL CTC (COST TO THE COMPANY)</b>			<b>3,09,642</b>

**Annexure – B Exterro R&D Salary package - After Confirmation based on the performance**

LEVEL	COMPONENTS	MONTHLY	ANNUAL
Fixed Component	BASIC	14,850	1,78,200
	HRA	5,940	71,280
	SPECIAL	6,210	74,520
	Monthly Gross Salary	27000	324000
Employer Contribution	FOOD COUPON	2,000	24,000
	PF	1,800	21,600
	INSURANCE (ACCIDENTAL)	67	800
	INSURANCE (MEDICAL)	1,708	20,500
	PARKING ALLOWANCE	250	3,000
	<b>TOTAL</b>	<b>5,825</b>	<b>69,900</b>
<b>EXTERRO ASSURED BENEFITS</b>			
Other Benefits	PROFESSIONAL DEVELOPMENT PAY		16,000
	PAID LEAVES		10,452
	<b>TOTAL</b>		<b>26,452</b>
<b>TOTAL CTC (COST TO THE COMPANY)</b>			<b>4,20,352</b>

g. ksh





## OFFER LETTER

September 22nd , 2022  
Coimbatore

To,  
Mr. Karthikraja D,  
Coimbatore.

Dear Mr. Karthikraja,

We take great pleasure to welcome you to be an integral part of our EXTERRO family. We are pleased to Offer you the post of **Internship Trainee** in our organization subject to the certain terms & conditions which would be declared in appointment letter. This letter of offer supersedes all other communications made to you prior to the date of issue of the appointment letter.

This offer letter outlines only the basic terms which are not exhaustive and does not include the detailed terms and conditions of your employment. This offer is contingent on a candidature reference and successful completion of the background check done by the company.

### Start Date

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

### Performance Assessments

Performance assessments will be done on a quarterly basis. Your increments are discretionary and will be subject to and on the basis of your effective performance and results during the assessment period. This will be also decided based on the performance of the organization during the assessment period. Generally compensation reviews would be done once a year after probation.

A rectangular box containing a handwritten signature in blue ink. The signature appears to be "D. Karthikraja".

22 Sep 2022



## Letter of Intent (LOI)

**Superset ID: 3641450**

**Date: November 25, 2022**

**Dear KAVIN S,**

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

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 have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week 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 as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

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>

GenC HR Team will reach out to you over email to guide you on the next steps.  
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

September 22nd , 2022  
Coimbatore

To,  
Mr. Madhan P,  
Coimbatore.

Dear Mr. Madhan,

We take great pleasure to welcome you to be an integral part of our EXTERRO family. We are pleased to Offer you the post of **Internship Trainee** in our organization subject to the certain terms & conditions which would be declared in appointment letter. This letter of offer supersedes all other communications made to you prior to the date of issue of the appointment letter.

This offer letter outlines only the basic terms which are not exhaustive and does not include the detailed terms and conditions of your employment. This offer is contingent on a candidature reference and successful completion of the background check done by the company.

### Start Date

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

### Performance Assessments

Performance assessments will be done on a quarterly basis. Your increments are discretionary and will be subject to and on the basis of your effective performance and results during the assessment period. This will be also decided based on the performance of the organization during the assessment period. Generally compensation reviews would be done once a year after probation.

A handwritten signature in black ink, appearing to be "Mung".

24 Sep 2022



## OFFER LETTER

September 22nd , 2022  
Coimbatore

To,

Mr. Manmadhan S,  
Coimbatore.

Dear Mr. Manmadhan,

We take great pleasure to welcome you to be an integral part of our EXTERRO family. We are pleased to Offer you the post of **Internship Trainee** in our organization subject to the certain terms & conditions which would be declared in appointment letter. This letter of offer supersedes all other communications made to you prior to the date of issue of the appointment letter.

This offer letter outlines only the basic terms which are not exhaustive and does not include the detailed terms and conditions of your employment. This offer is contingent on a candidature reference and successful completion of the background check done by the company.

### **Start Date**

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

### **Performance Assessments**

Performance assessments will be done on a quarterly basis. Your increments are discretionary and will be subject to and on the basis of your effective performance and results during the assessment period. This will be also decided based on the performance of the organization during the assessment period. Generally compensation reviews would be done once a year after probation.

A handwritten signature in black ink, appearing to be "Manmadhan S", written in a cursive style.

24 Sep 2022



## Zoho Corporation Private Limited

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

Ph: +91 - 44 - 6744 7070

www.zohocorp.com

SEZ Unit

### PROVISIONAL OFFER LETTER

To

Meenalochini . B

Date: 25/08/2022

Ref No: GCT/1/PT/9/2023

Congratulations!

Based on your various rounds of interviews with ZOHO at your campus, we are pleased to offer you an internship opportunity as a "Project Trainee" as and when your final semester begins. We expect you to work on the project on a full time basis for a period of 5-6 months. During this project tenure you will be paid a stipend of Rs.20,000/- (Rupees Twenty Thousand Only).

If your project work and conduct are found to be completely satisfactory and if Zoho has resource requirements, you may be considered for employment in accordance with Zoho's then current policy. The soft copy of the Internship letter will be sent to your email id and the hard copies will be handed over to you on your date of joining.

It is our pleasure that you have chosen us and we look forward to welcome you aboard!

Good Luck!

  
Authorized Signatory





**August 25, 2022**

**Meenalochini B**

Dear Meenalochini B,

**EMPLOYMENT OFFER**

We are glad to inform you that you have been selected to work with Tricon Infotech Pvt. Ltd. in the capacity of an **Associate Software Engineer** and we wish you a long and meaningful career with us.

Your total compensation inclusive of all benefits will be **Rs.5,50,000/- per annum** and will subject to a deduction of tax at source in accordance with the prevailing laws. Details of your "Annual Compensation" are attached herewith in Annexure A. At the time of joining, you are requested to submit the documents as per Annexure B.

*Kindly note that the Compensation structure is **Strictly Confidential**, and you are strongly advised to refrain from discussing the same with your colleagues. Any breach in the Confidentiality nature of the Compensation structure is not acceptable.*

Your location of reporting, training and work will be **Bangalore, India** and your date of joining will be confirmed by the end of **June 2023**. On successful completion of your training, your services are transferable to any place in the country or abroad or to any of the company's associate or sister concern or its subsidiary client location, at the sole discretion of the management.

You will be on probation for an initial period of 6-9 months. Your confirmation is subject to evaluation of performance, which will happen at the beginning of January / April / July / October, as the case may be, subsequent to completion of the probation period. Your services will be confirmed, extended, or terminated in writing. Till such letter is issued, you will continue to be on probation.

As Tricon Infotech will be incurring considerable expenditure during your probation in familiarizing you the latest technologies, you will be required to execute an agreement, to serve Tricon Infotech for a minimum period of 2 years after joining, failing which, you (and your surety) will be liable to pay certain amount (information in available on Annexure A) towards this expenditure.

Please note that the offer and continuation of employment thereof is subject to successful completion of your:

- Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears at the time of joining and having minimum of 65% aggregate.
- Satisfactory evaluation after probation.

Annexure -A		
<b>Name</b>	Meenalochini B	
<b>Designation</b>	Associate Software Engineer	
<b>Total Fixed Compensation</b>	<b>Per Month</b>	<b>Per Annum</b>
Basic Salary	20626	247512
VDA	2233	26796
House Rent Allowance	9144	109728
LTA	2286	27432
Other Allowance	3557	42684
<b>(A). Total Net Salary</b>	<b>37846</b>	<b>454152</b>
<b>Additional Benefits</b>		
EPF	1800	21600
Gratuity as per PG Act	1099	13188
Group Insurance Premium	506	6072
<b>(B). Total Benefits</b>	<b>3405</b>	<b>40860</b>
<b>(C). Total Fixed Salary (A+B)</b>	<b>41251</b>	<b>495012</b>
<b>(D). Annual Performance Pay</b>	<b>4583</b>	<b>54996</b>
<b>Total CTC (C + D)</b>	<b>45834</b>	<b>550008</b>

\* As Tricon Infotech will be incurring considerable expenditure during your probation in familiarizing you the latest technologies, you will be required to execute an agreement, to serve Tricon Infotech for a minimum period 2 years after joining, failing which, you (and your surety) will be liable to pay Tricon Infotech Rs.1,00,000/- (One Lakhs) towards this expenditure.

Group Insurance Premium amount mentioned above is an approximate quote for the individual, inclusion of the dependents will be at an additional cost.

The actual payout of the performance pay will vary based on the Individual Performance. It will be decided by your delivery manager/account manager. It will be based on your performance, contribution towards business growth, contribution to project success, client interactions, client appreciation and certifications obtained. It will also vary based on the Business Unit Performance. The complete performance parameters for this component would be communicated to you by your direct Manager. The performance pay amount is liable to have both upsides and downsides as per the Company policy. This means that you can either get more or less, depending on your performance. The performance pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. Evaluation period for performance pay will be one year and it will be paid on the completion of one year service. Please note that to be eligible for payment of the given mentioned component for a given evaluation period, you need to be on the rolls of the company as on the date of distribution of this component.

**Yours Sincerely,**  
**FOR TRICON INFOTECH PVT. LTD.**

**Accepted:**



**Arpana Parasar**  
**Chief People Officer**

**Meenalochini B**

Date: November 10, 2022

Ref: LTI/HR/EN9/Campus/2023

Name: Meha Varshinii

College: Government college of technology coimbatore

### LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear Meha Varshinii,

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 fulfilling the eligibility criteria (Refer '**Annexure 1**') and 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. 25000 pm**.
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 will also be issued a detailed Letter of Appointment as Graduate Engineer Trainee subject to you meeting the eligibility criteria as mentioned in '**Annexure-1**'. Your appointment is in accordance with the Apprentices Act, 1961.
4. **Documents** - Your offer is subject to you submitting all the mandatory documents at the time of joining. (Refer '**Annexure-2**')
5. **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 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.
6. 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.ltinfotech.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 above portal, if you do not join on the date intimated to you, this offer will be cancelled at the discretion of the Company.

7. 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.



**ANNEXURE-3**

Name : Meha Varshinii Date : November 10, 2022

Salary Grade : P1

Components	INR. (p.a.)	INR. (p.m.)
Basic	180000	15000
Bouquet of Benefits	162180	13515
Bonus	21000	1750
<b>Base Salary (p.a.)</b>	<b>363180</b>	<b>30265</b>
Annual Incentive	0	
<b>Total Variable (p.a.)</b>	<b>0</b>	
<b>TTC(p.a.)</b>	<b>363180</b>	
PF	21600	1800
Gratuity	8658	722
Mediclaime Premium(p.a)	12929	1077
<b>Retirals &amp; Other Benefits(p.a)</b>	<b>43187</b>	<b>3598</b>
<b>Cost to Company (CTC)</b>	<b>406367</b>	<b>33863</b>

**Medical Insurance Premium:**

The Group Mediclaime Policy of Company covers Employee, Spouse & upto 3 dependent children (below 25 yrs of age). Coverage limits are as per company policy.

You would also be eligible to be covered under the Voluntary Group Term Life and Group Accident Insurance policy as per the company policy.

**Notes:**

- 1)Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules.
- 2)Bouquet of Benefits\* /Flexi Pay consists of Flexi-components which may include HRA,Conveyance,LTA,MealAllowance and Adhoc allowance.
- 3) H.R.A. will be deducted for accommodation (if any) provided by the Company.
- 4)The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution.
- 5) Gratuity payment shall be as per "Payment of Gratuity Act, 1972".
- 6)Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.

- Income Tax will be deducted at source wherever applicable as per Income Tax Rules.

- Any or all the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.



## Letter of Intent (LOI)

**Superset ID: 3585454**

**Date: November 25, 2022**

**Dear MEHA VARSHINI J,**

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

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 have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week 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 as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

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>

GenC HR Team will reach out to you over email to guide you on the next steps.  
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

September 22nd , 2022  
Coimbatore

To,  
Mr. Mohamad Anas M,  
Coimbatore.

Dear Mr. Mohamad Anas,

We take great pleasure to welcome you to be an integral part of our EXTERRO family. We are pleased to Offer you the post of **Internship Trainee** in our organization subject to the certain terms & conditions which would be declared in appointment letter. This letter of offer supersedes all other communications made to you prior to the date of issue of the appointment letter.

This offer letter outlines only the basic terms which are not exhaustive and does not include the detailed terms and conditions of your employment. This offer is contingent on a candidature reference and successful completion of the background check done by the company.

### Start Date

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

### Performance Assessments

Performance assessments will be done on a quarterly basis. Your increments are discretionary and will be subject to and on the basis of your effective performance and results during the assessment period. This will be also decided based on the performance of the organization during the assessment period. Generally compensation reviews would be done once a year after probation.

A handwritten signature in blue ink that reads 'Mr. Mohamad Anas' with a horizontal line underneath.

22 Sep 2022



**Offer: Computer Consultancy**  
**Ref: TCSL/CT20223919481/Chennai**  
**Date: 13/09/2022**

Mr. Narendra Vimal Raj K  
561 St Street,  
Thiraviyapuram,  
Thoothukudi-628002,  
Tamilnadu.  
Tel# -

Dear Narendra Vimal Raj 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.

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/CT20223919481**

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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

## OFFER LETTER

Ref: GANIT/HR/CR/2022

Date: 31/08/2022

Name

**Nivethitha J M**

Email

**nive.1915126@gct.ac.in**

Contact

**8870497593**

Dear **Nivethitha**,

**Congratulations. Welcome to the exciting world of Data Science!**

We are pleased to offer you the role of **Data Analyst**. You are offered an annual compensation (CTC) of INR 6,00,000/- (Rupees Six Lakhs only).

Your joining date will be announced at the end of the current academic year. You will receive communication on your joining, on-boarding and other procedures a month prior to your joining date.

In case of any queries that you might have please feel free to contact the recruitment team of GANIT at [campusqueries@ganitinc.com](mailto:campusqueries@ganitinc.com)

Welcome to Ganit and wish you an exciting career with us!

Yours Sincerely,



**Ashok Harwani**

Director



Date: 27 June 2023  
Mr. Parthasarathi S  
4/3,  
Chetti Street, Orathanadu.  
Thanjavur, Tamil Nadu- 614625

Dear Parthasarathi,

We have pleasure in offering you appointment in Mahindra & Mahindra Ltd as a Graduate Apprentice Trainee under these provisions of the Apprentices Act, 1973 with effect from 12 July 2023.

- You will be paid a consolidated stipend of Rs. 35000/- per month throughout the period of Apprenticeship Training. Your training will be governed as per the terms and conditions set forth in the Apprentices Act, 1973.
- During this period it is expected that you will abide by the rules and procedures of the Company.
- You will undergo training for a period of twelve months. However, this training period could be curtailed or extended at the discretion of the Company. Completion of twelve months of training does not entitle you or result in automatic confirmation, unless confirmed in writing.
- So long as you are in the employment of the Company., you will, at all times, observe secrecy and confidentiality and will not divulge, disclose or make known to any unauthorized person within or outside the Company, nor will you unauthorized use any knowledge or information in respect of manufacturing, technical trade or business data (including manufacturing processes, technical know-how, customer information, business plans and like matters) which are necessarily confidential and have come to your knowledge and possession.
- You will also not remove any such information in any form whatsoever from the Company premises, nor copy or transmit the same unauthorized through any medium including social networking networks/ public sites, nor will you grant permission to assist, permit entry to, or in any manner co-operate with any unauthorized person for the purposes of accessing, obtaining, copying, transmitting or removing the above. Even after the cessation of your employment with the Company, you will not use, divulge, disclose or remove in any manner whatsoever confidential information of the type described above of which you were in possession whilst in service to the detriment of the Company.
- You will also observe all the confidentiality measures which are in existence, or which may be enforced from time to time, as well as directions as to confidentiality marked on any communication, document, electronic data storage device etc. You shall indemnify and hold Company harmless and indemnified against any damage or loss caused to the Company on account of breach of confidentiality on your part. These confidentiality provisions shall survive the separation of your employment with the Company, either by way of retirement or termination or otherwise
- You will devote your full attention exclusively to the duties entrusted to you from time to time by the Company and while in



**Offer: Computer Consultancy**  
**Ref: TCSL/CT20223919678/Chennai**  
**Date: 03/10/2022**

Ms. Pavithra S D  
33/4 , Seenivasapuram Rayapalayam Chittode ,Erode.Seenivasapuram,  
Rayapalayam ,Chittode,  
Erode-638102,  
Tamilnadu.  
Tel# 91-9842729778

Dear Pavithra S D,

**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 &

**TCS Confidential**  
**TCSL/CT20223919678**

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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



**Offer: Computer Consultancy**  
**Ref: TCSL/CT20223922321/Chennai**  
**Date: 26/09/2022**

Mr. Ruthresh R B  
13a/333rd Street,  
Union Tank,  
Coimbatore-641020,  
Tamil Nadu.  
Tel# 91-8754150342

Dear Ruthresh R B,

**Sub: Letter of Offer**

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

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

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

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

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

**TCS Confidential**  
**TCSL/CT20223922321**

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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





Mu Sigma

Date: September 06, 2022

**Ruthresh R B**  
**Candidate ID:C2023721**  
**GCT- Coimbatore**

**Dear Ruthresh ,**

**Congratulations** - We are thrilled to invite you to embark on a Decision Sciences journey with Mu Sigma, the world's largest pure-play Big Data Analytics & Decision Support company. With a worldwide footprint, Mu Sigma acts as a Transformation Sherpa for its customers in their endeavor to change the way they compete.

Since inception, Mu Sigma has challenged traditional paradigms of learning modes, problem-solving, decision-making, and leadership to enable and accelerate the journey of young problem-solvers into global leaders that transform the journey of Fortune 500 organizations. **Our model has demonstrated that young and fearless decision sciences leaders can be groomed through unrivaled training & unparalleled work experience.**

With Mu Sigma, you belong to a special category of people who are not only building a path-breaking Company, but also laying the foundation for a new industry. You have a rare opportunity to be part of a team that is defining the space of decision sciences, as well as challenging widely held business practices and beliefs along the way.

**At Mu Sigma, you will be challenged and you will challenge every day** – you will be encouraged and rewarded for questions over answers, for challenging the status quo, for asking 'why not' over 'why', for being daring enough to counter experience with experiments, and for being bold enough to question traditional knowledge with new learnings. You will solve complex problems for Fortune 500 giants across Retail, Healthcare, CPG, Insurance, Automobile, and many other industries by combining Math, Business Acumen, Technology, Behavioral Sciences, and Design Thinking.

We trust you are as excited as us by the opportunities the future holds, and if you are committed to evolving into an elite decision sciences leader, **we invite you to undertake this journey with us.**

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## Mu Sigma Business Solutions Private Limited

Registered Office: Aviator Building, Level 14, Ascendas – ITPL SEZ Zone Whitefield Road, Bangalore, Karnataka - KA – INDIA – 560066

Tel: +91 80 7154 8000 | Fax: +91 80 7154 8060 | Email: info@mu-sigma.com | Website: www.mu-sigma.com

CIN: U74140KA2005PTC036309



Mu Sigma

**Annexure 1**

S.No	Particulars	2024	2025	2026	2027	CTC over 4 jumps
1	<b>Total compensation on Joining till Jan 2025</b>	<b>5,00,000 (PA)</b>				
2	<b>1<sup>st</sup> Jump - Jan 2025</b> Compensation Revision		<b>6,50,000 (PA)</b>			
3	<b>2<sup>nd</sup> Jump - Jan 2026</b> Compensation revision			<b>8,00,000 (PA)</b>		
4	<b>3<sup>rd</sup> Jump - Jan 2027</b> Compensation revision				<b>10,50,000 (PA)</b>	
5	<b>Total Cost to Company</b>					<b>30,00,000</b>

**Penalty:**

In the event that the employee decides to leave the Company within a 4-year period, there would be a penalty applicable in addition to serving a 60-day Notice Period. The penalty would be dependent on the tenure of employment with the Company. The exact amount of the penalty will be calculated per the table below:

Tenure calculated from date of joining	Penalty amount (in INR)
0 – 36 months	10,00,000
37 – 48 months	7,50,000

---

**Mu Sigma Business Solutions Private Limited**

Registered Office: Aviator Building, Level 14, Ascendas – ITPL SEZ Zone Whitefield Road, Bangalore, Karnataka - KA – INDIA – 560066

Tel: +91 80 7154 8000 | Fax: +91 80 7154 8060 | Email: info@mu-sigma.com | Website: www.mu-sigma.com

CIN: U74140KA2005PTC036309

Dear Sanjai Adhithya K V,

Greetings from Cognizant!

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.

As the next step in taking your candidature ahead, please click on the Go to Offer Page link and complete the process of accepting the Letter of Intent. Once you accept the Letter of Intent you will be taken to the Internship Survey where you will have the option to nominate for Internship. Please complete this within the below mentioned deadline.

**LOI Acceptance Deadline: Dec 02, 2022  
06:00 PM IST**

Thank you for interviewing with Cognizant. We invite you to explore an exciting career journey with us and look forward to having



## OFFER LETTER

September 22nd , 2022  
Coimbatore

To,  
Ms. Santhiya Raju,  
Coimbatore.

**Dear Ms. Santhiya,**

We take great pleasure to welcome you to be an integral part of our EXTERRO family. We are pleased to Offer you the post of **Internship Trainee** in our organization subject to the certain terms & conditions which would be declared in appointment letter. This letter of offer supersedes all other communications made to you prior to the date of issue of the appointment letter.

This offer letter outlines only the basic terms which are not exhaustive and does not include the detailed terms and conditions of your employment. This offer is contingent on a candidature reference and successful completion of the background check done by the company.

### **Start Date**

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

### **Performance Assessments**

Performance assessments will be done on a quarterly basis. Your increments are discretionary and will be subject to and on the basis of your effective performance and results during the assessment period. This will be also decided based on the performance of the organization during the assessment period. Generally compensation reviews would be done once a year after probation.

R. Santhiya

22 Sep 2022



Date: 03-Nov-2022

To

**Mr.SASIKUMAR N,**  
1/59, ILLIYAM PUDUR,  
POTHIYA PALAYAM,  
KANGEYAM-638701,TAMIL NADU.

Dear **Mr.SASIKUMAR N,**

Based on your application and the subsequent discussions you had with us we are pleased to have you associated with us as a **PROJECT TRAINEE** for a period of 6 months from the date of commencement in our organization. During this association you will be paid **Rs.20000/- (RUPEES TWENTY THOUSAND ONLY)** per month as a consolidated amount.

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

**This offer is subject to the following terms and conditions.**

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



Mu Sigma

Date: September 06, 2022

**Sasikumar N**  
**Candidate ID:C2023715**  
**GCT- Coimbatore**

**Dear Sasikumar ,**

**Congratulations** - We are thrilled to invite you to embark on a Decision Sciences journey with Mu Sigma, the world's largest pure-play Big Data Analytics & Decision Support company. With a worldwide footprint, Mu Sigma acts as a Transformation Sherpa for its customers in their endeavor to change the way they compete.

Since inception, Mu Sigma has challenged traditional paradigms of learning modes, problem-solving, decision-making, and leadership to enable and accelerate the journey of young problem-solvers into global leaders that transform the journey of Fortune 500 organizations. **Our model has demonstrated that young and fearless decision sciences leaders can be groomed through unrivaled training & unparalleled work experience.**

With Mu Sigma, you belong to a special category of people who are not only building a path-breaking Company, but also laying the foundation for a new industry. You have a rare opportunity to be part of a team that is defining the space of decision sciences, as well as challenging widely held business practices and beliefs along the way.

**At Mu Sigma, you will be challenged and you will challenge every day** – you will be encouraged and rewarded for questions over answers, for challenging the status quo, for asking 'why not' over 'why', for being daring enough to counter experience with experiments, and for being bold enough to question traditional knowledge with new learnings. You will solve complex problems for Fortune 500 giants across Retail, Healthcare, CPG, Insurance, Automobile, and many other industries by combining Math, Business Acumen, Technology, Behavioral Sciences, and Design Thinking.

We trust you are as excited as us by the opportunities the future holds, and if you are committed to evolving into an elite decision sciences leader, **we invite you to undertake this journey with us.**

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CIN: U74140KA2005PTC036309



Mu Sigma

**Annexure 1**

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3	<b>2<sup>nd</sup> Jump - Jan 2026</b> Compensation revision			<b>8,00,000 (PA)</b>		
4	<b>3<sup>rd</sup> Jump - Jan 2027</b> Compensation revision				<b>10,50,000 (PA)</b>	
5	<b>Total Cost to Company</b>					<b>30,00,000</b>

**Penalty:**

In the event that the employee decides to leave the Company within a 4-year period, there would be a penalty applicable in addition to serving a 60-day Notice Period. The penalty would be dependent on the tenure of employment with the Company. The exact amount of the penalty will be calculated per the table below:

Tenure calculated from date of joining	Penalty amount (in INR)
0 – 36 months	10,00,000
37 – 48 months	7,50,000

---

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CIN: U74140KA2005PTC036309



**Offer: Computer Consultancy**  
**Ref: TCSL/CT20223921309/Chennai**  
**Date: 13/09/2022**

Mr. Siva Sankar S  
24Ramasamiyapuram 5th Street,  
Opposite To Lathe,  
Sankarankovil-627756,  
Tamil Nadu.  
Tel# 91-9787237871

Dear Siva Sankar S,

**Sub: Letter of Offer**

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

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

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

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

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

**TCS Confidential**  
**TCSL/CT20223921309**

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 LETTER

September 22nd , 2022  
Coimbatore

To,  
Mr. Sivaprakash K,  
Coimbatore.

**Dear Mr. Sivaprakash,**

We take great pleasure to welcome you to be an integral part of our EXTERRO family. We are pleased to Offer you the post of **Internship Trainee** in our organization subject to the certain terms & conditions which would be declared in appointment letter. This letter of offer supersedes all other communications made to you prior to the date of issue of the appointment letter.

This offer letter outlines only the basic terms which are not exhaustive and does not include the detailed terms and conditions of your employment. This offer is contingent on a candidature reference and successful completion of the background check done by the company.

### **Start Date**

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

### **Performance Assessments**

Performance assessments will be done on a quarterly basis. Your increments are discretionary and will be subject to and on the basis of your effective performance and results during the assessment period. This will be also decided based on the performance of the organization during the assessment period. Generally compensation reviews would be done once a year after probation.

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

25 Sep 2022

# SCHWING STETTER (INDIA) PVT LTD

Regd., Corporate Office & Works:  
F-71 & F-72, SIPCOT Industrial Park, Irungattukottai, Sriperumpudur Taluk, Kanchipuram District,  
Tamil Nadu - 602 117 Fax no: 044 71378105, Phone: +91 - 44 - 71378100  
E-mail: info@schwingstetterindia.com  
CIN: U45309TN1998PTC046270



Ref : SSI/HR/OL/GET/2023/08

April 24, 2023

**Mr. A. Subramanian**  
12/54B, Jothi nagar, 2<sup>nd</sup> street,  
2<sup>nd</sup> lane, Alangulam,  
Tenkasi dist- 627851.

## Offer of Appointment

Dear Subramanian,

With reference to the Campus drive written test and interview you had with us, we are pleased to offer as "**Graduate Engineer Trainee (GET) – Strategic Sourcing**" placed at Irungattukottai, Chennai on mutually agreed terms and conditions of our company.

Your CTC will be **Rs.4,00,000/- per annum** as per the rules of the Company.

This offer is subject to being successfully completion of your Graduation Degree and being medically certified as fit by the company recommended medical Practitioner.

The date of joining will be on or before 31st July 2023. In case, you fail to join on the given date the offer will automatically stand cancelled. A formal appointment letter shall be given to you at the time of joining. Please send a copy of acknowledgement for our record and keep this letter as a token of your acceptance.

### Document required at the date of joining:

1. Aadhaar Card
2. PAN Card
3. Bank Passbook
3. Education Certificates: 10th, 12th & UG Mark Sheet
4. Other Certificates as mentioned in your Resume
5. Passport size colour photo – 4 Nos.
6. Copy of Offer Letter

Yours faithfully,

For SCHWING Stetter (India) Private Limited,

**Ezhilvel S**  
**Senior Vice President – HR**

Accepted

**(A.SUBRAMANIAN)**

Branches - Ahmedabad, Bangalore, Bhubaneswar, Cochin, Combatores, Guwahati, Hyderabad, Indore, Jaipur, Kolkata, Lucknow, Mohali, Mumbai, Nagpur, New Delhi, Patna, Pune, Raipur, and Vizag





Date: 29-Oct-2022

To

**Ms.SUVETHA S,**  
49,ISHWARYA GARDEN,AMMAPALAYAM ROAD,  
RAKKIAPALAYAM,AVINASHI TALUK,  
TIRUPPUR-641654, TAMIL NADU.

Dear **Ms.SUVETHA 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.20000/- (RUPEES TWENTY 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.





Tractors and Farm Equipment Limited  
77, Nungambakkam High Road  
Chennai - 600 034, Tamil Nadu, India  
T: + 91 44 6691 9000  
F: + 91 44 2826 0224  
E: corporate@tafe.com  
CIN No: U29129TN1960PLC004337  
tafe.com

Registered Office:  
861, Anna Salai, Chennai - 600 002  
T: +91 44 2841 5441/ 2858 4918

Ref: HR/Campus/Offer

3 Oct, 2022

Name: VARSHINI.S

College: JCT, COIMBATORE

### CONGRATULATIONS

Further to your active participation in Written Test, Group discussions and subsequent interviews as part of our campus drive at your college, we are pleased to inform you that you have been provisionally selected as **Graduate Engineer Trainee** with us.

Please note this is an indicative offer, you will shortly receive a detailed Appointment order subject to clearing all papers with no backlog of arrears. Till such time our HR Team will be in touch with for all your queries and clarifications.

Request you to acknowledge the letter as a token of your acceptance

for Tractors and Farm Equipment Limited

A handwritten signature in blue ink, appearing to read "Aron", is written over a white rectangular box.

Aron Minalkar  
Deputy General Manager – HR

Stay Connected - <http://www.tafe.com> / <http://tafecafe.org> / <http://www.facebook.com/TAFECorporate>





**Offer: Computer Consultancy**  
**Ref: TCSL/CT20223922481/Chennai**  
**Date: 13/09/2022**

Mr. Vigneshwar S K  
19,Avk Street, Chekkadi, Pettai, Tirunelveli,Avk Street, Pettai,  
Pettai,  
Tirunelveli-627004,  
Tamilnadu.  
Tel# 91-9788125694

Dear Vigneshwar S 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.

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/CT20223922481**

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



July 29, 2022

Mr. VIJAY S  
GCT- Coimbatore.

## Offer Letter

Private and confidential

Dear Mr. VIJAY 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 six months from 01<sup>st</sup> June 2023 to 30<sup>th</sup> November 2023. 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.6,50,000/- per annum (Six Lakhs and Fifty Thousand Rupees only).

We would like you to join us on or before 01<sup>st</sup> June 2023.

Yours sincerely,

**For OneBill Software India Private Limited**

---

**Muthukumar**  
**Authorized Signatory**

**OneBill Software India Pvt Ltd.,**  
CIN-U72200KA2009PTC050973  
No:32, Suraj Ganga Soft Park, 1<sup>st</sup> Main,  
JP Nagar 3<sup>rd</sup> Phase, Bangalore-78  
[www.onebillsoftware.com](http://www.onebillsoftware.com)



**Offer: Computer Consultancy**  
**Ref: TCSL/CT20223919817/Chennai**  
**Date: 13/09/2022**

Mr. Yogesh N  
Temple View Apt West Tank Street,  
Thiruvanmiyur,  
Chennai-600041,  
Tamilnadu.  
Tel# 91-9363624543

Dear Yogesh 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/CT20223919817**

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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



Date: 31-Oct-2022

To

**Mr.YUVANESH P,**  
6/350, DHEGADUTHORAI,  
KENTHORAI (PO),THUNERI VILLAGE,  
NILGIRIS-643002, TAMIL NADU.

Dear **Mr.YUVANESH 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.20000/- (RUPEES TWENTY 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.





## Letter of Intent (LOI)

**Superset ID: 3561871**

**Date: November 25, 2022**

**Dear VASANTHAKUMAR R S,**

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

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 have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week 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 as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

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>

GenC HR Team will reach out to you over email to guide you on the next steps.  
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**





Mu Sigma

Date: September 06, 2022

Deepan N  
Candidate ID:C2023724  
GCT- Coimbatore

Dear Deepan ,

**Congratulations** - We are thrilled to invite you to embark on a Decision Sciences journey with Mu Sigma, the world's largest pure-play Big Data Analytics & Decision Support company. With a worldwide footprint, Mu Sigma acts as a Transformation Sherpa for its customers in their endeavor to change the way they compete.

Since inception, Mu Sigma has challenged traditional paradigms of learning modes, problem-solving, decision-making, and leadership to enable and accelerate the journey of young problem-solvers into global leaders that transform the journey of Fortune 500 organizations. **Our model has demonstrated that young and fearless decision sciences leaders can be groomed through unrivaled training & unparalleled work experience.**

With Mu Sigma, you belong to a special category of people who are not only building a path-breaking Company, but also laying the foundation for a new industry. You have a rare opportunity to be part of a team that is defining the space of decision sciences, as well as challenging widely held business practices and beliefs along the way.

**At Mu Sigma, you will be challenged and you will challenge every day** – you will be encouraged and rewarded for questions over answers, for challenging the status quo, for asking 'why not' over 'why', for being daring enough to counter experience with experiments, and for being bold enough to question traditional knowledge with new learnings. You will solve complex problems for Fortune 500 giants across Retail, Healthcare, CPG, Insurance, Automobile, and many other industries by combining Math, Business Acumen, Technology, Behavioral Sciences, and Design Thinking.

We trust you are as excited as us by the opportunities the future holds, and if you are committed to evolving into an elite decision sciences leader, **we invite you to undertake this journey with us.**

---

## Mu Sigma Business Solutions Private Limited

Registered Office: Aviator Building, Level 14, Ascendas – ITPL SEZ Zone Whitefield Road, Bangalore, Karnataka - KA – INDIA – 560066

Tel: +91 80 7154 8000 | Fax: +91 80 7154 8060 | Email: [info@mu-sigma.com](mailto:info@mu-sigma.com) | Website: [www.mu-sigma.com](http://www.mu-sigma.com)

CIN: U74140KA2005PTC036309



**Offer: Computer Consultancy**  
**Ref: TCSL/CT20223921605/Chennai**  
**Date: 03/10/2022**

Mr. Guruprasanth R G  
26, Kuppandar St-1, Pudupalayam,  
Gobichettipalayam,  
Erode-638476,  
Tamilnadu.  
Tel# 91-8428542936

Dear Guruprasanth R G,

**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 &

**TCS Confidential**  
**TCSL/CT20223921605**

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 LETTER

September 22nd , 2022  
Coimbatore

To,  
Mr. Jeeva A R,  
Coimbatore.

**Dear Mr. Jeeva,**

We take great pleasure to welcome you to be an integral part of our EXTERRO family. We are pleased to Offer you the post of **Internship Trainee** in our organization subject to the certain terms & conditions which would be declared in appointment letter. This letter of offer supersedes all other communications made to you prior to the date of issue of the appointment letter.

This offer letter outlines only the basic terms which are not exhaustive and does not include the detailed terms and conditions of your employment. This offer is contingent on a candidature reference and successful completion of the background check done by the company.

### **Start Date**

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

### **Performance Assessments**

Performance assessments will be done on a quarterly basis. Your increments are discretionary and will be subject to and on the basis of your effective performance and results during the assessment period. This will be also decided based on the performance of the organization during the assessment period. Generally compensation reviews would be done once a year after probation.

A handwritten signature in black ink, appearing to read "A.R. Jeeva".

26 Sep 2022



## Letter of Intent (LOI)

**Superset ID: 3638072**

**Date: November 25, 2022**

**Dear Rojin Rajendran,**

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

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 have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizant's Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week 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 as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

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>

GenC HR Team will reach out to you over email to guide you on the next steps.  
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**



Mr. Sridharan B  
S/O Mr. Balasubramani K P  
4/3, SVR Nagar,  
Weaver Colony, Dadagapatti Gate, Salem,  
Tamil Nadu - 636006.

Dear Mr. Sridharan B,

With reference to your application and the subsequent interview held on **13/01/2023**, the Management is pleased to permit you to undergo training under the following terms and conditions:

1. You are engaged as **Graduate Engineer Trainee (Grade. TRN-EN1.99)** in **HRD - Trainees** Department in our **Textile Machinery Division**, 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 mentioned in Annexure A.
3. During the training period, you will be eligible for Annual Bonus, contribution to Provident Fund as per the Rules.
4. You will not be eligible for any other allowance / payment applicable to other staff members.
5. You will be entitled for 2 days leave per every completed month of training.
6. 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.
7. You will be retained in the same spell of training by extension or terminated from training, if the management is of the opinion that you do not show/evince interest in learning and or if you fail to attend the minimum required date.

Contd.2

Annexure-A

Annexure to the Offer letter HRD/Offer/FN:R062023/068 dated 26-04-2023 given to Mr. Sridharan B

SALARY COMPUTATION		
Components	Per Annum	Per Month
Basic	120000	10000
HRA	72000	6000
Special Allowances	72000	6000
Medical Reimbursement	9996	833
Misc Allowance	80412	6701
<b>Gross Salary</b>	<b>354408</b>	<b>29534</b>
Provident Fund	21600	1800
Bonus	24000	2000
<b>CTC</b>	<b>400008</b>	<b>33334</b>

With Regards  
For LAKSHMI MACHINE WORKS LIMITED



SANJAY AHUJA  
HEAD - HR



## Fwd: GCT, Coimbatore - Texmo Shortlisted Students

2 messages

**GCT Placement Cell** <gctplacements@gct.ac.in>  
To: gct\_placements2019-2023@gct.ac.in

Mon, 13 Feb 2023 at 10:27

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

From: **Gowtham Ragupathiraj** <Gowtham.Ragupathiraj@taropumps.com>  
Date: Mon, Feb 13, 2023, 8:45 AM  
Subject: GCT, Coimbatore - Texmo Shortlisted Students  
To: gctplacements@gct.ac.in <gctplacements@gct.ac.in>  
Cc: Palani Selvaraj <Palani.Selvaraj@taropumps.com>, Navaneetha Krishnan <Navaneetha.Krishnan@taropumps.com>, Renukadevi Chandrasekar <Renukadevi.Chandrasekar@taropumps.com>, Vishnuprasaad Suriyakumar <Vishnuprasaad.Suriyakumar@taropumps.com>

Dear Sir,

Greetings from **Texmo Industries!**

We are happy to inform you that the below-listed students have been selected for the position of **Service Trainee**.

S.No	Reg No	Candidate Name	Department	Mail ID	Phone No
1	1915L11	Tharunkumar S	Production	<a href="mailto:thar.1915l05@gct.ac.in">thar.1915l05@gct.ac.in</a>	9566721408
2	1912L05	Karan L	Mechanical	<a href="mailto:kara.1912l05@gct.ac.in">kara.1912l05@gct.ac.in</a>	9444759316

Kind Regards,  
**Gowtham Ragupathiraj**  
Assistant Officer - HR

Tel: +91 (0)422 661 0321

cid:image001.jpg@01D8E467.DE294280

 [TaroPumps.com](http://TaroPumps.com)

 [Facebook](#) [Twitter](#)

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**From:** Gowtham Ragupathiraj  
**Sent:** 31/01/2023 16:26 PM  
**To:** 'gctplacements@gct.ac.in' <gctplacements@gct.ac.in>





Mu Sigma

Date: September 06, 2022

**Bs Vignesh**  
**Candidate ID:C2023726**  
**GCT- Colmbatore**

**Dear Vignesh ,**

**Congratulations** - We are thrilled to invite you to embark on a Decision Sciences journey with Mu Sigma, the world's largest pure-play Big Data Analytics & Decision Support company. With a worldwide footprint, Mu Sigma acts as a Transformation Sherpa for its customers in their endeavor to change the way they compete.

Since inception, Mu Sigma has challenged traditional paradigms of learning modes, problem-solving, decision-making, and leadership to enable and accelerate the journey of young problem-solvers into global leaders that transform the journey of Fortune 500 organizations. **Our model has demonstrated that young and fearless decision sciences leaders can be groomed through unrivaled training & unparalleled work experience.**

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**At Mu Sigma, you will be challenged and you will challenge every day** – you will be encouraged and rewarded for questions over answers, for challenging the status quo, for asking 'why not' over 'why', for being daring enough to counter experience with experiments, and for being bold enough to question traditional knowledge with new learnings. You will solve complex problems for Fortune 500 giants across Retail, Healthcare, CPG, Insurance, Automobile, and many other industries by combining Math, Business Acumen, Technology, Behavioral Sciences, and Design Thinking.

We trust you are as excited as us by the opportunities the future holds, and if you are committed to evolving into an elite decision sciences leader, **we invite you to undertake this journey with us.**

---

## **Mu Sigma Business Solutions Private Limited**

Registered Office: Aviator Building, Level 14, Ascendas – ITPL SEZ Zone Whitefield Road, Bangalore, Karnataka - KA – INDIA – 560066  
Tel: +91 80 7154 8000 | Fax: +91 80 7154 8060 | Email: [info@mu-sigma.com](mailto:info@mu-sigma.com) | Website: [www.mu-sigma.com](http://www.mu-sigma.com)  
CIN: U74140KA2005PTC036309

**PLACEMENT DETAILS OF  
2019-2023 BATCH OF EIE  
DEPARTMENT STUDENTS**

**\* Personal and Confidential \***

**Ms. Aiswarya P**

**aiswaryapremkumar1@gmail.com**

Government College of Technology, Coimbatore,  
6940175

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/76280/2023**

**Date: 25-Apr-2023**

Dear Ms. **Aiswarya 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. **7,00,000/-** (Rupees **Seven 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.



## OFFER LETTER

September 22nd , 2022  
Coimbatore

To,  
Mr. **Ajithkumar R**,  
Coimbatore.

**Dear Mr. Ajithkumar,**

We take great pleasure to welcome you to be an integral part of our EXTERRO family. We are pleased to Offer you the post of **Internship Trainee** in our organization subject to the certain terms & conditions which would be declared in appointment letter. This letter of offer supersedes all other communications made to you prior to the date of issue of the appointment letter.

This offer letter outlines only the basic terms which are not exhaustive and does not include the detailed terms and conditions of your employment. This offer is contingent on a candidature reference and successful completion of the background check done by the company.

### **Start Date**

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

### **Performance Assessments**

Performance assessments will be done on a quarterly basis. Your increments are discretionary and will be subject to and on the basis of your effective performance and results during the assessment period. This will be also decided based on the performance of the organization during the assessment period. Generally compensation reviews would be done once a year after probation.

R. Ajithkumar



**Annexure A- Exterro R&D Salary Package - During Probation Period/Stipend**

LEVEL	COMPONENTS	MONTHLY	ANNUAL
Fixed Component	BASIC	11,000	1,32,000
	HRA	4,400	52,800
	SPECIAL	4,600	55,200
	Monthly Gross Salary	20000	240000
	PF	1,800	21,600
	INSURANCE (ACCIDENTAL)	67	800
	INSURANCE (MEDICAL)	1,708	20,500
	PARKING ALLOWANCE	250	3,000
	<b>TOTAL</b>	<b>3,825</b>	<b>45,900</b>
<b>EXTERRO ASSURED BENEFITS</b>			
Other Benefits	PROFESSIONAL DEVELOPMENT PAY		16,000
	PAID LEAVES		7,742
	<b>TOTAL</b>		<b>23,742</b>
<b>TOTAL CTC (COST TO THE COMPANY)</b>			<b>3,09,642</b>

**Annexure – B Exterro R&D Salary package - After Confirmation based on the performance**

LEVEL	COMPONENTS	MONTHLY	ANNUAL
Fixed Component	BASIC	14,850	1,78,200
	HRA	5,940	71,280
	SPECIAL	6,210	74,520
	Monthly Gross Salary	27000	324000
Employer Contribution	FOOD COUPON	2,000	24,000
	PF	1,800	21,600
	INSURANCE (ACCIDENTAL)	67	800
	INSURANCE (MEDICAL)	1,708	20,500
	PARKING ALLOWANCE	250	3,000
	<b>TOTAL</b>	<b>5,825</b>	<b>69,900</b>
<b>EXTERRO ASSURED BENEFITS</b>			
Other Benefits	PROFESSIONAL DEVELOPMENT PAY		16,000
	PAID LEAVES		10,452
	<b>TOTAL</b>		<b>26,452</b>
<b>TOTAL CTC (COST TO THE COMPANY)</b>			<b>4,20,352</b>

R. Ajith



## Letter of Intent (LOI)

Superset ID: 3563035

Date: November 25, 2022

Dear **Angel R,**

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

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 have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week 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 as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

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>

GenC HR Team will reach out to you over email to guide you on the next steps.  
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



09-Nov-2022

**Mr. Arunkumar S**  
Government College of Technology

Dear Arunkumar,

**SUB: Our offer for the position of Trainee – Software Analyst**

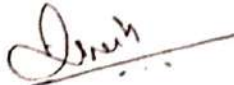
We are happy to let you know that we are impressed with your credentials and welcome you to the Aspire family. We are certain that you would play a vital role in our growth and success and you will be a valuable addition to our talented team of ASPIRIANS.

You will be inducted as a **"Trainee – Software Analyst"**. Your initial training with the Talent Nurturing team and the department specific training will be for a maximum duration of two months. Post training you will be deputed to any one of our Practices and you will be deputed to work from any of our offices in India. The salary during training will be **Rs.22,500 per month** which will be prorated based on your training duration. At the end of training period, a formal evaluation of your performance will be made.

On successful completion of the training, your overall total Cost-to-Company (CTC) will be revised to **Rs.4.70 Lakhs Per Annum** that includes a one-time joining bonus of **Rs.20,000** which will be paid on completion of six months of your service with us. All remuneration payable to you will be subject to income tax deduction at source and to any other statutory deductions that may be applicable.


Your commencement of employment with us is contingent upon your acceptance of this offer and our terms of employment (Annexure 1). We once again welcome you to share a challenging and mutually rewarding experience at Aspire. Please return the duplicate of this letter duly signed by you.

**For Aspire Systems (India) Private Limited**



**Dinesh Kumar T.K.**  
Vice President  
[dinesh.kumaran@aspiresys.com](mailto:dinesh.kumaran@aspiresys.com)

I hereby accept the offer.

Signature :   
Name : Arunkumar S  
Date : 11/11/2022

**\* Personal and Confidential \***

**Mr. Balaji O S P**

**ospbalaji@gmail.com**

Government College of Technology, Coimbatore,  
6940145

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](http://www.bosch-softwaretechnologies.com)

**Our reference: TN/76269/2023**

**Date: 25-Apr-2023**

Dear **Mr. Balaji O S 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. **7,00,000/-** (Rupees **Seven 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.





## OFFER LETTER

September 22nd , 2022  
Coimbatore

To,

Mr. **Bharathi Balan G,**

Coimbatore.

**Dear Mr. Bharathi Balan,**

We take great pleasure to welcome you to be an integral part of our EXTERRO family. We are pleased to Offer you the post of **Internship Trainee** in our organization subject to the certain terms & conditions which would be declared in appointment letter. This letter of offer supersedes all other communications made to you prior to the date of issue of the appointment letter.

This offer letter outlines only the basic terms which are not exhaustive and does not include the detailed terms and conditions of your employment. This offer is contingent on a candidature reference and successful completion of the background check done by the company.

### **Start Date**

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

### **Performance Assessments**

Performance assessments will be done on a quarterly basis. Your increments are discretionary and will be subject to and on the basis of your effective performance and results during the assessment period. This will be also decided based on the performance of the organization during the assessment period. Generally compensation reviews would be done once a year after probation.

*G. Bhatwala*



**Annexure A- Exterro R&D Salary Package - During Probation Period/Stipend**

LEVEL	COMPONENTS	MONTHLY	ANNUAL
Fixed Component	BASIC	11,000	1,32,000
	HRA	4,400	52,800
	SPECIAL	4,600	55,200
	Monthly Gross Salary	20000	240000
	PF	1,800	21,600
	INSURANCE (ACCIDENTAL)	67	800
	INSURANCE (MEDICAL)	1,708	20,500
	PARKING ALLOWANCE	250	3,000
	<b>TOTAL</b>	<b>3,825</b>	<b>45,900</b>
<b>EXTERRO ASSURED BENEFITS</b>			
Other Benefits	PROFESSIONAL DEVELOPMENT PAY		16,000
	PAID LEAVES		7,742
	<b>TOTAL</b>		<b>23,742</b>
<b>TOTAL CTC (COST TO THE COMPANY)</b>			<b>3,09,642</b>

**Annexure – B Exterro R&D Salary package - After Confirmation based on the performance**

LEVEL	COMPONENTS	MONTHLY	ANNUAL
Fixed Component	BASIC	14,850	1,78,200
	HRA	5,940	71,280
	SPECIAL	6,210	74,520
	Monthly Gross Salary	27000	324000
Employer Contribution	FOOD COUPON	2,000	24,000
	PF	1,800	21,600
	INSURANCE (ACCIDENTAL)	67	800
	INSURANCE (MEDICAL)	1,708	20,500
	PARKING ALLOWANCE	250	3,000
	<b>TOTAL</b>	<b>5,825</b>	<b>69,900</b>
<b>EXTERRO ASSURED BENEFITS</b>			
Other Benefits	PROFESSIONAL DEVELOPMENT PAY		16,000
	PAID LEAVES		10,452
	<b>TOTAL</b>		<b>26,452</b>
<b>TOTAL CTC (COST TO THE COMPANY)</b>			<b>4,20,352</b>

G. Chakrabarti



Ref No: MSPL / 2022 / 2153

20-May-2022

**Mr. BHARATHKUMAR K**

7/19, 3rd street, Rajarajan Nagar, N.K. Road, Thanjavur.

Dear BHARATHKUMAR K,

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](mailto:info@mistralsolutins.com)

09-Nov-2022

**Mr. Boobalan M**  
Government College of Technology

Dear Boobalan,

**SUB: Our offer for the position of Trainee – Software Analyst**

We are happy to let you know that we are impressed with your credentials and welcome you to the Aspire family. We are certain that you would play a vital role in our growth and success and you will be a valuable addition to our talented team of ASPIRIANS.

You will be inducted as a "Trainee – Software Analyst". Your initial training with the Talent Nurturing team and the department specific training will be for a maximum duration of two months. Post training you will be deputed to any one of our Practices and you will be deputed to work from any of our offices in India. The salary during training will be **Rs.22,500 per month** which will be prorated based on your training duration. At the end of training period, a formal evaluation of your performance will be made.

On successful completion of the training, your overall total Cost-to-Company (CTC) will be revised to **Rs.4.70 Lakhs Per Annum** that includes a one-time joining bonus of **Rs.20,000** which will be paid on completion of six months of your service with us. All remuneration payable to you will be subject to income tax deduction at source and to any other statutory deductions that may be applicable.

Your commencement of employment with us is contingent upon your acceptance of this offer and our terms of employment (Annexure 1). We once again welcome you to share a challenging and mutually rewarding experience at Aspire. Please return the duplicate of this letter duly signed by you.

**For Aspire Systems (India) Private Limited**



**Dinesh Kumar T.K.**  
Vice President  
[dinesh.kumaran@aspiresys.com](mailto:dinesh.kumaran@aspiresys.com)

I hereby accept the offer.

Signature : *M. Boobalan*  
Name : Boobalan M  
Date : 11/11/2022

**\* Personal and Confidential \***

Ms. **Deivanayaki B**

**deivanayaki312001@gmail.com**

Government College of Technology, Coimbatore,  
6940205

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](http://www.bosch-softwaretechnologies.com)

**Our reference: TN/76287/2023**

**Date: 25-Apr-2023**

Dear Ms. **Deivanayaki 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. **7,00,000/-** (Rupees **Seven 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.



Date: 23-Mar-2023

To

**Mr.HARIHARAN S,**

23/18/1, BOSE NAGAR,

9TH STREET,

PUDUKKOTTAI-622001, TAMIL NADU.

Dear **Mr.HARIHARAN 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.20000/- (RUPEES TWENTY 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.



**\* Personal and Confidential \***

**Mr. Harish B**

**harishb2002bh@gmail.com**

Government College of Technology, Coimbatore,  
6940173

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](http://www.bosch-softwaretechnologies.com)

**Our reference: TN/76279/2023**

**Date: 25-Apr-2023**

Dear Mr. **Harish 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. **7,00,000/-** (Rupees **Seven 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.

**\* Personal and Confidential \***

**Ms. Kalpana Pachagoundar**

**kalpanapk2002@gmail.com**

Government College of Technology, Coimbatore,  
6940153

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/76272/2023**

**Date: 25-Apr-2023**

Dear Ms. **Kalpana Pachagoundar**,

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. **7,00,000/-** (Rupees **Seven 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.



## **INDIA EMPLOYMENT AGREEMENT**

THIS EMPLOYMENT Agreement (the “Agreement”) is entered into as of the date set forth in Article 1 (“Effective Date”) by and between Krayen Inc, (the “EMPLOYER”) having its principal address as set forth in Article 1, and the EMPLOYEE whose name and current address are set forth in Article 1 (the “EMPLOYEE”), in accordance with the following terms and conditions.

### **1. APPOINTMENT, DUTIES, AND START DATE**

The items noted in this table are subject to the detailed terms and conditions of this Agreement.	
Address of EMPLOYER’s Principal Place of Business:	4546 El Camino Real, Los Altos, CA 94022, USA
Effective Date of Agreement:	16 <sup>th</sup> October, 2022
EMPLOYEE Full Name:	Kavya M
EMPLOYEE’s Current Address:	40, 2 <sup>nd</sup> Cross Street, Sri Ram Nagar, Kodungaiyur, Chennai - 600118
EMPLOYEE Nationality and Applicable Identification Number or Passport Number:	PAN: MBEPK5215N
EMPLOYEE’s Job Title/Position:	Data Scientist
EMPLOYEE’s Principal Place of Work:	Krayen’s office in Coimbatore
Starting Annual Base Salary, to be paid monthly in 12 monthly installments in arrears:	INR 8,00,000
EMPLOYEE’S Start Date (“Start Date”):	1 <sup>st</sup> July, 2023
Variable Incentive Plan	INR 2,00,000
Total Paid Sick and Vacation Days (not including public holidays)	18 days.  Accrues for every month of continued employment <ul style="list-style-type: none"><li>● 1 vacation day /month</li><li>● 0.5 sick day/month</li></ul>
Reporting to	CTO
Probationary Period:	Three months
Working Hours	10 AM to 8 PM IST. Monday through Saturday. Subject to change based on business needs

**\* Personal and Confidential \***

**Ms. Kiruthigha R**

**kiruthighark@gmail.com**

Government College of Technology, Coimbatore,  
6940187

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/76282/2023**

**Date: 25-Apr-2023**

Dear Ms. **Kiruthigha 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. **7,00,000/-** (Rupees **Seven 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.



## OFFER LETTER

September 22nd , 2022  
Coimbatore

To,  
Mr. **Manikandan R,**  
Coimbatore.

**Dear Mr. Manikandan R,**

We take great pleasure to welcome you to be an integral part of our EXTERRO family. We are pleased to Offer you the post of **Internship Trainee** in our organization subject to the certain terms & conditions which would be declared in appointment letter. This letter of offer supersedes all other communications made to you prior to the date of issue of the appointment letter.

This offer letter outlines only the basic terms which are not exhaustive and does not include the detailed terms and conditions of your employment. This offer is contingent on a candidature reference and successful completion of the background check done by the company.

### **Start Date**

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

### **Performance Assessments**

Performance assessments will be done on a quarterly basis. Your increments are discretionary and will be subject to and on the basis of your effective performance and results during the assessment period. This will be also decided based on the performance of the organization during the assessment period. Generally compensation reviews would be done once a year after probation.

*Manikandan*



**Annexure A- Exterro R&D Salary Package - During Probation Period/Stipend**

LEVEL	COMPONENTS	MONTHLY	ANNUAL
Fixed Component	BASIC	11,000	1,32,000
	HRA	4,400	52,800
	SPECIAL	4,600	55,200
	Monthly Gross Salary	20000	240000
	PF	1,800	21,600
	INSURANCE (ACCIDENTAL)	67	800
	INSURANCE (MEDICAL)	1,708	20,500
	PARKING ALLOWANCE	250	3,000
	<b>TOTAL</b>	<b>3,825</b>	<b>45,900</b>
<b>EXTERRO ASSURED BENEFITS</b>			
Other Benefits	PROFESSIONAL DEVELOPMENT PAY		16,000
	PAID LEAVES		7,742
	<b>TOTAL</b>		<b>23,742</b>
<b>TOTAL CTC (COST TO THE COMPANY)</b>			<b>3,09,642</b>

**Annexure – B Exterro R&D Salary package - After Confirmation based on the performance**

LEVEL	COMPONENTS	MONTHLY	ANNUAL
Fixed Component	BASIC	14,850	1,78,200
	HRA	5,940	71,280
	SPECIAL	6,210	74,520
	Monthly Gross Salary	27000	324000
Employer Contribution	FOOD COUPON	2,000	24,000
	PF	1,800	21,600
	INSURANCE (ACCIDENTAL)	67	800
	INSURANCE (MEDICAL)	1,708	20,500
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<b>EXTERRO ASSURED BENEFITS</b>			
Other Benefits	PROFESSIONAL DEVELOPMENT PAY		16,000
	PAID LEAVES		10,452
	<b>TOTAL</b>		<b>26,452</b>
<b>TOTAL CTC (COST TO THE COMPANY)</b>			<b>4,20,352</b>

*Manikandan*

**CCAL**  
**CHEMFAB ALKALIS LIMITED**

CCAL / HR / OL /2023-2024/D.023

April 11, 2023

Mr. MOHAMED YOUSUF ISUDEEN S  
69/1, Asura West Street,  
Melapalyam, Tirunelveli.

Dear Mr. MOHAMED YOUSUF ISUDEEN,

Sub: Offer for the position of **Graduate Engineer Trainee - Instrumentation**

Congratulations!

We refer to the discussion you had with us on 25.03.2023, for the above position in our organization. We are pleased to offer you the position of **Graduate Engineer Trainee - Instrumentation** in our organisation and your Salary shall be as agreed between us.

This offer is valid subject to the condition that you are medically found to be fit for employment and your background / antecedent screening check should not have any major discrepancy. You will undergo for the pre-employment medical test to any hospital as chosen by the company for the above purpose. In case you join the company before pre-employment test and later found to be medically unfit, you will be relieved from the service on payment of salary for the period you have worked with us. You will also undergo the Background screening check, through the agency chosen by the company for the above purpose. In case you join the company before Background verification and later found to have major discrepancy, you will be relieved from the service with immediate effect.



Certificate No. OHS 18628 / EMS 71746  
As ISO 14001 and ISO 45001 Certified Company

CIN No.: L24290TN2009PLC071563  
**Member - Dr. Rao's Group of Companies**

Regd. Off: 'TEAM House', GST Road, Vandalur, Chennai - 600 048, India,  
Plant: 'Gnanananda Place', Kalapet, Puducherry - 605 014, India Ph: +91 413 2261000,  
E-mail: chemfabalkalis@dracholdings.com, www.chemfabalkalis.com



**Responsible Care®**  
OUR COMMITMENT TO SUSTAINABILITY



You should bring the following documents at the time of your joining:-

- Age Proof Certificate of Self, Father & Mother (Spouse & Children incase of married)
- Aadhar Proof (Photo Copy) - Driving license / Voters ID
- Qualification certificate (Photo Copy)
- Passport size photo (Self) - 2 Nos & Family Photo
- Previous experience certificate & Relieving order from the previous employer.


You are requested to join for duty on or before **20.07.2023**, after which this offer shall automatically stand cancelled. Your formal appointment letter will be issued at the time of your joining. In the mean time, we request your confirmation of acceptance of this offer by returning us a singed copy of this letter.

Thanking you,

I have read and fully understood the terms and conditions of this offer and I accept this offer on the terms and conditions mentioned above. I will be Joining duty on or before 20.07.2023

Yours truly,  
For CHEMFAB ALKALIS LTD

VIJAY KUMAR J  
GROUP CHIEF HUMAN RESOURCES OFFICER

  
(MOHAMED JOUSUF ISUDEEN S)

Date 17.04.2023

09-Nov-2022

Mr. Nithish Kumar R  
Government College of Technology

Dear Nithish Kumar,

**SUB: Our offer for the position of Trainee – Software Analyst**

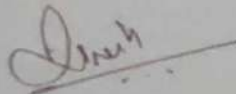
We are happy to let you know that we are impressed with your credentials and welcome you to the Aspire family. We are certain that you would play a vital role in our growth and success and you will be a valuable addition to our talented team of ASPIRIANS.

You will be inducted as a "Trainee – Software Analyst". Your initial training with the Talent Nurturing team and the department specific training will be for a maximum duration of two months. Post training you will be deputed to any one of our Practices and you will be deputed to work from any of our offices in India. The salary during training will be **Rs.22,500 per month** which will be prorated based on your training duration. At the end of training period, a formal evaluation of your performance will be made.

On successful completion of the training, your overall total Cost-to-Company (CTC) will be revised to **Rs.4.70 Lakhs Per Annum** that includes a one-time joining bonus of **Rs.20,000** which will be paid on completion of six months of your service with us. All remuneration payable to you will be subject to income tax deduction at source and to any other statutory deductions that may be applicable.

Your commencement of employment with us is contingent upon your acceptance of this offer and our terms of employment (Annexure 1). We once again welcome you to share a challenging and mutually rewarding experience at Aspire. Please return the duplicate of this letter duly signed by you.

**For Aspire Systems (India) Private Limited**




**Dinesh Kumar T.K.**

Vice President

[dinesh.kumaran@aspiresys.com](mailto:dinesh.kumaran@aspiresys.com)

I hereby accept the offer.

Signature :   
Name : Nithish Kumar R  
Date : 10 - NOV - 2022



**Offer: Computer Consultancy**

**Ref: TCSL/CT20223932150/Chennai**

**Date: 13/09/2022**

Ms. Poovizhi S  
2/234,  
Thamaraikoliyampatti,  
Dharmapuri-635305,  
Tamilnadu.  
Tel# -

Dear Poovizhi S,

**Sub: Letter of Offer**

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

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

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

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

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

**TCS Confidential**

**TCSL/CT20223932150**

**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](http://www.tcs.com)

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

TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)





## OFFER LETTER

September 22nd , 2022  
Coimbatore

To,

Mr. **Prakash Ramesh,**

Coimbatore.

**Dear Mr. Prakash,**

We take great pleasure to welcome you to be an integral part of our EXTERRO family. We are pleased to Offer you the post of **Internship Trainee** in our organization subject to the certain terms & conditions which would be declared in appointment letter. This letter of offer supersedes all other communications made to you prior to the date of issue of the appointment letter.

This offer letter outlines only the basic terms which are not exhaustive and does not include the detailed terms and conditions of your employment. This offer is contingent on a candidature reference and successful completion of the background check done by the company.

### **Start Date**

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

### **Performance Assessments**

Performance assessments will be done on a quarterly basis. Your increments are discretionary and will be subject to and on the basis of your effective performance and results during the assessment period. This will be also decided based on the performance of the organization during the assessment period. Generally compensation reviews would be done once a year after probation.

A handwritten signature in blue ink, appearing to read "Prakash", enclosed in a grey rectangular box.



**Annexure A- Exterro R&D Salary Package - During Probation Period/Stipend**

LEVEL	COMPONENTS	MONTHLY	ANNUAL
Fixed Component	BASIC	11,000	1,32,000
	HRA	4,400	52,800
	SPECIAL	4,600	55,200
	Monthly Gross Salary	20000	240000
	PF	1,800	21,600
	INSURANCE (ACCIDENTAL)	67	800
	INSURANCE (MEDICAL)	1,708	20,500
	PARKING ALLOWANCE	250	3,000
	<b>TOTAL</b>	<b>3,825</b>	<b>45,900</b>
<b>EXTERRO ASSURED BENEFITS</b>			
Other Benefits	PROFESSIONAL DEVELOPMENT PAY		16,000
	PAID LEAVES		7,742
	<b>TOTAL</b>		<b>23,742</b>
<b>TOTAL CTC (COST TO THE COMPANY)</b>			<b>3,09,642</b>

**Annexure – B Exterro R&D Salary package - After Confirmation based on the performance**

LEVEL	COMPONENTS	MONTHLY	ANNUAL
Fixed Component	BASIC	14,850	1,78,200
	HRA	5,940	71,280
	SPECIAL	6,210	74,520
	Monthly Gross Salary	27000	324000
Employer Contribution	FOOD COUPON	2,000	24,000
	PF	1,800	21,600
	INSURANCE (ACCIDENTAL)	67	800
	INSURANCE (MEDICAL)	1,708	20,500
	PARKING ALLOWANCE	250	3,000
	<b>TOTAL</b>	<b>5,825</b>	<b>69,900</b>
<b>EXTERRO ASSURED BENEFITS</b>			
Other Benefits	PROFESSIONAL DEVELOPMENT PAY		16,000
	PAID LEAVES		10,452
	<b>TOTAL</b>		<b>26,452</b>
<b>TOTAL CTC (COST TO THE COMPANY)</b>			<b>4,20,352</b>

**\* Personal and Confidential \***

**Mr. Rambarath P**

**barathbarath0709@gmail.com**

Government College of Technology, Coimbatore,  
6940167

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](http://www.bosch-softwaretechnologies.com)

**Our reference: TN/76276/2023**

**Date: 25-Apr-2023**

Dear **Mr. Rambarath 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. **7,00,000/-** (Rupees **Seven 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.



Ref No: MSPL / 2022 / 2146

20-May-2022

**Ms. RAMYA M**

6, Pethaiah Street, Rajapalayam-626117.

Dear RAMYA M,

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](mailto:info@mistralsolutions.com)

*M. Ramya.*

CIN: U72200KA1999PTC025232

[www.mistralsolutions.com](http://www.mistralsolutions.com)

**\* Personal and Confidential \***

**Ms. Safreen Z**

**safreenzj@gmail.com**

Government College of Technology, Coimbatore,  
6940157

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](http://www.bosch-softwaretechnologies.com)

**Our reference: TN/76273/2023**

**Date: 25-Apr-2023**

Dear **Ms. Safreen 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. **7,00,000/-** (Rupees **Seven 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.

09-Nov-2022

Ms. Sandhiya S  
Government College of Technology

Dear Sandhiya,

**SUB: Our offer for the position of Trainee – Software Analyst**

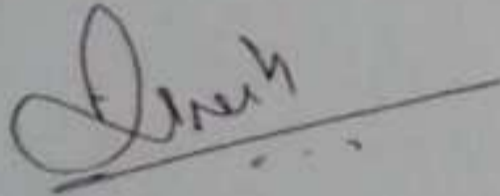
We are happy to let you know that we are impressed with your credentials and welcome you to the Aspire family. We are certain that you would play a vital role in our growth and success and you will be a valuable addition to our talented team of ASPIRIANS.

You will be inducted as a **“Trainee – Software Analyst”**. Your initial training with the Talent Nurturing team and the department specific training will be for a maximum duration of two months. Post training you will be deputed to any one of our Practices and you will be deputed to work from any of our offices in India. The salary during training will be **Rs.22,500 per month** which will be prorated based on your training duration. At the end of training period, a formal evaluation of your performance will be made.

On successful completion of the training, your overall total Cost-to-Company (CTC) will be revised to **Rs.4.70 Lakhs Per Annum** that includes a one-time joining bonus of **Rs.20,000** which will be paid on completion of six months of your service with us. All remuneration payable to you will be subject to income tax deduction at source and to any other statutory deductions that may be applicable.

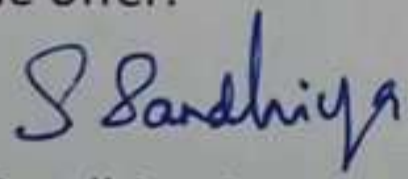
Your commencement of employment with us is contingent upon your acceptance of this offer and our terms of employment (Annexure 1). We once again welcome you to share a challenging and mutually rewarding experience at Aspire. Please return the duplicate of this letter duly signed by you.

**For Aspire Systems (India) Private Limited**



**Dinesh Kumar T.K.**  
Vice President  
[dinesh.kumaran@aspiresys.com](mailto:dinesh.kumaran@aspiresys.com)

I hereby accept the offer.

Signature :   
Name : Sandhiya S  
Date : 10.11.2022



July 29, 2022

**Mr. Santhosh P**  
GCT- Coimbatore.

## **Offer Letter**

**Private and confidential**

Dear Mr. **Santhosh 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 six months from 01<sup>st</sup> June 2023 to 30<sup>th</sup> November 2023. 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.6,50,000/-** per annum (Six Lakhs and Fifty Thousand Rupees only).

We would like you to join us on or before 01<sup>st</sup> June 2023.

Yours sincerely,

**For OneBill Software India Private Limited**

---

**Muthukumar**  
**Authorized Signatory**

**OneBill Software India Pvt Ltd.,**  
CIN-U72200KA2009PTC050973  
No:32, Suraj Ganga Soft Park, 1<sup>st</sup> Main,  
JP Nagar 3<sup>rd</sup> Phase, Bangalore-78  
[www.onebillsoftware.com](http://www.onebillsoftware.com)



**STRICTLY PRIVATE & CONFIDENTIAL**

April 25, 2023

**Selva Rani V**

1H/1282 Bharathi Nagar, 4th Street, Millarpuram

Thoothukkudi

**SUBJECT: APPOINTMENT LETTER**

Dear Selva Rani,

Thank you for investing your time to pursue an opportunity with Schneider Electric.

With reference to your application and subsequent discussions, we are pleased in offering you the position in our Company as “**Graduate Engineer Trainee**”.

You are requested to report on **June 19, 2023**. In case you do not report by this date, this appointment letter shall stand withdrawn.

The terms and conditions, as applicable, are stated hereunder:

**PLACE OF POSTING**

Your present posting is at the Company’s office located at **Chennai**.The Company reserves the right to transfer you to any other Schneider Electric entity/city/section/department/project site/division/branch office either in existence, or which may come into existence hereafter, and upon such transfer



the rules and regulations of service as applicable to such post or place of transfer will apply to you. The nature of duty and designation may be different from the one being offered to you in terms hereof, provided however, that your Compensation & Benefits will not be affected. Your refusal for such transfer or performance will be considered as unwillingness to perform your duties and serve the Company and in such case, notwithstanding anything contained herein, the management may in its discretion terminate your services by giving you one month's notice or one month's Gross salary in lieu of notice.

### **COMPENSATION & BENEFITS**

We are pleased to inform you that your:

- Total Fixed Salary is Rs. **431,818.00/-** per annum
- Target performance incentive is Rs. **43,182.00/-** per annum
- Target CTC (Gross + Target performance incentive) is Rs. **475,000.00/-** per annum

A detailed break-up of your compensation is provided in **ANNEXURE "A"**.

**\* Personal and Confidential \***

**Ms. Shobika B**

**shobikab8@gmail.com**

Government College of Technology, Coimbatore,  
6940207

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](http://www.bosch-softwaretechnologies.com)

**Our reference: TN/76288/2023**

**Date: 25-Apr-2023**

Dear **Ms. Shobika 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. **7,00,000/-** (Rupees **Seven 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.

**\* Personal and Confidential \***

**Mr. Sri Kamesh Guru R**

**kameshguru230402@gmail.com**

Government College of Technology, Coimbatore,  
6940177

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/76281/2023**

**Date: 25-Apr-2023**

Dear **Mr. Sri Kamesh Guru 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.7,00,000/-** (Rupees **Seven 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.

09-Nov-2022

**Ms. Subaranjani P**  
**Government College of Technology**

Dear Subaranjani,

**SUB: Our offer for the position of Trainee – Software Analyst**

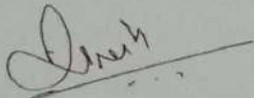
We are happy to let you know that we are impressed with your credentials and welcome you to the Aspire family. We are certain that you would play a vital role in our growth and success and you will be a valuable addition to our talented team of ASPIRIANS.

You will be inducted as a “**Trainee – Software Analyst**”. Your initial training with the Talent Nurturing team and the department specific training will be for a maximum duration of two months. Post training you will be deputed to any one of our Practices and you will be deputed to work from any of our offices in India. The salary during training will be **Rs.22,500 per month** which will be prorated based on your training duration. At the end of training period, a formal evaluation of your performance will be made.

On successful completion of the training, your overall total Cost-to-Company (CTC) will be revised to **Rs.4.70 Lakhs Per Annum** that includes a one-time joining bonus of **Rs.20,000** which will be paid on completion of six months of your service with us. All remuneration payable to you will be subject to income tax deduction at source and to any other statutory deductions that may be applicable.

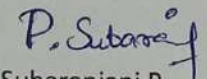
Your commencement of employment with us is contingent upon your acceptance of this offer and our terms of employment (Annexure 1). We once again welcome you to share a challenging and mutually rewarding experience at Aspire. Please return the duplicate of this letter duly signed by you.

**For Aspire Systems (India) Private Limited**



**Dinesh Kumar T.K.**  
Vice President  
[dinesh.kumaran@aspiresys.com](mailto:dinesh.kumaran@aspiresys.com)

I hereby accept the offer.

Signature :   
Name : Subaranjani P  
Date : 10/11/2022



September 22, 2022

Suntrakanesh Subramanian  
17, Baskarar Street, Tirunelveli,  
Town- 627006, Tamil Nadu, India.  
gskgs.gs60@gmail.com  
9150550821

Dear **Suntrakanesh Subramanian:**

We are pleased to offer you employment with Micron Technology Operations India LLP (**Micron**) on the terms set out in this offer letter and the accompanying Standard Terms and Conditions of Employment (**Standard Terms**) and Confidentiality and Intellectual Property Agreement.

### 1. Commencement

Your employment with Micron will commence on July 17, 2023. The commencement of your employment is subject to the conditions set out in **section 10** of this offer letter. If any of those conditions is not satisfied, then your employment with Micron will not commence and this offer of employment, if you have not accepted it, will automatically be deemed to have been withdrawn. If you have already accepted this offer, Micron may (notwithstanding any other clause in this Agreement) terminate this Agreement immediately without notice or any payment in lieu of notice.

### 2. Position

Micron will employ you on a full-time basis in the position of Associate Engineer, Scribe Design, or such other position determined by Micron from time to time.

You will be based at the current Micron premises within a Special Economic Zone (SEZ) in Hyderabad, specifically at Floor 9th & 10th, Aquila by Phoenix - Block B, Survey No. 115/35, Nanakramguda Village, Serilingampally Mandal, Ranga Reddy District, Hyderabad 500081, Telangana, India but you agree to work at other locations if required to do so by Micron from time to time.

You will report to the Director, MOI Mask Tech and will work under the direction of the person in that position, or such other position determined by Micron.

Micron may change these requirements from time to time at its discretion.

Please note that you have no authority to bind Micron in contract, except to the extent you are expressly authorised in writing to do so.

### 3. Term

Your employment is intended to be for an indefinite term, subject to:

- (a) your successful completion of a probationary period of six months (see **clause 2** of the Standard Terms), which period may be extended by Micron in its sole discretion for up to a further six months (such extended period(s) forms part of your probationary period);
- (b) the conditions, and rights of termination, set out in Annexure B of this letter (and Annexure B is deemed to be part of this letter);
- (c) if relevant, maintenance of the required visas and permits from the relevant government authorities to enable you to live and work with Micron in India; and
- (d) termination in accordance with **clause 6** of the Standard Terms and the requirements of applicable law.

**ANNEXURE A - CURRENT ANNUAL TARGET COMPENSATION AND BENEFITS OUTLINE  
(FOR INFORMATION PURPOSES)**

*Compensation*

Fixed Salary

- Basic Salary INR 600000
- House Rent Allowance INR 240000
- Special Allowance INR 360000
- Total INR 1200000

Employer Provident Fund Contributions INR 72000

Discretionary Allowances

- Medical Expense Allowance INR 15000
- Leave Travel Allowance INR 41000

Discretionary Incentive Target INR 120000

**TOTAL** **INR 1448000**

*Hyderabad Benefits\**

Public Holidays	10 days per calendar year
Vacation Leave	15 days per calendar year, pro-rata in the first calendar year of service (pro-rated at a rate of 1.25 days per month)
Sick Leave	12 days per calendar year
Casual Leave	12 days per calendar year, pro-rata in the first calendar year of service (pro-rated at a rate of 1 day per month)
Death-in-Family	3 days per occurrence, in the event of a death of an immediate family member
Maternity Leave (female team members)	26 weeks if fewer than 2 surviving children; 12 weeks if two or more surviving children
Paternity Leave (male team members)	5 days for the birth of each child
Marriage Leave	5 days per occurrence
Insurance	Medical Insurance (employee & eligible dependents), and Life and Personal Accident Insurance (employee only)

*\*All benefits other than those statutorily required are discretionary and are provided subject to the terms and conditions of Micron policy from time to time.*

09-Nov-2022

**Ms. Thillalarasi V**  
Government College of Technology

Dear Thillaiarasi,

**SUB: Our offer for the position of Trainee – Software Analyst**

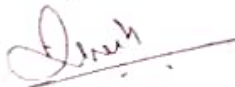
We are happy to let you know that we are impressed with your credentials and welcome you to the Aspire family. We are certain that you would play a vital role in our growth and success and you will be a valuable addition to our talented team of ASPIRIANS.

You will be inducted as a "Trainee – Software Analyst". Your initial training with the Talent Nurturing team and the department specific training will be for a maximum duration of two months. Post training you will be deputed to any one of our Practices and you will be deputed to work from any of our offices in India. The salary during training will be **Rs.22,500 per month** which will be prorated based on your training duration. At the end of training period, a formal evaluation of your performance will be made.

On successful completion of the training, your overall total Cost-to-Company (CTC) will be revised to **Rs.4.70 Lakhs Per Annum** that includes a one-time joining bonus of **Rs.20,000** which will be paid on completion of six months of your service with us. All remuneration payable to you will be subject to income tax deduction at source and to any other statutory deductions that may be applicable.

Your commencement of employment with us is contingent upon your acceptance of this offer and our terms of employment (Annexure 1). We once again welcome you to share a challenging and mutually rewarding experience at Aspire. Please return the duplicate of this letter duly signed by you.

For Aspire Systems (India) Private Limited



**Dinesh Kumar T.K.**

Vice President

[dinesh.kumaran@aspiresys.com](mailto:dinesh.kumaran@aspiresys.com)

I hereby accept the offer.

Signature :   
Name : Thillalarasi V  
Date : 10-11-2022

09-Nov-2022

Ms. Vaishnavi G  
Government College of Technology

Dear Vaishnavi,

**SUB: Our offer for the position of Trainee – Software Analyst**

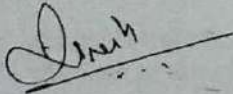
We are happy to let you know that we are impressed with your credentials and welcome you to the Aspire family. We are certain that you would play a vital role in our growth and success and you will be a valuable addition to our talented team of ASPIRIANS.

You will be inducted as a “**Trainee – Software Analyst**”. Your initial training with the Talent Nurturing team and the department specific training will be for a maximum duration of two months. Post training you will be deputed to any one of our Practices and you will be deputed to work from any of our offices in India. The salary during training will be **Rs.22,500 per month** which will be prorated based on your training duration. At the end of training period, a formal evaluation of your performance will be made.

On successful completion of the training, your overall total Cost-to-Company (CTC) will be revised to **Rs.4.70 Lakhs Per Annum** that includes a one-time joining bonus of **Rs.20,000** which will be paid on completion of six months of your service with us. All remuneration payable to you will be subject to income tax deduction at source and to any other statutory deductions that may be applicable.

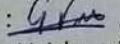
Your commencement of employment with us is contingent upon your acceptance of this offer and our terms of employment (Annexure 1). We once again welcome you to share a challenging and mutually rewarding experience at Aspire. Please return the duplicate of this letter duly signed by you.

**For Aspire Systems (India) Private Limited**



**Dinesh Kumar T.K.**  
Vice President  
[dinesh.kumaran@aspiresys.com](mailto:dinesh.kumaran@aspiresys.com)

I hereby accept the offer.

Signature :   
Name : Vaishnavi G  
Date : 10/11/22





**Offer: Computer Consultancy**

**Ref: TCSL/DT20222788688/Chennai**

**Date: 04/10/2022**

**Mr. Venkatesan V**

3/419Thejas Garden,  
Natheagoundanpudur,  
Coimbatore-641107,  
Tamilnadu.  
Tel# -

Dear Venkatesan 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 &

**TCS Confidential**

**TCSL/DT20222788688**

**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

**\* Personal and Confidential \***

**Ms. Yasholekha R**

**yasholekharajasekhar25@gmail.com**

Government College of Technology, Coimbatore,  
6940171

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/76278/2023**

**Date: 25-Apr-2023**

Dear Ms. **Yasholekha 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. **7,00,000/-** (Rupees **Seven 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.

09-Nov-2022

**Mr. Bharani Kumar B**  
**Government College of Technology**

Dear Bharani Kumar,

**SUB: Our offer for the position of Trainee – Software Analyst**

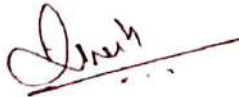
We are happy to let you know that we are impressed with your credentials and welcome you to the Aspire family. We are certain that you would play a vital role in our growth and success and you will be a valuable addition to our talented team of ASPIRIANS.

You will be inducted as a **“Trainee – Software Analyst”**. Your initial training with the Talent Nurturing team and the department specific training will be for a maximum duration of two months. Post training you will be deputed to any one of our Practices and you will be deputed to work from any of our offices in India. The salary during training will be **Rs.22,500 per month** which will be prorated based on your training duration. At the end of training period, a formal evaluation of your performance will be made.

On successful completion of the training, your overall total Cost-to-Company (CTC) will be revised to **Rs.4.70 Lakhs Per Annum** that includes a one-time joining bonus of **Rs.20,000** which will be paid on completion of six months of your service with us. All remuneration payable to you will be subject to income tax deduction at source and to any other statutory deductions that may be applicable.

Your commencement of employment with us is contingent upon your acceptance of this offer and our terms of employment (Annexure 1). We once again welcome you to share a challenging and mutually rewarding experience at Aspire. Please return the duplicate of this letter duly signed by you.

**For Aspire Systems (India) Private Limited**



**Dinesh Kumar T.K.**  
Vice President  
[dinesh.kumaran@aspresys.com](mailto:dinesh.kumaran@aspresys.com)

I hereby accept the offer.

Signature : *B. Bharani Kumar*  
Name : Bharani Kumar B  
Date : 10/11/2022

**\* Personal and Confidential \***

Mr. **Deepan Raj M**

deepan031@gmail.com

Government College of Technology, Coimbatore,  
6940191

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/76284/2023**

**Date: 25-Apr-2023**

Dear **Mr. Deepan Raj 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. **7,00,000/-** (Rupees **Seven 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.



05-Jan-2023

**Elangovan R**

**Applicant ID : A9066957**

Dear **Elangovan R**,

We refer to the discussions you had with us and are pleased to offer you a position in **Flextronics Technologies India Private Limited (hereinafter referred to as “Company”)** as **Associate Engineer - IT in Grade 23**. You will be working in and the Company in its sole discretion can change the shift as per business requirement. Your base location would be **Chennai**, subject to change as deemed by the company. We look forward to having you on board on **10-Jul-2023** at our **Chennai** office. The address is:

**Flextronics Technologies India Pvt. Ltd**  
**Global Business Services, 6th Floor,**  
**Campus 5, RMZ Millennia Business Park,**  
**No. 143, Dr. MGR Road,**  
**Kandanchavadi, Chennai – 96**

Your Total Target Cash will be **INR 485,000/- per annum**. The enclosed annexure 1 would give you the breakup of your TTC.

Please note that this offer shall be valid subject to your clearing the Background verification check as per the Company's policies. As discussed, you will be issued a detailed appointment letter when you join us. Your employment will be governed by the terms of the appointment letter issued to you.

You would be reporting to **Nitin Maheshwari** on the date of joining; reporting is subject to change post joining, if required.

**Please bring along the original & 2 copies of the below documents with you on your date of joining:**

- 1-Aadhaar Card Copy (Onboarding subject to submission of this document)
- 2-Print out of this Offer letter.
- 3-Three passport size photographs (Formal Attire in White Background)
- 4-ID Proofs (Voter ID, Driving License, Passport, etc.)
- 5-PAN card details (Mandatory). If you have applied for a New PAN card, kindly provide copy of acknowledgement receipt that it has been applied.

We would appreciate your returning the duplicate copy of this offer letter with the annexure duly signed by you as a token of your acceptance. We look forward to having you on board with us at the earliest.



## Letter of Intent (LOI)

Superset ID: 3563119

Date: November 25, 2022

Dear **Karthick S.**

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

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 have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week 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 as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

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>

GenC HR Team will reach out to you over email to guide you on the next steps.  
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. Madhanreyan V**

**madhanv2002@gmail.com**

Government College of Technology, Coimbatore,  
6940195

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](http://www.bosch-softwaretechnologies.com)

**Our reference: TN/76285/2023**

**Date: 25-Apr-2023**

Dear **Mr. Madhanreyan 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.

**\* Personal and Confidential \***

**Mr. Sudharsan M**

**sunms2000@gmail.com**

Government College of Technology, Coimbatore,  
6940161

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](http://www.bosch-softwaretechnologies.com)

**Our reference: TN/76275/2023**

**Date: 25-Apr-2023**

Dear **Mr. Sudharsan 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. **7,00,000/-** (Rupees **Seven 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.



26th September 2023

Akilash kumar,  
S/o Shanmugaraj,  
1918/2918 Ramalingapuram,  
Reddipalayam Road,  
Thanjavur,  
Tamilnadu - 613004  
Phone no : +91 9445482918

**Dear Mr. Akilash,**

We are pleased to extend you this “Internship to hire” offer with Cognitica AI (Company). Your internship will be governed by the following terms and conditions:

**1. Date of Appointment**

Your full-time Internship will start on **3rd of October 2023.**

**2. Job Title**

Your Job title will be “**Electrical and Electronics Engineer - Trainee**”

**3. Monthly Stipend**

You will be paid a stipend of **INR 18,000** per month from **October 2023 to March 2024.** Based on your performance review we will make an offer for full time conversion. You shall receive a compensatory package of **INR 25,000 per month** from **April 2024 to April 2025.**

**4. Place of posting**

You will be posted at **STEPS Knowledge Services Pvt Ltd, ShriNivas, 26, 2nd St, Kasthuri Nagar, Ondipudur, Coimbatore- 641062.**

**5. Working Hours**

Your working hours will be 8:30 am to 5:30 pm as per the current Company policy. The Company observes a 45 hours work week from Monday through Saturday. However, you will be required to work for such hours as necessary for the proper discharge of your duties to the Company. Also based on the work requirements you shall mark or extend attendance in such a way that will ensure work timelines compliance. You are expected to work not less than 45 hours each week, and if necessary for additional hours depending on your responsibilities.

**6. Leave**

You are entitled to sick leave of 1 day per every completed period of 1 month.



Dear Aarthi K,

Welcome to the Bosch family.

We are excited to have you onboard and wish you lots of fun, luck and learning as you start your career with us at Bosch Global Software Technologies Pvt Ltd (BGSW).

BGSW is an established company with a young workforce. Our rich experience and reputation is backed by the freshness of ideas and innovation that our millennials bring to the table. Over two - thirds of our workforce comprises of youngsters like you who are curious, full of energy and always striving to do something new, something different and something which has a bigger impact. I am sure you will add to that impact and enjoy your time here at BGSW.

As you Embark on this journey, ask questions to yourself and to others around you. Don't let your curiosity die. Do not hesitate or hold back. Ask yourself today, "What am I here for? And what difference can I make to this organization?" Question yourself on "whether you can do it differently?". And when you have the right answers to these question, you will innovate.

With over 25,000+ associates at BGSW, the organization has a lot to offer – our values, learning and development opportunities, career development prospects, state-of-art labs and infrastructure, work-life balance and a swarm of opportunities to hone your entrepreneurial mindset. We have it all. You just need to grab it with both hands and make use of our different platforms available to you in the organization.

We wish you success, loads of fun and a wonderful enriching career here at BGSW. We once again welcome you to the Bosch family.

Looking forward to seeing you around BGSW.

Best regards

Campus Recruitment Team

## Letter of Intent

Bosch Global Software Technologies Pvt Ltd (BGSW)  
123, Hosur Rd, 7th Block, Koramangala,  
Bengaluru, Karnataka 560095

**Dear Aarthi K**

***Hearty Congratulations!***

This communication is in reference to your candidature that was evaluated as part of the BGSW Campus Recruitment for 2022-2023. We take immense pleasure in offering you the position of an **Associate Software Engineer / Engineer** in our organization.

We have communicated your selection for Full Time Employment at BGSW to your respective college / placement office during the campus recruitment drive.

Please confirm your choice (Offer Acceptance/ Decline) via our Embark portal, after which the detailed **offer of appointment letter** will be released. Appreciate your response before **“28th September 2022, Wednesday”**.

The journey has already begun, we will come up with more engagement events/activities shortly.

Do follow us on **social media** to get frequent updates about Bosch and BGSW. We suggest that you stay connected via Embark portal for more updates.

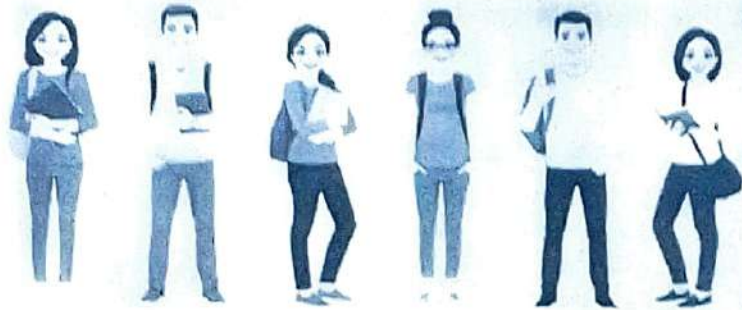
Additional details pertaining to your remuneration (CTC), benefits & policies will be mentioned in your detailed appointment letter and the same will reach you by **January/February 2023**.

*Your journey towards attaining the best has just begun. Wishing you the very best as you stand on the threshold of your success!*

Stay safe and healthy.

**You can visit the FAQ link of the Embark portal for any clarifications and connect to us by clicking the HELP link.**

Best regards,  
Campus Team



**BOSCH**

Invented for life

Dear Akshaya Raj S A,

Welcome to the Bosch family.

We are excited to have you onboard and wish you lots of fun, luck and learning as you start your career with us at Bosch Global Software Technologies Pvt Ltd (BGSW).

BGSW is an established company with a young workforce. Our rich experience and reputation is backed by the freshness of ideas and innovation that our millennials bring to the table. Over two - thirds of our workforce comprises of youngsters like you who are curious, full of energy and always striving to do something new, something different and something which has a bigger impact. I am sure you will add to that impact and enjoy your time here at BGSW.

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We wish you success, loads of fun and a wonderful enriching career here at BGSW. We once again welcome you to the Bosch family.

Looking forward to seeing you around BGSW.

Best regards

Campus Recruitment Team

## Letter of Intent

Bosch Global Software Technologies Pvt Ltd (BGSW)  
123, Hosur Rd, 7th Block, Koramangala,  
Bengaluru, Karnataka 560095

Dear Akshaya Raj S A

***Hearty Congratulations!***

This communication is in reference to your candidature that was evaluated as part of the BGSW Campus Recruitment for 2022-2023. We take immense pleasure in offering you the position of an **Associate Software Engineer / Engineer** in our organization.

We have communicated your selection for Full Time Employment at BGSW to your respective college / placement office during the campus recruitment drive.

Please confirm your choice (Offer Acceptance/ Decline) via our Embark portal, after which the detailed **offer of appointment letter** will be released. Appreciate your response before **"28th September 2022, Wednesday"**.

The journey has already begun, we will come up with more engagement events/activities shortly.

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Stay safe and healthy.

**You can visit the FAQ link of the Embark portal for any clarifications and connect to us by clicking the HELP link.**

Best regards,

Campus Team



July 29, 2022

**Ms. ALIN JENI C**  
**GCT- Coimbatore.**

## **Offer Letter**

**Private and confidential**

**Dear Ms. ALIN JENI C**

We are pleased to offer you a position as a **Software Engineer Trainee** with Onebill Software India Private Limited.

Your training period shall be six months from 01<sup>st</sup> June 2023 to 30<sup>th</sup> November 2023. 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.6,50,000/- per annum (Six Lakhs and Fifty Thousand Rupees only).

We would like you to join us on or before 01<sup>st</sup> June 2023.

Yours sincerely,

**For OneBill Software India Private Limited**

---

**Muthukumar**  
**Authorized Signatory**

**OneBill Software India Pvt Ltd.,**  
CIN-U72200KA2009PTC050973  
No:32, Suraj Ganga Soft Park, 1<sup>st</sup> Main,  
JP Nagar 3<sup>rd</sup> Phase, Bangalore-78  
[www.onebillsoftware.com](http://www.onebillsoftware.com)



Dear Anbu Priya A D,

Welcome to the Bosch family.

We are excited to have you onboard and wish you lots of fun, luck and learning as you start your career with us at Bosch Global Software Technologies Pvt Ltd (BGSW).

BGSW is an established company with a young workforce. Our rich experience and reputation is backed by the freshness of ideas and innovation that our millennials bring to the table. Over two - thirds of our workforce comprises of youngsters like you who are curious, full of energy and always striving to do something new, something different and something which has a bigger impact. I am sure you will add to that impact and enjoy your time here at BGSW.

As you Embark on this journey, ask questions to yourself and to others around you. Don't let your curiosity die. Do not hesitate or hold back. Ask yourself today, "What am I here for? And what difference can I make to this organization?" Question yourself on "whether you can do it differently?". And when you have the right answers to these question, you will innovate.

With over 25,000+ associates at BGSW, the organization has a lot to offer – our values, learning and development opportunities, career development prospects, state-of-art labs and infrastructure, work-life balance and a swarm of opportunities to hone your entrepreneurial mindset. We have it all. You just need to grab it with both hands and make use of our different platforms available to you in the organization.

We wish you success, loads of fun and a wonderful enriching career here at BGSW. We once again welcome you to the Bosch family.

Looking forward to seeing you around BGSW.

Best regards

Campus Recruitment Team

## Letter of Intent

Bosch Global Software Technologies Pvt Ltd (BGSW)  
123, Hosur Rd, 7th Block, Koramangala,  
Bengaluru, Karnataka 560095

**Dear Anbu Priya A D**

***Hearty Congratulations!***

This communication is in reference to your candidature that was evaluated as part of the BGSW Campus Recruitment for 2022-2023. We take immense pleasure in offering you the position of an **Associate Software Engineer / Engineer** in our organization.

We have communicated your selection for Full Time Employment at BGSW to your respective college / placement office during the campus recruitment drive.

Please confirm your choice (Offer Acceptance/ Decline) via our Embark portal, after which the detailed **offer of appointment letter** will be released. Appreciate your response before **“28th September 2022, Wednesday”**.

The journey has already begun, we will come up with more engagement events/activities shortly.

Do follow us on **social media** to get frequent updates about Bosch and BGSW. We suggest that you stay connected via Embark portal for more updates.

Additional details pertaining to your remuneration (CTC), benefits & policies will be mentioned in your detailed appointment letter and the same will reach you by **January/February 2023**.

*Your journey towards attaining the best has just begun. Wishing you the very best as you stand on the threshold of your success!*

Stay safe and healthy.

**You can visit the FAQ link of the Embark portal for any clarifications and connect to us by clicking the HELP link.**

Best regards,  
Campus Team





**BOSCH**  
Invented for life

Dear Arrasura Paramesh,

Welcome to the Bosch family.

We are excited to have you onboard and wish you lots of fun, luck and learning as you start your career with us at Bosch Global Software Technologies Pvt Ltd (BGSW).

BGSW is an established company with a young workforce. Our rich experience and reputation is backed by the freshness of ideas and innovation that our millennials bring to the table. Over two - thirds of our workforce comprises of youngsters like you who are curious, full of energy and always striving to do something new, something different and something which has a bigger impact. I am sure you will add to that impact and enjoy your time here at BGSW.

As you Embark on this journey, ask questions to yourself and to others around you. Don't let your curiosity die. Do not hesitate or hold back. Ask yourself today, "What am I here for? And what difference can I make to this organization?" Question yourself on "whether you can do it differently?". And when you have the right answers to these question, you will innovate.

With over 25,000+ associates at BGSW, the organization has a lot to offer – our values, learning and development opportunities, career development prospects, state-of-art labs and infrastructure, work-life balance and a swarm of opportunities to hone your entrepreneurial mindset. We have it all. You just need to grab it with both hands and make use of our different platforms available to you in the organization.

We wish you success, loads of fun and a wonderful enriching career here at BGSW. We once again welcome you to the Bosch family.

Looking forward to seeing you around BGSW.

Best regards

Campus Recruitment Team

## Letter of Intent

Bosch Global Software Technologies Pvt Ltd (BGSW)  
123, Hosur Rd, 7th Block, Koramangala,  
Bengaluru, Karnataka 560095

**Dear Arrasura Paramesh**

***Hearty Congratulations!***

This communication is in reference to your candidature that was evaluated as part of the BGSW Campus Recruitment for 2022-2023. We take immense pleasure in offering you the position of an **Associate Software Engineer / Engineer** in our organization.

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Best regards,  
Campus Team



## 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: 29-Oct-2022

To

**Mr.BHARATH C,**  
3/1, SUBBU NAGAR, MODACHUR,  
GOBICHETTIPALAYAM,  
ERODE-638476, TAMIL NADU.

Dear **Mr.BHARATH C,**

### OFFER OF EMPLOYMENT

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

### INTERNSHIP AND STIPEND

You are expected to do the final semester project of your curriculum in our organization. We expect you to work on the project on a full time basis for a period of 5-6 months. During this period you will be paid a monthly stipend of **Rs.20000/- (RUPEES TWENTY 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 : BHARATH C  
DESIGNATION : MEMBER TECHNICAL STAFF

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

\* 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.





Dear Dharun Kanna N,

Welcome to the Bosch family.

We are excited to have you onboard and wish you lots of fun, luck and learning as you start your career with us at Bosch Global Software Technologies Pvt Ltd (BGSW).

BGSW is an established company with a young workforce. Our rich experience and reputation is backed by the freshness of ideas and innovation that our millennials bring to the table. Over two - thirds of our workforce comprises of youngsters like you who are curious, full of energy and always striving to do something new, something different and something which has a bigger impact. I am sure you will add to that impact and enjoy your time here at BGSW.

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We wish you success, loads of fun and a wonderful enriching career here at BGSW. We once again welcome you to the Bosch family.

Looking forward to seeing you around BGSW.

Best regards

Campus Recruitment Team

## Letter of Intent

Bosch Global Software Technologies Pvt Ltd (BGSW)  
123, Hosur Rd, 7th Block, Koramangala,  
Bengaluru, Karnataka 560095

**Dear Dharun Kanna N**

***Hearty Congratulations!***

This communication is in reference to your candidature that was evaluated as part of the BGSW Campus Recruitment for 2022-2023. We take immense pleasure in offering you the position of an **Associate Software Engineer / Engineer** in our organization.

We have communicated your selection for Full Time Employment at BGSW to your respective college / placement office during the campus recruitment drive.

Please confirm your choice (Offer Acceptance/ Decline) via our Embark portal, after which the detailed **offer of appointment letter** will be released. Appreciate your response before **“28th September 2022, Wednesday”**.

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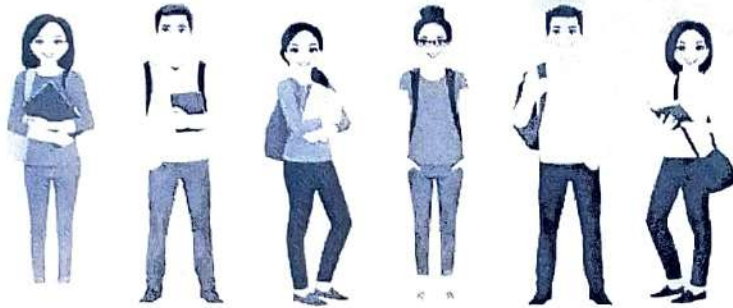
Additional details pertaining to your remuneration (CTC), benefits & policies will be mentioned in your detailed appointment letter and the same will reach you by **January/February 2023**.

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Stay safe and healthy.

**You can visit the FAQ link of the Embark portal for any clarifications and connect to us by clicking the HELP link.**

Best regards,  
Campus Team



**BOSCH**

Invented for life

Dear Divya D,

Welcome to the Bosch family.

We are excited to have you onboard and wish you lots of fun, luck and learning as you start your career with us at Bosch Global Software Technologies Pvt Ltd (BGSW).

BGSW is an established company with a young workforce. Our rich experience and reputation is backed by the freshness of ideas and innovation that our millennials bring to the table. Over two - thirds of our workforce comprises of youngsters like you who are curious, full of energy and always striving to do something new, something different and something which has a bigger impact. I am sure you will add to that impact and enjoy your time here at BGSW.

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We wish you success, loads of fun and a wonderful enriching career here at BGSW. We once again welcome you to the Bosch family.

Looking forward to seeing you around BGSW.

Best regards

Campus Recruitment Team

## Letter of Intent

Bosch Global Software Technologies Pvt Ltd (BGSW)  
123, Hosur Rd, 7th Block, Koramangala,  
Bengaluru, Karnataka 560095

**Dear Divya D**

***Hearty Congratulations!***

This communication is in reference to your candidature that was evaluated as part of the BGSW Campus Recruitment for 2022-2023. We take immense pleasure in offering you the position of an **Associate Software Engineer / Engineer** in our organization.

We have communicated your selection for Full Time Employment at BGSW to your respective college / placement office during the campus recruitment drive.

Please confirm your choice (Offer Acceptance/ Decline) via our Embark portal, after which the detailed **offer of appointment letter** will be released. Appreciate your response before **"28th September 2022, Wednesday"**.

The journey has already begun, we will come up with more engagement events/activities shortly.

Do follow us on **social media** to get frequent updates about Bosch and BGSW. We suggest that you stay connected via Embark portal for more updates.

Additional details pertaining to your remuneration (CTC), benefits & policies will be mentioned in your detailed appointment letter and the same will reach you by **January/February 2023**.

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Stay safe and healthy.

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Best regards,  
Campus Team





## Zoho Corporation Private Limited

Plot 140, 15, Anna Salai, T. Nagar, Chennai-600 002,  
Chennai, Tamil Nadu, India. 600 002  
Ph: +91 44 4849 1070  
[www.zohocorp.com](http://www.zohocorp.com)

01/09/2020

Date: 01/09/2020

To:

Ms. EMILA PAUL Y S,  
4/68A, ILLATHAR STREET,  
SAHAYANAGAR, VELLAMADAM POST,  
KANYAKUMARI-629302, TAMIL NADU

Dear Ms. EMILA PAUL Y 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 university. We are expecting you to work on the project on a full time basis for a period of 10 months starting from immediately after the completion of your stipend of **Rs 20000/- (RUPEES TWENTY THOUSAND ONLY)**. The following offer is valid, subject to your timely 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)**. This includes of your gross salary and information specific to the nature of your position as well as applicable statutory deductions by the last day of each month. All other usual benefits shall follow as per the applicable laws and regulations. See Annexure B.

### DATE OF JOINING

Your date of appointment is effective from your date of joining after you have accepted this offer in writing.

### PROBATION

You will be on probation at a cost Rs 40000/- for a period of 6 months from the date of joining. This offer is valid only follows completion of six months from your date of joining provided that you are performing your duties in a satisfactory manner. If your performance is not satisfactory, your probation may be extended or may be terminated as determined to be satisfactory. Upon completion of the probation period, you shall be an employee of the company.

### SALARY REVISION

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



## ANNEXURE A

**NAME** : EMILA PAUL Y S  
**DESIGNATION** : MEMBER TECHNICAL STAFF

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

\* 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:

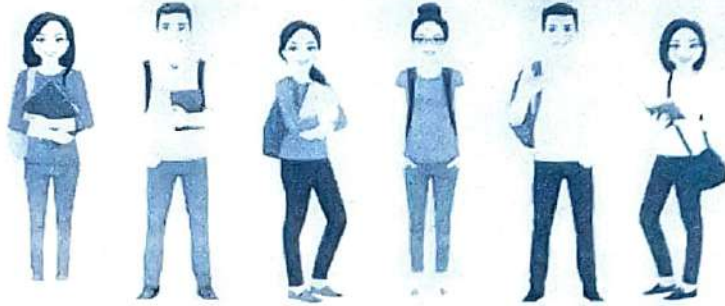
#### **PROSPERITY SHARING PLAN**

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.





**BOSCH**

Invented for life

Dear Ganapriya S.

Welcome to the Bosch family.

We are excited to have you onboard and wish you lots of fun, luck and learning as you start your career with us at Bosch Global Software Technologies Pvt Ltd (BGSW).

BGSW is an established company with a young workforce. Our rich experience and reputation is backed by the freshness of ideas and innovation that our millennials bring to the table. Over two - thirds of our workforce comprises of youngsters like you who are curious, full of energy and always striving to do something new, something different and something which has a bigger impact. I am sure you will add to that impact and enjoy your time here at BGSW.

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We wish you success, loads of fun and a wonderful enriching career here at BGSW. We once again welcome you to the Bosch family.

Looking forward to seeing you around BGSW.

Best regards

Campus Recruitment Team

## Letter of Intent

Bosch Global Software Technologies Pvt Ltd (BGSW)

123, Hosur Rd, 7th Block, Koramangala,

Bengaluru, Karnataka 560095

Dear Ganapriya S

***Hearty Congratulations!***

This communication is in reference to your candidature that was evaluated as part of the BGSW Campus Recruitment for 2022-2023. We take immense pleasure in offering you the position of an **Associate Software Engineer / Engineer** in our organization.

We have communicated your selection for Full Time Employment at BGSW to your respective college / placement office during the campus recruitment drive.

Please confirm your choice (Offer Acceptance/ Decline) via our Embark portal, after which the detailed **offer of appointment letter** will be released. Appreciate your response before "**28th September 2022, Wednesday**".

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Additional details pertaining to your remuneration (CTC), benefits & policies will be mentioned in your detailed appointment letter and the same will reach you by **January/February 2023**.

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Stay safe and healthy.

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Best regards,

Campus Team



**BOSCH**  
Invented for life

Dear Ghayathri Devi V,

Welcome to the Bosch family.

We are excited to have you onboard and wish you lots of fun, luck and learning as you start your career with us at Bosch Global Software Technologies Pvt Ltd (BGSW).

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Letter of Intent

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123, Hosur Rd, 7th Block, Koramangala,  
Bengaluru, Karnataka 560095

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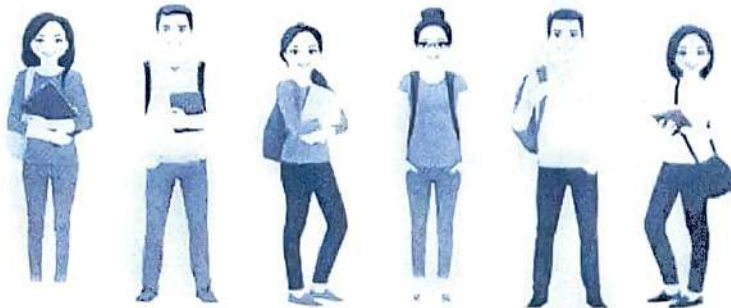
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Best regards,  
Campus Team



**BOSCH**  
Invented for life

Dear Goutham Kanagarasu,

Welcome to the Bosch family.

We are excited to have you onboard and wish you lots of fun, luck and learning as you start your career with us at Bosch Global Software Technologies Pvt Ltd (BGSW).

BGSW is an established company with a young workforce. Our rich experience and reputation is backed by the freshness of ideas and innovation that our millennials bring to the table. Over two - thirds of our workforce comprises of youngsters like you who are curious, full of energy and always striving to do something new, something different and something which has a bigger impact. I am sure you will add to that impact and enjoy your time here at BGSW.

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Looking forward to seeing you around BGSW.

Best regards

Campus Recruitment Team



## Letter of Intent

Bosch Global Software Technologies Pvt Ltd (BGSW)  
123, Hosur Rd, 7th Block, Koramangala,  
Bengaluru, Karnataka 560095

Dear Goutham Kanagarasu

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Best regards,

Campus Team

**Date: 26<sup>th</sup> October, 2022**

**Dear Jeyapathap S,**

## Letter of Intent

**Congratulations!**

We Incture Technologies Pvt Ltd are pleased to inform you that you have successfully completed selection process conducted by Incture Technologies Pvt Ltd. This letter is to confirm that we intend to offer you as **Associate Software Engineer** competency level opportunity to you, on the following terms and conditions

1. Designation: Associate Software Engineer
2. CTC: INR 600,000/-
3. Training Period 12 weeks (Applicable if fulltime internship not completed with Incture)

Based on your acceptance to this letter of intent, an offer letter with detailed terms and condition will be issued to you prior to your date of joining the company. Please note the above terms and conditions are subject to change at company's discretion, without any prior intimation.

Your joining is subject to satisfactory verification of the information/documents furnished by you at the time of joining, in addition to fulfilment 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.

**For Incture Technologies (P) Ltd.**



**Ranjani Sunkara**  
**Associate Director – Human Resources**



**JEYAPATHAP S**



July 29, 2022

**Mr. JUMLI KAMKI**  
**GCT- Coimbatore.**

## **Offer Letter**

**Private and confidential**

**Dear Mr. JUMLI KAMKI**

We are pleased to offer you a position as a **Software Engineer Trainee** with Onebill Software India Private Limited.

Your training period shall be six months from 01<sup>st</sup> June 2023 to 30<sup>th</sup> November 2023. 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.6,50,000/- per annum (Six Lakhs and Fifty Thousand Rupees only).

We would like you to join us on or before 01<sup>st</sup> June 2023.

Yours sincerely,

**For OneBill Software India Private Limited**

---

**Muthukumar**  
**Authorized Signatory**

**OneBill Software India Pvt Ltd.,**  
CIN-U72200KA2009PTC050973  
No:32, Suraj Ganga Soft Park, 1<sup>st</sup> Main,  
JP Nagar 3<sup>rd</sup> Phase, Bangalore-78  
[www.onebillsoftware.com](http://www.onebillsoftware.com)

28 December 2022

Dear KAMALI,

Thank you for your interest with AstraZeneca. We are pleased to confirm your internship from **16 February 2023 to 15 June 2023**.

These internships will be on a full-time basis at our Chennai Office at the below mentioned address. You will be paid an internship stipend of **INR 18,000/- per month (Rupees Eighteen Thousand Only)**. Your employment is valid only after the completion of your internship and successful graduation.

You will be provided an accommodation of seven calendar days at the start of internship. You are requested to confirm your acceptance of the internship by signing the document no later than Jan 5, 2023.

During the internship, you will be required to abide by all AstraZeneca policies and procedures which will be shared during the induction.

**Reporting Address**

AstraZeneca India Pvt. Ltd.  
11th Floor, Neville Tower,  
Ramanujan IT City, OMR, Taramani,  
Chennai - 600 113

Documents to Carry – Aadhar Card, Bank Account Details, PAN Card, University ID Card.

You will receive an email with additional details on the induction program closer to your joining date. In case of any questions please reach out to [Govindarajulu.lakshmanan@astrazeneca.com](mailto:Govindarajulu.lakshmanan@astrazeneca.com).

Thanking you.

Yours sincerely,  
for **AstraZeneca India Pvt. Ltd.**

*Shriram Subramanian*  
Shriram Subramanian (Dec 27, 2022 22:50 GMT+5.5)

I hereby agree to and accept the above offer and will report for duty on 16.02.2023

PLACE: Coimbatore

DATE: 02.01.2023

SIGNATURE: K. Kamali



**VIASAT INDIA PRIVATE LIMITED  
MODULE 1 & 2, 5TH FLOOR, BLOCK C, GLOBAL INFOCITY PARK, NO 40, MGR SALAI,  
KANDANCHAVADI, PERUNGUDI, CHENNAI 600096**

**December 6, 2022**

Kiran Karthikeyan GS  
5E/8C Thirumangai Nagar 1st Street, Pasuvanthanai Main road  
Kovilpatti, Tamil Nadu 628501

Software Engineering Internship

Dear Kiran Karthikeyan,

With reference to your application for our Software Engineering Internship program, we are glad to confirm your selection for the Internship Program 2022-2023 with Viasat India Private Limited (the "Company") Chennai.

Further to your successful completion of the internship, a fulltime employment offer to join the company may be extended.

The terms of the Project Internship and benefits are mentioned below:

- Project Internship Period: 01-Feb-2023 to 28-Apr-2023
- Stipend: INR 22,000 per month (TDS applicable)
- Furnished accommodation during the internship period
- You will be eligible to claim a onetime relocation allowance up to a limit of INR 10,000/- for your one-way travel (current location to Chennai) and shipment of luggage.

Your Internship will be governed by the rules, regulations and policies of Viasat India Private Limited. The company reserves all the right to cancel/call back the grant of internship at any point in time.

Wishing you all the very best!!

Yours sincerely,

for Viasat India Private Limited

A handwritten signature in black ink, appearing to read "Vinod", written over a light blue horizontal line.

Vinod Sivadas  
Director, Human Resources

I, Kiran Karthikeyan GS, acknowledge and accept the internship offer at Viasat.

Thanks,

Signature:

Print Name: Kiran Karthikeyan GS

## OFFER LETTER

Ref: GANIT/HR/CR/2022

Date: 31/08/2022

Name	Email	Contact
Likithe K	likizhimo06@gmail.com	9612072174

Dear **Likithe**,

**Congratulations. Welcome to the exciting world of Data Science!**

We are pleased to offer you the role of **Data Analyst**. You are offered an annual compensation (CTC) of INR 6,00,000/- (Rupees Six Lakhs only).

Your joining date will be announced at the end of the current academic year. You will receive communication on your joining, on-boarding and other procedures a month prior to your joining date.

In case of any queries that you might have please feel free to contact the recruitment team of GANIT at [campusqueries@ganitinc.com](mailto:campusqueries@ganitinc.com)

Welcome to Ganit and wish you an exciting career with us!

Yours Sincerely,



**Ashok Harwani**

Director

28 December 2022

Dear MAHESWARI S,

Thank you for your interest with AstraZeneca. We are pleased to confirm your internship from **16 February 2023 to 15 June 2023**.

These internships will be on a full-time basis at our Chennai Office at the below mentioned address. You will be paid an internship stipend of **INR 18,000/- per month (Rupees Eighteen Thousand Only)**. Your employment is valid only after the completion of your internship and successful graduation.

You will be provided an accommodation of seven calendar days at the start of internship. You are requested to confirm your acceptance of the internship by signing the document no later than Jan 5, 2023.

During the internship, you will be required to abide by all AstraZeneca policies and procedures which will be shared during the induction.

**Reporting Address**

AstraZeneca India Pvt, Ltd.  
11th Floor, Neville Tower,  
Ramanujan IT City, OMR, Taramani,  
Chennai - 600 113

Documents to Carry – Aadhar Card, Bank Account Details, PAN Card, University ID Card.

You will receive an email with additional details on the induction program closer to your joining date. In case of any questions please reach out to [Govindarajulu.lakshmanan@astrazeneca.com](mailto:Govindarajulu.lakshmanan@astrazeneca.com).


Thanking you.

Yours sincerely,  
for AstraZeneca India Pvt. Ltd.

  
Shiram Subramanian (Dec 27, 2022 22:50 GMT+5.5)

I hereby agree to and accept the above offer and will report for duty on 16/2/2023.....

PLACE: Coimbatore DATE: 2/01/23

SIGNATURE: 



July 29, 2022

**Mr. Manoj K**  
**GCT- Coimbatore.**

## **Offer Letter**

**Private and confidential**

**Dear Mr. Manoj 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 six months from 01<sup>st</sup> June 2023 to 30<sup>th</sup> November 2023. 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.6,50,000/- per annum (Six Lakhs and Fifty Thousand Rupees only).

We would like you to join us on or before 01<sup>st</sup> June 2023.

Yours sincerely,

**For OneBill Software India Private Limited**

---

**Muthukumar**  
**Authorized Signatory**

**OneBill Software India Pvt Ltd.,**  
CIN-U72200KA2009PTC050973  
No:32, Suraj Ganga Soft Park, 1<sup>st</sup> Main,  
JP Nagar 3<sup>rd</sup> Phase, Bangalore-78  
[www.onebillsoftware.com](http://www.onebillsoftware.com)





**BOSCH**  
Invented for life

Dear Mega Duraisamy,

Welcome to the Bosch family.

We are excited to have you onboard and wish you lots of fun, luck and learning as you start your career with us at Bosch Global Software Technologies Pvt Ltd (BGSW).

BGSW is an established company with a young workforce. Our rich experience and reputation is backed by the freshness of ideas and innovation that our millennials bring to the table. Over two - thirds of our workforce comprises of youngsters like you who are curious, full of energy and always striving to do something new, something different and something which has a bigger impact. I am sure you will add to that impact and enjoy your time here at BGSW.

As you Embark on this journey, ask questions to yourself and to others around you. Don't let your curiosity die. Do not hesitate or hold back. Ask yourself today, "What am I here for? And what difference can I make to this organization?" Question yourself on "whether you can do it differently?". And when you have the right answers to these question, you will innovate.

With over 25,000+ associates at BGSW, the organization has a lot to offer – our values, learning and development opportunities, career development prospects, state-of-art labs and infrastructure, work-life balance and a swarm of opportunities to hone your entrepreneurial mindset. We have it all. You just need to grab it with both hands and make use of our different platforms available to you in the organization.

We wish you success, loads of fun and a wonderful enriching career here at BGSW. We once again welcome you to the Bosch family.

Looking forward to seeing you around BGSW.

Best regards

Campus Recruitment Team

## Letter of Intent

Bosch Global Software Technologies Pvt Ltd (BGSW)  
123, Hosur Rd, 7th Block, Koramangala,  
Bengaluru, Karnataka 560095

Dear Mega Duraisamy

*Hearty Congratulations!*

This communication is in reference to your candidature that was evaluated as part of the BGSW Campus Recruitment for 2022-2023. We take immense pleasure in offering you the position of an **Associate Software Engineer / Engineer** in our organization.

We have communicated your selection for Full Time Employment at BGSW to your respective college / placement office during the campus recruitment drive.

Please confirm your choice (Offer Acceptance/ Decline) via our Embark portal, after which the detailed **offer of appointment letter** will be released. Appreciate your response before **"28th September 2022, Wednesday"**.

The journey has already begun, we will come up with more engagement events/activities shortly.

Do follow us on **social media** to get frequent updates about Bosch and BGSW. We suggest that you stay connected via Embark portal for more updates.

Additional details pertaining to your remuneration (CTC), benefits & policies will be mentioned in your detailed appointment letter and the same will reach you by **January/February 2023**.

*Your journey towards attaining the best has just begun. Wishing you the very best as you stand on the threshold of your success!*

Stay safe and healthy.

You can visit the **FAQ link of the Embark portal** for any clarifications and connect to us by clicking the **HELP link**.

Best regards,

Campus Team



28 December 2022

Dear MONICA M,

Thank you for your interest with AstraZeneca. We are pleased to confirm your internship from **16 February 2023 to 15 June 2023**.

These internships will be on a full-time basis at our Chennai Office at the below mentioned address. You will be paid an internship stipend of **INR 18,000/- per month (Rupees Eighteen Thousand Only)**. Your employment is valid only after the completion of your internship and successful graduation.

You will be provided an accommodation of seven calendar days at the start of internship. You are requested to confirm your acceptance of the internship by signing the document no later than Jan 5, 2023.

During the internship, you will be required to abide by all AstraZeneca policies and procedures which will be shared during the induction.

**Reporting Address**

AstraZeneca India Pvt, Ltd.  
11th Floor, Neville Tower,  
Ramanujan IT City, OMR, Taramani,  
Chennai - 600 113

Documents to Carry – Aadhar Card, Bank Account Details, PAN Card, University ID Card.

You will receive an email with additional details on the induction program closer to your joining date. In case of any questions please reach out to [Govindarajulu.lakshmanan@astrazeneca.com](mailto:Govindarajulu.lakshmanan@astrazeneca.com).

Thanking you.

Yours sincerely,  
for **AstraZeneca India Pvt. Ltd.**

Shriram Subramanian  
Shriram Subramanian (Dec 27, 2022 22:50 GMT+5.5)

I hereby agree to and accept the above offer and will report for duty on ..... 16.02.2023

PLACE: COIMBATORE

DATE: 02.01.2023

SIGNATURE: M. Monica

28 December 2022

Dear Monika D,

Thank you for your interest with AstraZeneca. We are pleased to confirm your internship from **16 February 2023 to 15 June 2023**.

These internships will be on a full-time basis at our Chennai Office at the below mentioned address. You will be paid an internship stipend of **INR 18,000/- per month (Rupees Eighteen Thousand Only)**. Your employment is valid only after the completion of your internship and successful graduation.

You will be provided an accommodation of seven calendar days at the start of internship. You are requested to confirm your acceptance of the internship by signing the document no later than Jan 5, 2023.

During the internship, you will be required to abide by all AstraZeneca policies and procedures which will be shared during the induction.

**Reporting Address**


AstraZeneca India Pvt, Ltd.  
11th Floor, Neville Tower,  
Ramanujan IT City, OMR, Taramani,  
Chennai - 600 113

Documents to Carry – Aadhar Card, Bank Account Details, PAN Card, University ID Card.

You will receive an email with additional details on the induction program closer to your joining date. In case of any questions please reach out to [Govindarajulu.lakshmanan@astrazeneca.com](mailto:Govindarajulu.lakshmanan@astrazeneca.com).

Thanking you.

Yours sincerely,  
for **AstraZeneca India Pvt. Ltd.**

  
Shriram Subramanian (Dec 27, 2022 22:50 GMT+5.5)

I hereby agree to and accept the above offer and will report for duty on ...**16/02/2023**.....

PLACE: Dharapuram

DATE: 01/01/2023

SIGNATURE: *D. Monika*

## LETTER OF INTENT – QUALITEST INDIA

### Confidential

To,

**Rahul R R,**  
D.No 9, Sriram Nagar,  
1st Street, Gandhimanagar,  
Coimbatore - 641004

Dear Rahul,

Congratulations!

With reference to your application and the subsequent tests and interview you had with us for a suitable career opportunity with our company, we are pleased to have chosen you for a position with Qualitest India Pvt. Ltd. You will be working initially as a “TRAINEE ENGINEER” for 8 weeks undergoing an immersive full-time technical training at our company premises. Subject to successful qualification after assessments in training, you will be given an official offer of employment (full time) with Qualitest as Graduate Quality Engineer.

Please Note: Successful completion of Training along with all assessments is necessary to be eligible for offer of employment. This letter is intent of employment based on training completion.

Your Internship stipend for the duration of training will be **INR 18,000/- per month**. Inclusive of all taxes/statutory deductions and will be in accordance with company's policy.

Date of Joining will be in the month of **June 2023**. Any change in date of joining will be communicated. Your acceptance of this letter of intent assumes acceptance of joining date when communicated.

This offer letter of intent is contingent on us working together to determine an appropriate start date for your employment. This offer is valid for seven (7) days from the date of this letter and shall lapse automatically unless you confirm your acceptance of it by signing the duplicate copy and returning it to the undersigned.

At the time of joining, you will be required to provide the following

- 1 Eight copies of your recent passport size photographs(white background)
- 2 Copy of all the educational marks sheets and certificates
- 3 Relieving Letters from all previous employers(if applicable)
- 4 Service certificate from earlier employers (if applicable)
- 5 Passport copy, if available
- 6 Pan card copy
- 7 Proof of identity

## LETTER OF INTENT – QUALITEST INDIA

- 8 Age proof/ Birth certificate
- 9 Proof of address
- 10 Latest salary slip
- 11 Confidentiality Agreement
- 12 Form 16 or Taxable income statement dully certified by previous employer till the last date of your employment.

Please ensure that you bring in all above documents along with you on your first day of Internship.

You agree to be governed by the rules, regulations, policies and practices of QualiTest, both existing and new, apart from amendments effected from time to time.

If you have any questions following your review of this offer, please do not hesitate to contact [people.india@qualitestgroup.com](mailto:people.india@qualitestgroup.com), as we are keen to ensure that all the terms of the offer are acceptable before the start of your internship with us.

We believe you have a successful career ahead of you and look forward to you joining us.


Yours sincerely  
For Qualitest India



Sangeetha Gururaj

VP – People and Talent, India

Acknowledged and Agreed by **NAME:** Rahul R

Acceptance of Letter of Intent & Internship: **Signature:** 

Rahul R (Oct 16, 2022 11:53 GMT+5.5)

March 29, 2023

PMO/MEM/13769036/2023

**Ranjani K**

155,Narayana Gounder Street, Reddiyapalayam(po) & (Vil),Thandrampet(Tk),  
Tiruvannamalai - 606708  
Tamil Nadu, India

Dear Ranjani,

**Subject: Offer of Employment with EdgeVerve Systems Limited**

At “Edge Verve”, our purpose is to amplify human potential and create the next opportunity for people, businesses and communities. Our employees are key to realizing this. It is our continuing ambition to find and retain people who believe in our values and share our desire to build a great Company.

Congratulations! Further to your application for employment with us, and the subsequent selection process, we are delighted to offer you employment in the role of **Member - Product Engineering** with EdgeVerve Systems Limited (the “Company”). Your Role Designation will be **3835APRINP : Product Engineer (PE)**. Your location of reporting is **Bangalore, India** and the scheduled date of joining the Company is **July 3, 2023**. You will be in the **Member** Group.

Your **Total Gross Salary** including **Performance Bonus** will be INR **66,667** per month. Kindly refer to the compensation details sheet for details.

The terms & conditions of our offer are as follows:

**1. Date of Commencement of Employment:**

Your employment with the Company shall commence on **July 3, 2023**.

**2. Location:**

Your current location of employment shall be **Bangalore**, India. However, please note that the Company reserves the right to transfer its employees to any of its Unit (s), office(s) or of its Affiliates and/or the office of the Company’s customer (“Work Location”), other than the one an employee was initially hired to work in.

For the purpose of this agreement, “Affiliate” means any entity that controls, is controlled by, or is under common control with the Company. For purpose 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.

Accordingly, we want you to be aware that you may be transferred to another Work Location in the future depending on the Company’s business requirements, and in the event thereof your remuneration and other benefits in relation thereto shall be determined in accordance with the Company’s existing and future policies in that Work Location. Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the foregoing.

**EDGEVERVE SYSTEMS LIMITED**  
Plot No. 47, Electronics City,  
Hosur Road,  
Bengaluru 560 100, India  
T 91 80 3952 2222  
F 91 80 2852 1300

**Registered Office:**  
CIN: U72200KA2014PLC073660  
Plot No. 44, Electronics City  
Hosur Road  
Bengaluru 560 100, India  
[www.edgeverve.com](http://www.edgeverve.com)  
[edgeverve@edgeverve.com](mailto:edgeverve@edgeverve.com)

<b>COMPENSATION DETAILS</b> (All figures in INR. per month)	
NAME	Ranjani K,
ROLE	Member - Product Engineering
ROLE DESIGNATION	3835APRINP : Product Engineer (PE)
<b>1. MONTHLY COMPONENTS</b>	
BASIC SALARY	18,020
BASKET OF ALLOWANCES (HRA, LTA, Medical Allowance, Children's Education Allowance, Transport Allowance, Miscellaneous Allowance)	35,347
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic) being paid out on a monthly basis)	3,424
<b>MONTHLY GROSS SALARY</b>	<b>56,791</b>
<b>2. OTHER COMPONENT</b>	
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)	180
<b>3. RETIRAL BENEFITS</b>	
<b>PROVIDENT FUND - 12% of Basic</b>	2,162
<b>GRATUITY - 4.81% of Basic*</b>	867
<b>FIXED GROSS SALARY (1+2+3)</b>	<b>60,000</b>
<b>4. PERFORMANCE BONUS</b>	
	<b>At an indicative Payout of 100%</b>
PERFORMANCE-BASED BONUS	6,667
<b>TOTAL GROSS SALARY (Inclusive of Bonus)</b>	<b>66,667</b>

All the above benefits are as per Company's policies, which are subject to change from time to time.

\*The gratuity amount set out above is an approximation. The eligibility and payment of gratuity shall be in accordance with the applicable provisions of the Payment of Gratuity Act, as amended and supplemented from time to time.



24-Nov-2022

**Ms. Sandhiya S**

No: 3/33 Bajanai Koil Street,  
K.Sevoor,Katpadi,  
Vellore - 632016  
Mobile: +91 7550087634  
Email: sandhiyasunder08@gmail.com

**Dear Sandhiya S,**

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 Coimbatore.

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.

Please confirm your acceptance by email within 3 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 - Global Human Resources

I have read the contents  
and accepted the Internship

**Sandhiya S**



**BOSCH**

Invented for life

Dear Siva Sudhan M,

Welcome to the Bosch family.

We are excited to have you onboard and wish you lots of fun, luck and learning as you start your career with us at Bosch Global Software Technologies Pvt Ltd (BGSW).

BGSW is an established company with a young workforce. Our rich experience and reputation is backed by the freshness of ideas and innovation that our millennials bring to the table. Over two - thirds of our workforce comprises of youngsters like you who are curious, full of energy and always striving to do something new, something different and something which has a bigger impact. I am sure you will add to that impact and enjoy your time here at BGSW.

As you Embark on this journey, ask questions to yourself and to others around you. Don't let your curiosity die. Do not hesitate or hold back. Ask yourself today, "What am I here for? And what difference can I make to this organization?" Question yourself on "whether you can do it differently?". And when you have the right answers to these question, you will innovate.

With over 25,000+ associates at BGSW, the organization has a lot to offer – our values, learning and development opportunities, career development prospects, state-of-art labs and infrastructure, work-life balance and a swarm of opportunities to hone your entrepreneurial mindset. We have it all. You just need to grab it with both hands and make use of our different platforms available to you in the organization.

We wish you success, loads of fun and a wonderful enriching career here at BGSW. We once again welcome you to the Bosch family.

Looking forward to seeing you around BGSW.

Best regards

Campus Recruitment Team

## Letter of Intent

Bosch Global Software Technologies Pvt Ltd (BGSW)  
123, Hosur Rd, 7th Block, Koramangala,  
Bengaluru, Karnataka 560095

Dear Siva Sudhan M

*Hearty Congratulations!*

This communication is in reference to your candidature that was evaluated as part of the BGSW Campus Recruitment for 2022-2023. We take immense pleasure in offering you the position of an **Associate Software Engineer / Engineer** in our organization.

We have communicated your selection for Full Time Employment at BGSW to your respective college / placement office during the campus recruitment drive.

Please confirm your choice (Offer Acceptance/ Decline) via our Embark portal, after which the detailed offer of appointment letter will be released. Appreciate your response before "28th September 2022, Wednesday".

The journey has already begun, we will come up with more engagement events/activities shortly.

Do follow us on **social media** to get frequent updates about Bosch and BGSW. We suggest that you stay connected via Embark portal for more updates.

Additional details pertaining to your remuneration (CTC), benefits & policies will be mentioned in your detailed appointment letter and the same will reach you by **January/February 2023**.

*Your journey towards attaining the best has just begun. Wishing you the very best as you stand on the threshold of your success!*

Stay safe and healthy.

**You can visit the FAQ link of the Embark portal for any clarifications and connect to us by clicking the HELP link.**

Best regards,  
Campus Team



**BOSCH**  
Invented for life

Dear Sivasankaran M,

Welcome to the Bosch family.

We are excited to have you onboard and wish you lots of fun, luck and learning as you start your career with us at Bosch Global Software Technologies Pvt Ltd (BGSW).

BGSW is an established company with a young workforce. Our rich experience and reputation is backed by the freshness of ideas and innovation that our millennials bring to the table. Over two - thirds of our workforce comprises of youngsters like you who are curious, full of energy and always striving to do something new, something different and something which has a bigger impact. I am sure you will add to that impact and enjoy your time here at BGSW.

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We wish you success, loads of fun and a wonderful enriching career here at BGSW. We once again welcome you to the Bosch family.

Looking forward to seeing you around BGSW.

Best regards

Campus Recruitment Team

Letter of Intent

Bosch Global Software Technologies Pvt Ltd (BGSW)  
123, Hosur Rd, 7th Block, Koramangala,  
Bengaluru, Karnataka 560095

Dear Sivasankaran M

**Hearty Congratulations!**

This communication is in reference to your candidature that was evaluated as part of the BGSW Campus Recruitment for 2022-2023. We take immense pleasure in offering you the position of an **Associate Software Engineer / Engineer** in our organization.

We have communicated your selection for Full Time Employment at BGSW to your respective college / placement office during the campus recruitment drive.

Please confirm your choice (Offer Acceptance/ Decline) via our Embark portal, after which the detailed **offer of appointment letter** will be released. Appreciate your response before **"28th September 2022, Wednesday"**.

The journey has already begun, we will come up with more engagement events/activities shortly.

Do follow us on **social media** to get frequent updates about Bosch and BGSW. We suggest that you stay connected via Embark portal for more updates.

Additional details pertaining to your remuneration (CTC), benefits & policies will be mentioned in your detailed appointment letter and the same will reach you by **January/February 2023**.

*Your journey towards attaining the best has just begun. Wishing you the very best as you stand on the threshold of your success!*

Stay safe and healthy.

You can visit the **FAQ link of the Embark portal** for any clarifications and connect to us by clicking the **HELP link**.

Best regards,

Campus Team

**Srinithi B**

**September 27, 2022**

Dear Srinithi,

On behalf of Tekizma India Solutions Private Limited., we are pleased to extend an offer of employment for the position of **Product Engineer**. Your start date for this offer will be **July 3<sup>rd</sup>, 2023**

In the event you accept this offer and join our organization, your total compensation will be **Rs 7,00,000 (Seven Lakh Rupees Only)** per annum.

Salary will be paid monthly, and subject to deduction for taxes and other withholdings. Please see the below schedule for your monthly pay.

Your appointment is subject to signing of the terms and conditions and the NDA document that will be given on the first day of employment. Please read through the key terms of your appointment-

1. You will be on probation for a period of six months from the date you join Tekizma. Confirmation will be subject to your successfully completing your probationary period.
2. This offer is subject to successful background verification.
3. While you join us as **Product Engineer** the Company reserves the right to assign work to you in such other capacities and such places in India and abroad as the Company may decide from time to time.
4. Our offer is contingent on your acceptance of the company's "Terms and Conditions of Employment". Further, you will abide by the rules and regulations of the Company which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service which shall be binding on you.
5. During probationary period, company can terminate the employment with or without giving notice if performance standards are not met, breach of any obligations to be observed and misconduct in relation to duties to carry out all orders and instructions lawfully issued to employee by the company

Please sign a copy of this letter and mail it back to us to confirm your acceptance. In the event, we did not receive your confirmation within 7 days, the offer will be deemed invalid.

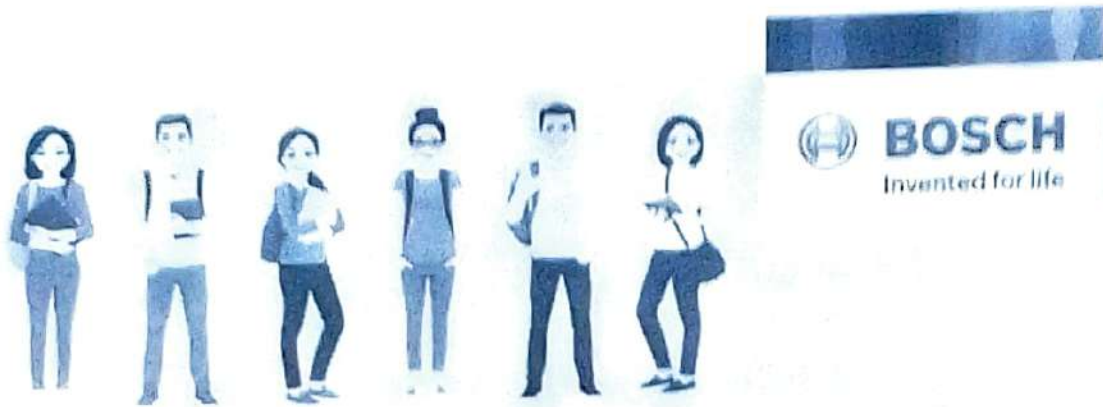
**Annexure 1**

**Details of Compensation**

<b>Name: Srinithi B</b>		<b>Date: 03/07/2023</b>	
<b>Designation: Product Engineer</b>		<b>Location: Remote/Bangalore</b>	
<b>CTC</b>		<b>7,00,000</b>	
<b>Salary*</b>		<b>Annual</b>	<b>Monthly</b>
	Basic Salary	252,000	21,000
	House Rent Allowance (40% of Basic)	100,800	8,400
	Special Allowance	197,960	16,497
	Tekizma Select (Optional)- see below	49,000	4,083
	<b>Gross Monthly Compensation</b>	<b>599,760</b>	<b>49,980</b>
	Provident Fund	30,240	2,520
	<b>CTC Fixed</b>	<b>630,000</b>	<b>52,500</b>
	Annual Bonus**	70,000	
	<b>Total CTC</b>	<b>700,000</b>	
	<b>Tekizma Optional Select</b>		
	Internet and Mobile	24,000	2,000
	Parents Insurance Benefit***	25,000	2,083
	<b>Additional Benefits</b>		
	Employee and Family Insurance****	Company Paid	
	Personal Accidental Insurance	Company Paid	

US Head Office: Tekizma Inc  
620 Herndon Parkway Suite 350  
Herndon VA 20171  
Phone 2028885301

India Office: Tekizma India Solutions Pvt Ltd  
Helios Business Park  
Level 10, Wing C, 150 Outer Ring Road,  
Kadubeesanahalli, Varthur Hobli, Bangalore 560103



Dear Sriram S.

Welcome to the Bosch family.

We are excited to have you onboard and wish you lots of fun, luck and learning as you start your career with us at Bosch Global Software Technologies Pvt Ltd (BGSW).

BGSW is an established company with a young workforce. Our rich experience and reputation is backed by the freshness of ideas and innovation that our millennials bring to the table. Over two-thirds of our workforce comprises of youngsters like you who are curious, full of energy and always striving to do something new, something different and something which has a bigger impact. I am sure you will add to that impact and enjoy your time here at BGSW.

As you Embark on this journey, ask questions to yourself and to others around you. Don't let your curiosity die. Do not hesitate or hold back. Ask yourself today, "What am I here for? And what difference can I make to this organization?" Question yourself on "whether you can do it differently?" And when you have the right answers to these questions, you will innovate.

With over 25,000+ associates at BGSW, the organization has a lot to offer - our values, learning and development opportunities, career development prospects, state-of-art labs and infrastructure, work life balance and a swarm of opportunities to hone your entrepreneurial mindset. We have it all. You just need to grab it with both hands and make use of our different platforms available to you in the organization.

We wish you success, loads of fun and a wonderful enriching career here at BGSW. We once again welcome you to the Bosch family.

Looking forward to seeing you around BGSW.

Best regards

Campus Recruitment Team



## Letter of Intent

Bosch Global Software Technologies Pvt Ltd (BGSW)  
123, Hosur Rd, 7th Block, Koramangala,  
Bengaluru, Karnataka 560095

Dear Sriram S

### ***Hearty Congratulations!***

This communication is in reference to your candidature that was evaluated as part of the BGSW Campus Recruitment for 2022-2023. We take immense pleasure in offering you the position of an **Associate Software Engineer / Engineer** in our organization.

We have communicated your selection for Full Time Employment at BGSW to your respective college / placement office during the campus recruitment drive.

Please confirm your choice (Offer Acceptance/ Decline) via our Embark portal, after which the detailed **offer of appointment letter** will be released. Appreciate your response before **"28th September 2022, Wednesday"**.

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Stay safe and healthy.

**You can visit the FAQ link of the Embark portal for any clarifications and connect to us by clicking the HELP link.**

Best regards,

Campus Team



**BOSCH**  
Invented for life

Dear Subiksna M S,

Welcome to the Bosch family.

We are excited to have you onboard and wish you lots of fun, luck and learning as you start your career with us at Bosch Global Software Technologies Pvt Ltd (BGSW).

BGSW is an established company with a young workforce. Our rich experience and reputation is backed by the freshness of ideas and innovation that our millennials bring to the table. Over two - thirds of our workforce comprises of youngsters like you who are curious, full of energy and always striving to do something new, something different and something which has a bigger impact. I am sure you will add to that impact and enjoy your time here at BGSW.

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Looking forward to seeing you around BGSW.

Best regards

Campus Recruitment Team

## Letter of Intent

Bosch Global Software Technologies Pvt Ltd (BGSW)  
123, Hosur Rd, 7th Block, Koramangala,  
Bengaluru, Karnataka 560095

**Dear Subiksha M S**

***Hearty Congratulations!***

This communication is in reference to your candidature that was evaluated as part of the BGSW Campus Recruitment for 2022-2023. We take immense pleasure in offering you the position of an **Associate Software Engineer / Engineer** in our organization.

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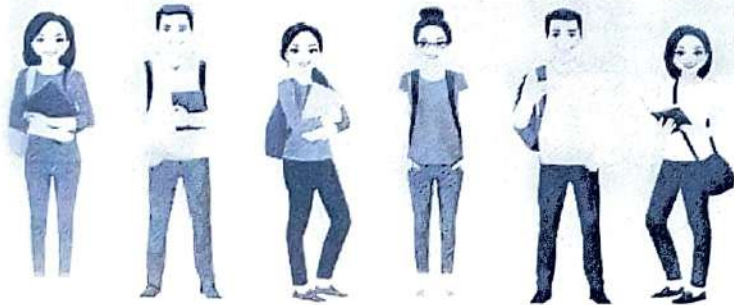
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Best regards,

Campus Team



**BOSCH**

Invented for life

Dear Thowfeekahamadu M,

Welcome to the Bosch family.

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BGSW is an established company with a young workforce. Our rich experience and reputation is backed by the freshness of ideas and innovation that our millennials bring to the table. Over two - thirds of our workforce comprises of youngsters like you who are curious, full of energy and always striving to do something new, something different and something which has a bigger impact. I am sure you will add to that impact and enjoy your time here at BGSW.

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Looking forward to seeing you around BGSW.

Best regards

Campus Recruitment Team

## Letter of Intent

Bosch Global Software Technologies Pvt Ltd (BGSW)  
123, Hosur Rd, 7th Block, Koramangala,  
Bengaluru, Karnataka 560095

Dear Thowfeekahamadu M

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Best regards,

Campus Team



**BOSCH**

Invented for life

Dear Vijay P,

Welcome to the Bosch family.

We are excited to have you onboard and wish you lots of fun, luck and learning as you start your career with us at Bosch Global Software Technologies Pvt Ltd (BGSW).

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Looking forward to seeing you around BGSW.

Best regards

Campus Recruitment Team

## Letter of Intent

Bosch Global Software Technologies Pvt Ltd (BGSW)  
123, Hosur Rd, 7th Block, Koramangala,  
Bengaluru, Karnataka 560095

Dear Vijay P

### ***Hearty Congratulations!***

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Best regards,

Campus Team



**BOSCH**

Invented for life

Dear Vinetha R,

Welcome to the Bosch family.

We are excited to have you onboard and wish you lots of fun, luck and learning as you start your career with us at Bosch Global Software Technologies Pvt Ltd (BGSW).

BGSW is an established company with a young workforce. Our rich experience and reputation is backed by the freshness of ideas and innovation that our millennials bring to the table. Over two - thirds of our workforce comprises of youngsters like you who are curious, full of energy and always striving to do something new, something different and something which has a bigger impact. I am sure you will add to that impact and enjoy your time here at BGSW.

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Looking forward to seeing you around BGSW.

Best regards

Campus Recruitment Team



## Letter of Intent

Bosch Global Software Technologies Pvt Ltd (BGSW)  
123, Hosur Rd, 7th Block, Koramangala,  
Bengaluru, Karnataka 560095

**Dear Vinetha R**

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Best regards,  
Campus Team



Dear Priya Dharsini M,

Welcome to the Bosch family.

We are excited to have you onboard and wish you lots of fun, luck and learning as you start your career with us at Bosch Global Software Technologies Pvt Ltd (BGSW).

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Looking forward to seeing you around BGSW.

Best regards  
Campus Recruitment Team

## Letter of Intent

Bosch Global Software Technologies Pvt Ltd (BGSW)  
123, Hosur Rd, 7th Block, Koramangala,  
Bengaluru, Karnataka 560095

Dear Priya Dharsini M

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Best regards,

Campus Team



**BOSCH**  
Invented for life

Dear Sree Ram H,

Welcome to the Bosch family.

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Best regards

Campus Recruitment Team

## Letter of Intent

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123, Hosur Rd, 7th Block, Koramangala,  
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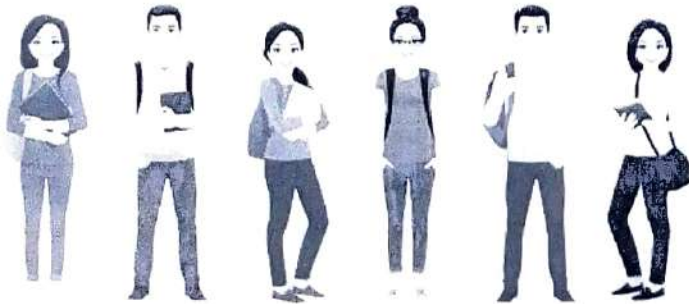
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Best regards,  
Campus Team



**BOSCH**  
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Dear Mohammed Ashik S,

Welcome to the Bosch family.

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Looking forward to seeing you around BGSW.

Best regards

Campus Recruitment Team

## Letter of Intent

Bosch Global Software Technologies Pvt Ltd (BGSW)  
123, Hosur Rd, 7th Block, Koramangala,  
Bengaluru, Karnataka 560095

**Dear Mohammed Ashik S**

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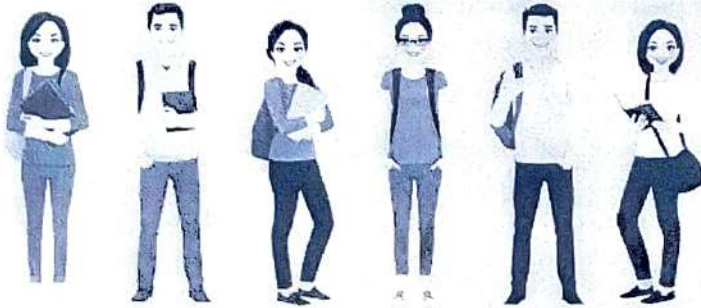
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Best regards,

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**BOSCH**  
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Dear Akash R S,

Welcome to the Bosch family.

We are excited to have you onboard and wish you lots of fun, luck and learning as you start your career with us at Bosch Global Software Technologies Pvt Ltd (BGSW).

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Looking forward to seeing you around BGSW.

Best regards

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## Letter of Intent

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123, Hosur Rd, 7th Block, Koramangala,  
Bengaluru, Karnataka 560095

Dear Akash R S

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Best regards,  
Campus Team

09-Nov-2022

**Ms. Bhuvanewari T**  
**Government College of Technology**

Dear Bhuvanewari,

**SUB: Our offer for the position of Trainee – Software Analyst**

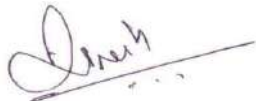
We are happy to let you know that we are impressed with your credentials and welcome you to the Aspire family. We are certain that you would play a vital role in our growth and success and you will be a valuable addition to our talented team of ASPIRIANS.

You will be inducted as a “**Trainee – Software Analyst**”. Your initial training with the Talent Nurturing team and the department specific training will be for a maximum duration of two months. Post training you will be deputed to any one of our Practices and you will be deputed to work from any of our offices in India. The salary during training will be **Rs.22,500 per month** which will be prorated based on your training duration. At the end of training period, a formal evaluation of your performance will be made.

On successful completion of the training, your overall total Cost-to-Company (CTC) will be revised to **Rs.4.70 Lakhs Per Annum** that includes a one-time joining bonus of **Rs.20,000** which will be paid on completion of six months of your service with us. All remuneration payable to you will be subject to income tax deduction at source and to any other statutory deductions that may be applicable.

Your commencement of employment with us is contingent upon your acceptance of this offer and our terms of employment (Annexure 1). We once again welcome you to share a challenging and mutually rewarding experience at Aspire. Please return the duplicate of this letter duly signed by you.

**For Aspire Systems (India) Private Limited**



**Dinesh Kumar T.K.**

Vice President

[dinesh.kumaran@aspiresys.com](mailto:dinesh.kumaran@aspiresys.com)

I hereby accept the offer.

Signature :  
Name : Bhuvanewari T  
Date :



## OFFER LETTER

September 22nd , 2022  
Coimbatore

To,  
Mr. Deepan P,  
Coimbatore.

Dear Mr. Deepan P,

We take great pleasure to welcome you to be an integral part of our EXTERRO family. We are pleased to Offer you the post of **Internship Trainee** in our organization subject to the certain terms & conditions which would be declared in appointment letter. This letter of offer supersedes all other communications made to you prior to the date of issue of the appointment letter.

This offer letter outlines only the basic terms which are not exhaustive and does not include the detailed terms and conditions of your employment. This offer is contingent on a candidature reference and successful completion of the background check done by the company.

### **Start Date**

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

### **Performance Assessments**

Performance assessments will be done on a quarterly basis. Your increments are discretionary and will be subject to and on the basis of your effective performance and results during the assessment period. This will be also decided based on the performance of the organization during the assessment period. Generally compensation reviews would be done once a year after probation.

A handwritten signature in blue ink that reads "P. Deepan".



**Annexure A- Exterro R&D Salary Package - During Probation Period/Stipend**

LEVEL	COMPONENTS	MONTHLY	ANNUAL
Fixed Component	BASIC	11,000	1,32,000
	HRA	4,400	52,800
	SPECIAL	4,600	55,200
	Monthly Gross Salary	20000	240000
	PF	1,800	21,600
	INSURANCE (ACCIDENTAL)	67	800
	INSURANCE (MEDICAL)	1,708	20,500
	PARKING ALLOWANCE	250	3,000
	<b>TOTAL</b>	<b>3,825</b>	<b>45,900</b>
<b>EXTERRO ASSURED BENEFITS</b>			
Other Benefits	PROFESSIONAL DEVELOPMENT PAY		16,000
	PAID LEAVES		7,742
	<b>TOTAL</b>		<b>23,742</b>
<b>TOTAL CTC (COST TO THE COMPANY)</b>			<b>3,09,642</b>

**Annexure – B Exterro R&D Salary package - After Confirmation based on the performance**

LEVEL	COMPONENTS	MONTHLY	ANNUAL
Fixed Component	BASIC	14,850	1,78,200
	HRA	5,940	71,280
	SPECIAL	6,210	74,520
	Monthly Gross Salary	27000	324000
Employer Contribution	FOOD COUPON	2,000	24,000
	PF	1,800	21,600
	INSURANCE (ACCIDENTAL)	67	800
	INSURANCE (MEDICAL)	1,708	20,500
	PARKING ALLOWANCE	250	3,000
	<b>TOTAL</b>	<b>5,825</b>	<b>69,900</b>
<b>EXTERRO ASSURED BENEFITS</b>			
Other Benefits	PROFESSIONAL DEVELOPMENT PAY		16,000
	PAID LEAVES		10,452
	<b>TOTAL</b>		<b>26,452</b>
<b>TOTAL CTC (COST TO THE COMPANY)</b>			<b>4,20,352</b>

P. Dupard



Dear Divya D,

Welcome to the Bosch family.

We are excited to have you onboard and wish you lots of fun, luck and learning as you start your career with us at Bosch Global Software Technologies Pvt Ltd (BGSW).

BGSW is an established company with a young workforce. Our rich experience and reputation is backed by the freshness of ideas and innovation that our millennials bring to the table. Over two - thirds of our workforce comprises of youngsters like you who are curious, full of energy and always striving to do something new, something different and something which has a bigger impact. I am sure you will add to that impact and enjoy your time here at BGSW.

As you Embark on this journey, ask questions to yourself and to others around you. Don't let your curiosity die. Do not hesitate or hold back. Ask yourself today, "What am I here for? And what difference can I make to this organization?" Question yourself on "whether you can do it differently?". And when you have the right answers to these question, you will innovate.

With over 25,000+ associates at BGSW, the organization has a lot to offer – our values, learning and development opportunities, career development prospects, state-of-art labs and infrastructure, work-life balance and a swarm of opportunities to hone your entrepreneurial mindset. We have it all. You just need to grab it with both hands and make use of our different platforms available to you in the organization.

We wish you success, loads of fun and a wonderful enriching career here at BGSW. We once again welcome you to the Bosch family.

Looking forward to seeing you around BGSW.

Best regards

Campus Recruitment Team

## Letter of Intent

Bosch Global Software Technologies Pvt Ltd (BGSW)  
123, Hosur Rd, 7th Block, Koramangala,  
Bengaluru, Karnataka 560095

**Dear Divya D**

***Hearty Congratulations!***

This communication is in reference to your candidature that was evaluated as part of the BGSW Campus Recruitment for 2022-2023. We take immense pleasure in offering you the position of an **Associate Software Engineer / Engineer** in our organization.

We have communicated your selection for Full Time Employment at BGSW to your respective college / placement office during the campus recruitment drive.

Please confirm your choice (Offer Acceptance/ Decline) via our Embark portal, after which the detailed **offer of appointment letter** will be released. Appreciate your response before **“28th September 2022, Wednesday”**.

The journey has already begun, we will come up with more engagement events/activities shortly.

Do follow us on **social media** to get frequent updates about Bosch and BGSW. We suggest that you stay connected via Embark portal for more updates.

Additional details pertaining to your remuneration (CTC), benefits & policies will be mentioned in your detailed appointment letter and the same will reach you by **January/February 2023**.

*Your journey towards attaining the best has just begun. Wishing you the very best as you stand on the threshold of your success!*

Stay safe and healthy.

**You can visit the FAQ link of the Embark portal for any clarifications and connect to us by clicking the HELP link.**

Best regards,  
Campus Team



Date: 05/1/2023

Name: Kalaivani U

Applicant ID : A9067335

Dear Kalaivani U,

We refer to the discussions you had with us and are pleased to offer you a position in **Flextronics Technologies India Private Limited (hereinafter referred to as "Company")** as **Associate Engineer, IT in Grade 23**. You will be working in Day shift and the Company in its sole discretion can change the shift as per business requirement. Your base location would be **Coimbatore** subject to change as deemed by the company. The address is:

**Flextronics Technologies India Pvt. Ltd**  
**Global Business Services, 2nd floor, Tower B**  
**India land Tech Park Private Limited**  
**KGISL Infrastructure private limited (CHIL SEZ area)**  
**Keeranatham Village, Saravanampatti**  
**Coimbatore - 641035**

We look forward to having you on board on **10<sup>th</sup> Jul 2023**

Please note that we are currently in the process of completing the formalities for commencement of operations at our Coimbatore office. The date of your physical reporting at the office shall be communicated to you by the HR team shortly and until then you are required to work from home, as an interim arrangement only.

Your Total Target Cash will be **INR 485,001/- per annum**. The enclosed annexure 1 would give you the breakup of your TTC.

Please note that this offer shall be valid subject to your clearing the Background verification check as per the Company's policies. As discussed, you will be issued a detailed appointment letter when you join us. Your employment will be governed by the terms of the appointment letter issued to you.

You would be reporting to **Srinivasa Rao Achyutuni** on the date of joining; reporting is subject to change post joining, if required.

**Please bring along the original & 2 copies of the below documents with you on your date of joining:**

1-Aadhaar Card Copy (Onboarding subject to submission of this document) 2-Print out of this Offer letter.

3-Three passport size photographs (Formal Attire in White Background)

4-ID Proofs (Voter ID, Driving License, Passport, etc.)

5-PAN card details (Mandatory). If you have applied for a New PAN card, kindly provide copy of acknowledgement receipt that it has been applied.

We would appreciate your returning the duplicate copy of this offer letter with the annexure duly signed by you as a token of your acceptance. We look forward to having you on board with us at the earliest.



## **ANNEXURE 1**

**Name:** Kalaivani U

**Designation:** Associate Engineer, IT

**Grade:** 23

### **Compensation Structure:**

#### **Component Annual (INR)**

A Basic	135,083 (Taxable Component)
House Rent Allowance	54,033 (40% of Basic for Non-Metro, 50% of Basic for Metro)
Medical Reimbursement	15,000 (Taxable Component)
Education Allowance	2,400
Conveyance	19,200 (Taxable Component)
Special Allowance*	8,317 (Taxable Component)
Other Allowance*	195,042 (Taxable Component)
<b>Cash Pay</b>	<b>429,075</b>

#### **Retirals**

B P.F*	21,600 (Employer Contribution)
C Gratuity	(As per legislation)
CTC (per annum)	450,675
D Target Bonus**(per annum)	34,326
<b>Total Target Cash (per annum)</b>	<b>485,001</b>

**ESIC and Gratuity would apply as per Government rules and laws. Employer contribution is over and above your TTC.**

#### **Flexible Benefits Plan:**

**Component** ----- **Maximum eligibility per annum**

**Gifts Card** ----- **Rs. 4,500/-**

**Meal Card** ----- **Rs. 26,400/-**

(\*) – Please note that the above is not an additional component, it will be deducted from Special Allowance / Other Allowance. If cards are availed, then the cash portion of your salary will reduce to extent of card chosen and PF contribution may change as per government regulations.





Date: 06/1/2023

Name: Krishnan D  
Applicant ID : A9067365

Dear Krishnan D

We refer to the discussions you had with us and are pleased to offer you a position in **Flextronics Technologies India Private Limited (hereinafter referred to as "Company")** as **Software Developer, IT in Grade 23**. You will be working in Day shift and the Company in its sole discretion can change the shift as per business requirement. Your base location would be **Coimbatore** subject to change as deemed by the company. The address is:

**Flextronics Technologies India Pvt. Ltd**  
**Global Business Services, 2nd floor, Tower B**  
**India land Tech Park Private Limited**  
**KGISL Infrastructure private limited (CHIL SEZ area)**  
**Keeranatham Village, Saravanampatti**  
**Coimbatore - 641035**

We look forward to having you on board on **10<sup>th</sup> Jul 2023**

Please note that we are currently in the process of completing the formalities for commencement of operations at our Coimbatore office. The date of your physical reporting at the office shall be communicated to you by the HR team shortly and until then you are required to work from home, as an interim arrangement only.

Your Total Target Cash will be **INR 485,001/- per annum**. The enclosed annexure 1 would give you the breakup of your TTC.

Please note that this offer shall be valid subject to your clearing the Background verification check as per the Company's policies. As discussed, you will be issued a detailed appointment letter when you join us. Your employment will be governed by the terms of the appointment letter issued to you.

You would be reporting to **Bhargava Mallikarjuna Damaraju** on the date of joining; reporting is subject to change post joining, if required.

**Please bring along the original & 2 copies of the below documents with you on your date of joining:**

- 1-Aadhaar Card Copy (Onboarding subject to submission of this document) 2-Print out of this Offer letter.
- 3-Three passport size photographs (Formal Attire in White Background)
- 4-ID Proofs (Voter ID, Driving License, Passport, etc.)
- 5-PAN card details (Mandatory). If you have applied for a New PAN card, kindly provide copy of acknowledgement receipt that it has been applied.

We would appreciate your returning the duplicate copy of this offer letter with the annexure duly signed by you as a token of your acceptance. We look forward to having you on board with us at the earliest.



## **ANNEXURE 1**

**Name:** Krishnan D

**Designation:** Software Developer , IT

**Grade:** 23

### **Compensation Structure:**

#### **Component Annual (INR)**

A Basic	-----	135,083 (Taxable Component)
House Rent Allowance	-----	54,033 (40% of Basic for Non-Metro, 50% of Basic for Metro)
Medical Reimbursement	-----	15,000 (Taxable Component)
Education Allowance	-----	2,400
Conveyance	-----	19,200 (Taxable Component)
Special Allowance*	-----	8,317 (Taxable Component)
Other Allowance*	-----	195,042 (Taxable Component)
<b>Cash Pay</b>	-----	<b>429,075</b>

#### **Retirals**

B P.F*	-----	21,600 (Employer Contribution)
C Gratuity	-----	(As per legislation)
CTC (per annum)	-----	450,675
D Target Bonus**(per annum)	-----	34,326
<b>Total Target Cash (per annum)</b>	-----	<b>485,001</b>

**ESIC and Gratuity would apply as per Government rules and laws. Employer contribution is over and above your TTC.**

#### **Flexible Benefits Plan:**

**Component** ----- **Maximum eligibility per annum**

**Gifts Card** ----- **Rs. 4,500/-**

**Meal Card** ----- **Rs. 26,400/-**

(\*) – Please note that the above is not an additional component, it will be deducted from Special Allowance / Other Allowance. If cards are availed, then the cash portion of your salary will reduce to extent of card chosen and PF contribution may change as per government regulations.



Date: 06/1/2023

Name: Krishnan D  
Applicant ID : A9067365

Dear Krishnan D

We refer to the discussions you had with us and are pleased to offer you a position in **Flextronics Technologies India Private Limited (hereinafter referred to as "Company")** as **Software Developer, IT in Grade 23**. You will be working in Day shift and the Company in its sole discretion can change the shift as per business requirement. Your base location would be **Coimbatore** subject to change as deemed by the company. The address is:

**Flextronics Technologies India Pvt. Ltd**  
**Global Business Services, 2nd floor, Tower B**  
**India land Tech Park Private Limited**  
**KGISL Infrastructure private limited (CHIL SEZ area)**  
**Keeranatham Village, Saravanampatti**  
**Coimbatore - 641035**

We look forward to having you on board on **10<sup>th</sup> Jul 2023**

Please note that we are currently in the process of completing the formalities for commencement of operations at our Coimbatore office. The date of your physical reporting at the office shall be communicated to you by the HR team shortly and until then you are required to work from home, as an interim arrangement only.

Your Total Target Cash will be **INR 485,001/- per annum**. The enclosed annexure 1 would give you the breakup of your TTC.

Please note that this offer shall be valid subject to your clearing the Background verification check as per the Company's policies. As discussed, you will be issued a detailed appointment letter when you join us. Your employment will be governed by the terms of the appointment letter issued to you.

You would be reporting to **Bhargava Mallikarjuna Damaraju** on the date of joining; reporting is subject to change post joining, if required.

**Please bring along the original & 2 copies of the below documents with you on your date of joining:**

- 1-Aadhaar Card Copy (Onboarding subject to submission of this document) 2-Print out of this Offer letter.
- 3-Three passport size photographs (Formal Attire in White Background)
- 4-ID Proofs (Voter ID, Driving License, Passport, etc.)
- 5-PAN card details (Mandatory). If you have applied for a New PAN card, kindly provide copy of acknowledgement receipt that it has been applied.

We would appreciate your returning the duplicate copy of this offer letter with the annexure duly signed by you as a token of your acceptance. We look forward to having you on board with us at the earliest.



## **ANNEXURE 1**

**Name:** Krishnan D

**Designation:** Software Developer , IT

**Grade:** 23

### **Compensation Structure:**

#### **Component Annual (INR)**

A Basic -----	135,083 (Taxable Component)
House Rent Allowance -----	54,033 (40% of Basic for Non-Metro, 50% of Basic for Metro)
Medical Reimbursement -----	15,000 (Taxable Component)
Education Allowance -----	2,400
Conveyance -----	19,200 (Taxable Component)
Special Allowance* -----	8,317 (Taxable Component)
Other Allowance* -----	195,042 (Taxable Component)
<b>Cash Pay -----</b>	<b>429,075</b>

#### **Retirals**

B P.F* -----	21,600 (Employer Contribution)
C Gratuity -----	(As per legislation)
CTC (per annum) -----	450,675
D Target Bonus**(per annum) -----	34,326
<b>Total Target Cash (per annum) -----</b>	<b>485,001</b>

**ESIC and Gratuity would apply as per Government rules and laws. Employer contribution is over and above your TTC.**

#### **Flexible Benefits Plan:**

**Component ----- Maximum eligibility per annum**

**Gifts Card ----- Rs. 4,500/-**

**Meal Card ----- Rs. 26,400/-**

**(\*)** – Please note that the above is not an additional component, it will be deducted from Special Allowance / Other Allowance. If cards are availed, then the cash portion of your salary will reduce to extent of card chosen and PF contribution may change as per government regulations.



July 29, 2022

**Mr. MOULE MOHANRAJ S CSE**  
**GCT- Coimbatore.**

## **Offer Letter**

**Private and confidential**

**Dear Mr. MOULE MOHANRAJ S CSE**

We are pleased to offer you a position as a **Software Engineer Trainee** with Onebill Software India Private Limited.

Your training period shall be six months from 01<sup>st</sup> June 2023 to 30<sup>th</sup> November 2023. 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.6,50,000/- per annum (Six Lakhs and Fifty Thousand Rupees only).

We would like you to join us on or before 01<sup>st</sup> June 2023.

Yours sincerely,

**For OneBill Software India Private Limited**

---

**Muthukumar**  
**Authorized Signatory**

**OneBill Software India Pvt Ltd.,**  
CIN-U72200KA2009PTC050973  
No:32, Suraj Ganga Soft Park, 1<sup>st</sup> Main,  
JP Nagar 3<sup>rd</sup> Phase, Bangalore-78  
[www.onebillsoftware.com](http://www.onebillsoftware.com)



July 29, 2022

**Mr. PAVITHRAN GANESAN**  
GCT- Coimbatore.

## **Offer Letter**

**Private and confidential**

**Dear Mr. PAVITHRAN GANESAN**

We are pleased to offer you a position as a **Software Engineer Trainee** with Onebill Software India Private Limited.

Your training period shall be six months from 01<sup>st</sup> June 2023 to 30<sup>th</sup> November 2023. 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.6,50,000/- per annum (Six Lakhs and Fifty Thousand Rupees only).

We would like you to join us on or before 01<sup>st</sup> June 2023.

Yours sincerely,

**For OneBill Software India Private Limited**

---

**Muthukumar**  
**Authorized Signatory**

**OneBill Software India Pvt Ltd.,**  
CIN-U72200KA2009PTC050973  
No:32, Suraj Ganga Soft Park, 1<sup>st</sup> Main,  
JP Nagar 3<sup>rd</sup> Phase, Bangalore-78  
[www.onebillsoftware.com](http://www.onebillsoftware.com)

**Date: 26<sup>th</sup> October, 2022**

**Dear Sivasuriya G,**

Letter of Intent

Congratulations!

We Incture Technologies Pvt Ltd are pleased to inform you that you have successfully completed selection process conducted by Incture Technologies Pvt Ltd. This letter is to confirm that we intend to offer you as **Associate Software Engineer** competency level opportunity to you, on the following terms and conditions

1. Designation: Associate Software Engineer
2. CTC: INR 600,000/-
3. Training Period 12 weeks (Applicable if fulltime internship not completed with Incture)

Based on your acceptance to this letter of intent, an offer letter with detailed terms and condition will be issued to you prior to your date of joining the company. Please note the above terms and conditions are subject to change at company's discretion, without any prior intimation.

Your joining is subject to satisfactory verification of the information/documents furnished by you at the time of joining, in addition to fulfilment 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.

**For Incture Technologies (P) Ltd.**



**Ranjani Sunkara**  
**Associate Director – Human Resources**

09-Nov-2022

**Ms. Sudha R**  
**Government College of Technology**

Dear Sudha,

**SUB: Our offer for the position of Trainee – Software Analyst**

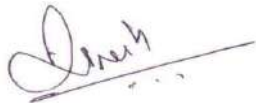
We are happy to let you know that we are impressed with your credentials and welcome you to the Aspire family. We are certain that you would play a vital role in our growth and success and you will be a valuable addition to our talented team of ASPIRIANS.

You will be inducted as a “**Trainee – Software Analyst**”. Your initial training with the Talent Nurturing team and the department specific training will be for a maximum duration of two months. Post training you will be deputed to any one of our Practices and you will be deputed to work from any of our offices in India. The salary during training will be **Rs.22,500 per month** which will be prorated based on your training duration. At the end of training period, a formal evaluation of your performance will be made.

On successful completion of the training, your overall total Cost-to-Company (CTC) will be revised to **Rs.4.70 Lakhs Per Annum** that includes a one-time joining bonus of **Rs.20,000** which will be paid on completion of six months of your service with us. All remuneration payable to you will be subject to income tax deduction at source and to any other statutory deductions that may be applicable.

Your commencement of employment with us is contingent upon your acceptance of this offer and our terms of employment (Annexure 1). We once again welcome you to share a challenging and mutually rewarding experience at Aspire. Please return the duplicate of this letter duly signed by you.

**For Aspire Systems (India) Private Limited**



**Dinesh Kumar T.K.**

Vice President

[dinesh.kumaran@aspiresys.com](mailto:dinesh.kumaran@aspiresys.com)

I hereby accept the offer.

Signature :  
Name : Sudha R  
Date :



Deloitte Touche Tohmatsu India LLP

Coimbatore

7th Floor, Times Square, Door No. 62

A. T. T. Colony Road 641018

Tel: +91

4226646500 Fax:

914222223615

[www.deloitte.com](http://www.deloitte.com)

June 16, 2023

Mr Gunasekaran G

250,mgr nagar, Ayegoundan Palayam, 250,mgr nagar,Ayegoundan palayam

Erode

Tamil Nadu,638057- India

Contact No.: 7825053677

Dear Gunasekaran G

Congratulations and welcome to the family of Deloitte India.

You have made a favourable impression on us during the interview process! Further to this and based on the credentials you have presented, we are pleased to offer you employment as Senior Analyst in the Risk Advisory function of Deloitte Touche Tohmatsu India LLP (Organization) based in Coimbatore.

This letter (Offer Letter) provides you with details of your remuneration and the terms and conditions of your employment.

There are two schedules attached to and forming part of this Offer Letter:

- Schedule 1 – which sets out your remuneration and related particulars; and

•Schedule 2 – which sets out the terms and conditions of your employment with the Organisation.

Please bring along with you the original documents specified per list attached, to enable our talent team representative to complete the joining formalities.

Please sign a copy of this Offer Letter in acceptance and return it to us no later than 3 working days from the date of this Offer Letter. You will appreciate if we do not receive your acceptance within this period, our offer will stand withdrawn.

---

Once again, everyone you have interviewed with, joins me in extending to you congratulations and warm regards. We look forward your joining our team, if you wish to discuss any detail of this offer please feel free to contact us. We look forward to your joining and having a great career with Deloitte, and contributing to making an impact that matters.



Authorised Signatory

Badari Narayana

Encl.: Schedules referred to above and the documents list.

I accept employment with the Organisation on the terms and conditions set out in this Offer Letter, a copy of which I confirm I have received.

Name: Gunasekaran G

Signature: 

Date of Signature: 16/06/2023

## 2.2 Remuneration Structure (all amounts in INR)

Fixed Remuneration	Annual	Monthly
Basic	₹180,000.00	₹15,000.00
House Rent Allowance	₹72,000.00	₹6,000.00
Education Allowance	₹0.00	₹0.00
Personal Allowance	₹71,400.00	₹5,950.00
Work from home Allowance	₹15,000.00	₹1,250.00
Monthly Gross	₹338,400.00	₹28,200.00
Lunch Allowance	₹0.00	₹0.00
Organization's Contribution to PF	₹21,600.00	₹1,800.00
Total	₹360,000.00	₹30,000.00
Claimable Components	Annual Amount	To be Claimed
Reimbursement of Telephone Expenses	₹0.00	₹0.00
Leave Travel Allowance	₹0.00	₹0.00
Total Claimable	₹0.00	₹0.00
Total Fixed Remuneration [A]	₹360,000.00	₹30,000.00

Organisation's contribution towards wellbeing [B] (refer section 2.3 (a))	₹9,342.00	-
Gratuity [C] (refer section 2.3 (b))	₹8,658.00	-
Performance Incentive [D] (indicative) (refer section 2.4)	₹54,000.00	-
Indicative Cost to Company [A+B+C+D]	₹432,000.00	-

### 2.3 (a) Organisation's contribution towards wellbeing

This is an indicative annual amount that the organization invests towards your insurance and other wellbeing related benefits.

Regd. Office: Indiabulls Finance Centre, Tower 3, 27th-32nd Floor, Senapati Bapat Marg, Elphinstone Road (West), Mumbai - 400 013, Maharashtra India. (LLP Identification No. AAE-8458)



### 2.3 (b) Gratuity

This is an indicative annual amount based on the fixed remuneration as specified in section 2.2. The actual amount of gratuity shall be determined and become payable as per the applicable law.

### 2.4 Performance Incentive (indicative)

Subject to section 4.1, Performance Incentive as specified above in section 2.2 is the average Performance Incentive at your career level and the actual payout may be higher or lower basis your performance for the particular year. Also, this average amount is an estimate based on actual payouts over the last two years. Further, Performance Incentive is discretionary and dependent upon the employee's performance during the relevant year as

**MulticoreWare India (P) Ltd**

6th Floor, Block 9A  
DLF Cyber City, Manapakkam  
Chennai - 600 089



**Mr. Kamalraj Kannan**

Address : 136, Varanpuram 4th street, Bhavani,  
Erode - 638301  
Mobile : 6381700868  
Email : kamalraj20122001@gmail.com

**Dear Kamalraj Kannan,**

Welcome to Team MulticoreWare!

We are pleased to offer you a position of **Software Engineer** in the Frameworks & Tools Technology Unit with an annual gross CTC of Rs.720,000 (Rupees Seven Lakh and Twenty thousand only) as detailed in the annexure.

Kindly revert with your acceptance of this offer within three days.

We wish you the best and look forward for a long & fruitful professional engagement with you.

Yours Faithfully

For **MulticoreWare India (P) Ltd**

A handwritten signature in black ink, appearing to read 'Shashikanth Jayaraman'.

**Shashikanth Jayaraman**

Chief Human Resources Officer

Remuneration Details			
Name	: <b>Kamalraj Kannan</b>		
Title	: Software Engineer		
Location	: Coimbatore		
Components		Per Month	Per Annum
Basic	₹	10,938	₹ 131,250
HRA	₹	5,469	₹ 65,625
Conveyance	₹	2,188	₹ 26,250
Education	₹	200	₹ 2,400
Medical	₹	1,250	₹ 15,000
Special Allowance	₹	21,380	₹ 256,562
PF	₹	1,800	₹ 21,600
Gratuity	₹	526	₹ 6,313
<b>Sub Total</b>	₹	<b>43,750</b>	₹ <b>525,000</b>
LTA			₹ 15,000
Performance Incentives			₹ 60,000
Success Incentives			₹ 120,000
<b>Total</b>			₹ <b>720,000</b>
<p>1. Success Incentives and Performance Incentives applicable on an annual basis will be paid as per the Performance Management Policy based on your performance, the profitability of the Company and the Business Unit that you are associated with</p> <p>2. Only "Basic" will be reckoned for PF, Gratuity and Leave Encashment.</p> <p>3. PF mentioned above is the Company Contribution.</p> <p>4. Income Tax will be deducted at source wherever applicable as per Indian Income Tax Rules.</p> <p>5. Any of the above allowances may undergo changes or withdrawn at the sole discretion of the Management and will be governed by the rules and regulation of the Company from time to time.</p>			

AstraZeneca India Private Limited,  
Block A, Neville Tower, 11th Floor, Ramanujan  
IT SEZ, Taramani, Chennai - 600113,  
Tamil Nadu, India.  
Telephone: +9144 40461800  
astrazeneca.com

21 June 2023

Dear Vinotha Murugesan,

**Letter of Intent**

Congratulations! It is with great pleasure that we welcome you to join AstraZeneca India Pvt. Ltd., ("AZIPL") as "Junior Engineer" on "07 July 2023" 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 India Private Limited,  
Block A, Neville Tower, 11th Floor, Ramanujan  
IT SEZ, Taramani, Chennai - 600113,  
Tamil Nadu, India.  
Telephone: +9144 40461800  
astrazeneca.com

21 June 2023

Dear Vishali R,

**Letter of Intent**

Congratulations! It is with great pleasure that we welcome you to join AstraZeneca India Pvt. Ltd., ("AZIPL") as "Junior Engineer" on "07 July 2023" 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,

*Shriram Subramanian*

Shriram Subramanian

**Talent Acquisition Lead**

for **AstraZeneca India Private Limited**

Date signed: Jun 26, 2023





Date: 07-Nov-2022

To

**Ms.ABIRAMI B,**  
3/583, PAVADIKAL STREET, MANNARAI,  
MANNARAI POST, UTUKULI ROAD,  
TIRUPPUR-641607, TAMIL NADU.

Dear **Ms.ABIRAMI B,**

**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.20000/- (RUPEES TWENTY 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**

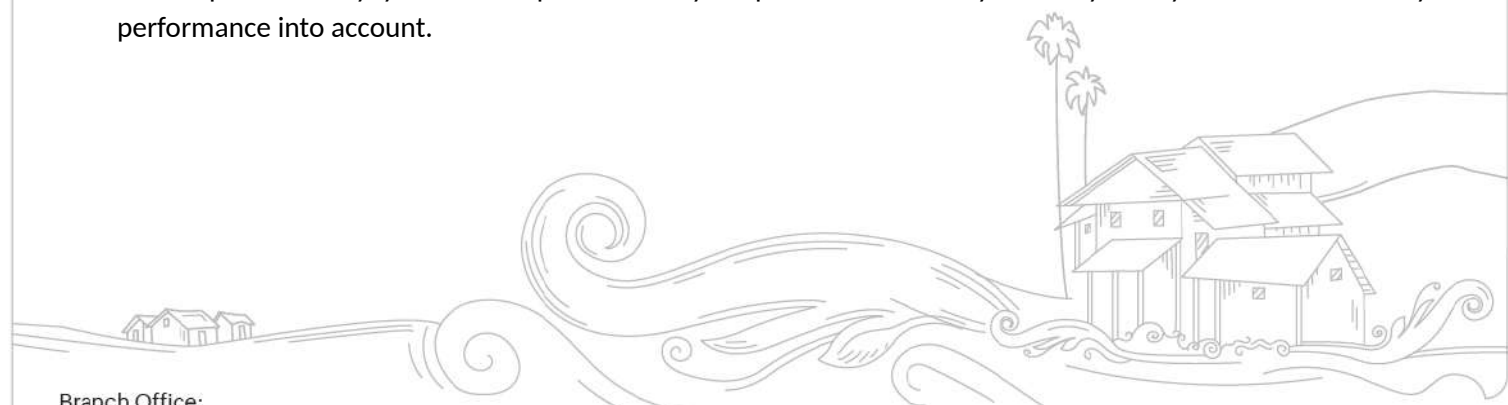
Your date of appointment is effective from your date of joining after successful completion of your curriculum.

**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.





## ANNEXURE A

**NAME** : ABIRAMI B  
**DESIGNATION** : MEMBER TECHNICAL STAFF

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

\* 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.





Dear Arifa M Y,

Welcome to the Bosch family.

We are excited to have you onboard and wish you lots of fun, luck and learning as you start your career with us at Bosch Global Software Technologies Pvt Ltd (BGSW).

BGSW is an established company with a young workforce. Our rich experience and reputation is backed by the freshness of ideas and innovation that our millennials bring to the table. Over two - thirds of our workforce comprises of youngsters like you who are curious, full of energy and always striving to do something new, something different and something which has a bigger impact. I am sure you will add to that impact and enjoy your time here at BGSW.

As you Embark on this journey, ask questions to yourself and to others around you. Don't let your curiosity die. Do not hesitate or hold back. Ask yourself today, "What am I here for? And what difference can I make to this organization?" Question yourself on "whether you can do it differently?". And when you have the right answers to these question, you will innovate.

With over 25,000+ associates at BGSW, the organization has a lot to offer – our values, learning and development opportunities, career development prospects, state-of-art labs and infrastructure, work-life balance and a swarm of opportunities to hone your entrepreneurial mindset. We have it all. You just need to grab it with both hands and make use of our different platforms available to you in the organization.

We wish you success, loads of fun and a wonderful enriching career here at BGSW. We once again welcome you to the Bosch family.

Looking forward to seeing you around BGSW.

Best regards

Campus Recruitment Team

## Letter of Intent

Bosch Global Software Technologies Pvt Ltd (BGSW)  
123, Hosur Rd, 7th Block, Koramangala,  
Bengaluru, Karnataka 560095

**Dear Arifa M Y**

***Hearty Congratulations!***

This communication is in reference to your candidature that was evaluated as part of the BGSW Campus Recruitment for 2022-2023. We take immense pleasure in offering you the position of an **Associate Software Engineer / Engineer** in our organization.

We have communicated your selection for Full Time Employment at BGSW to your respective college / placement office during the campus recruitment drive.

Please confirm your choice (Offer Acceptance/ Decline) via our Embark portal, after which the detailed **offer of appointment letter** will be released. Appreciate your response before **“28th September 2022, Wednesday”**.

The journey has already begun, we will come up with more engagement events/activities shortly.

Do follow us on **social media** to get frequent updates about Bosch and BGSW. We suggest that you stay connected via Embark portal for more updates.

Additional details pertaining to your remuneration (CTC), benefits & policies will be mentioned in your detailed appointment letter and the same will reach you by **January/February 2023**.

*Your journey towards attaining the best has just begun. Wishing you the very best as you stand on the threshold of your success!*

Stay safe and healthy.

**You can visit the FAQ link of the Embark portal for any clarifications and connect to us by clicking the HELP link.**

Best regards,

Campus Team



Date: 07-Nov-2022

To

**Mr.ARIHARAN D,**  
501, THIRUKURIPPU THONDAR NAGAR,  
KEELPERUM PAKKAM,  
VILLUPURAM-605602, TAMIL NADU.

Dear **Mr.ARIHARAN D,**

**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.20000/- (RUPEES TWENTY 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.



## ANNEXURE A

**NAME** : ARIHARAN D  
**DESIGNATION** : MEMBER TECHNICAL STAFF

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

\* 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.



28 December 2022

Dear Aruna,

Thank you for your interest with AstraZeneca. We are pleased to confirm your internship from **16 February 2023 to 15 June 2023**.

These internships will be on a full-time basis at our Chennai Office at the below mentioned address. You will be paid an internship stipend of **INR 18,000/- per month (Rupees Eighteen Thousand Only)**. Your employment is valid only after the completion of your internship and successful graduation.

You will be provided an accommodation of seven calendar days at the start of internship. You are requested to confirm your acceptance of the internship by signing the document no later than Jan 5, 2023.

During the internship, you will be required to abide by all AstraZeneca policies and procedures which will be shared during the induction.

**Reporting Address**


AstraZeneca India Pvt, Ltd.  
11th Floor, Neville Tower,  
Ramanujan IT City, OMR, Taramani,  
Chennai - 600 113

Documents to Carry – Aadhar Card, Bank Account Details, PAN Card, University ID Card.

You will receive an email with additional details on the induction program closer to your joining date. In case of any questions please reach out to [Govindarajulu.lakshmanan@astrazeneca.com](mailto:Govindarajulu.lakshmanan@astrazeneca.com).

Thanking you.

Yours sincerely,  
for **AstraZeneca India Pvt. Ltd.**

  
Shriram Subramanian (Dec 27, 2022 22:50 GMT+5.5)

I hereby agree to and accept the above offer and will report for duty on 16/02/2023.....

PLACE: Dharmapuri

DATE: 02/01/2023

SIGNATURE: 



**VIASAT INDIA PRIVATE LIMITED  
MODULE 1 & 2, 5TH FLOOR, BLOCK C, GLOBAL INFOCITY PARK, NO 40, MGR SALAI,  
KANDANCHAVADI, PERUNGUDI, CHENNAI 600096**

**September 26, 2022**

Arunprasath A  
3/196-Mariamam kovil street, Nallipalayam, Namakkal  
Namakkal, Tamil Nadu 637003

Software Engineering Internship

Dear Arunprasath,

With reference to your application for our Software Engineering Internship program, we are glad to confirm your selection for the Internship Program 2022-2023 with Viasat India Private Limited (the "Company") Chennai.

Further to your successful completion of the internship, a fulltime employment offer to join the company may be extended.

The terms of the Project Internship and benefits are mentioned below:

- Project Internship Period: 01-Feb-2023 to 31-Mar-2023
- Stipend: INR 22,000 per month (TDS applicable)
- Furnished accommodation during the internship period
- You will be eligible to claim a onetime relocation allowance up to a limit of INR 10,000/- for your one-way travel (current location to Chennai) and shipment of luggage.

Your Internship will be governed by the rules, regulations and policies of Viasat India Private Limited. The company reserves all the right to cancel/call back the grant of internship at any point in time.

Wishing you all the very best!!

Yours sincerely,

for Viasat India Private Limited

A handwritten signature in black ink, appearing to read "Vinod", written over a light blue horizontal line.

Vinod Sivadas  
Director, Human Resources

I, Arunprasath A, acknowledge and accept the internship offer at Viasat.

Thanks,

Signature:

Print Name: Arunprasath A



**\* Personal and Confidential \***

**Ms. Brindha Ramesh**

**mail2brz@gmail.com**

Government College of Technology, Coimbatore,  
6940285

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](http://www.bosch-softwaretechnologies.com)

**Our reference: TN/76308/2023**

**Date: 25-Apr-2023**

Dear **Ms. Brindha Ramesh**,

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**

<b>Personal and Confidential</b>		
<b>25-Apr-2023</b>		
<b>Compensation and Benefits Plan</b>		
<b>Name:</b>	<b>Ms. Brindha Ramesh</b>	
<b>Qualification:</b>	B.E/B.Tech	
<b>Designation:</b>	ASSOCIATE SOFTWARE ENGINEER	
<b>Level:</b>	50	
<b>Components</b>	<b>Per Month</b>	<b>Per Annum</b>
	<b>Rs.</b>	<b>Rs.</b>
<b>Cash Components</b>		
Basic Salary	15,000	1,80,000
Buffet of Benefits (HRA, Conveyance, LTA, SAF Contribution, etc)	19,586	2,35,038
Hybrid Work Allowance	1,000	12,000
<b>Gross Salary</b>	<b>35,586</b>	<b>4,27,038</b>
<b>Retirals / Statutory Contribution</b>		
Company Contribution towards Provident Fund (12% of Basic Salary)	1,800	21,600
Gratuity (4.81% of Basic Salary)*	722	8,658
<b>Total Retirals / Statutory Contribution</b>	<b>2,522</b>	<b>30,258</b>
<b>Variable Pay**</b>		
Company Performance related Pay - CPrP at factor 1.0 company achievement		<b>42,704</b>
<b>Total Cost to Company</b>	<b>38,108</b>	<b>5,00,000</b>
<b>National Pension System (NPS) Optional - Company Contribution</b>		<b>13,200</b>

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.**



Dear Brindha Ramesh,

Welcome to the Bosch family.

We are excited to have you onboard and wish you lots of fun, luck and learning as you start your career with us at Bosch Global Software Technologies Pvt Ltd (BGSW).

BGSW is an established company with a young workforce. Our rich experience and reputation is backed by the freshness of ideas and innovation that our millennials bring to the table. Over two - thirds of our workforce comprises of youngsters like you who are curious, full of energy and always striving to do something new, something different and something which has a bigger impact. I am sure you will add to that impact and enjoy your time here at BGSW.

As you Embark on this journey, ask questions to yourself and to others around you. Don't let your curiosity die. Do not hesitate or hold back. Ask yourself today, "What am I here for? And what difference can I make to this organization?" Question yourself on "whether you can do it differently?". And when you have the right answers to these question, you will innovate.

With over 25,000+ associates at BGSW, the organization has a lot to offer – our values, learning and development opportunities, career development prospects, state-of-art labs and infrastructure, work-life balance and a swarm of opportunities to hone your entrepreneurial mindset. We have it all. You just need to grab it with both hands and make use of our different platforms available to you in the organization.

We wish you success, loads of fun and a wonderful enriching career here at BGSW. We once again welcome you to the Bosch family.

Looking forward to seeing you around BGSW.

Best regards

Campus Recruitment Team

## Letter of Intent

Bosch Global Software Technologies Pvt Ltd (BGSW)  
123, Hosur Rd, 7th Block, Koramangala,  
Bengaluru, Karnataka 560095

**Dear Brindha Ramesh**

***Hearty Congratulations!***

This communication is in reference to your candidature that was evaluated as part of the BGSW Campus Recruitment for 2022-2023. We take immense pleasure in offering you the position of an **Associate Software Engineer / Engineer** in our organization.

We have communicated your selection for Full Time Employment at BGSW to your respective college / placement office during the campus recruitment drive.

Please confirm your choice (Offer Acceptance/ Decline) via our Embark portal, after which the detailed **offer of appointment letter** will be released. Appreciate your response before **“28th September 2022, Wednesday”**.

The journey has already begun, we will come up with more engagement events/activities shortly.

Do follow us on **social media** to get frequent updates about Bosch and BGSW. We suggest that you stay connected via Embark portal for more updates.

Additional details pertaining to your remuneration (CTC), benefits & policies will be mentioned in your detailed appointment letter and the same will reach you by **January/February 2023**.

*Your journey towards attaining the best has just begun. Wishing you the very best as you stand on the threshold of your success!*

Stay safe and healthy.

**You can visit the FAQ link of the Embark portal for any clarifications and connect to us by clicking the HELP link.**

Best regards,  
Campus Team



13/09/2022

**Mr. CHINNASAMY**  
**Mobile no: 9360738113**  
**Email ID: chinnasamy635111@gmail.com**

**Dear Chinnasamy,**

We are delighted to offer you the position of **Software Engineer - I** at **CaratLane Trading Private Limited**. Your initial posting will be in **Chennai**.

As agreed during our discussions this offer is valid provided you accept this offer in writing by **13/09/2022** and join us on or before **01/06/2023**. Under the terms of this offer:

- 1. Total Compensation:** As a regular full-time, employee of the company your annual salary will be **Rs.700,000/- (Rupees Seven Lakhs Only)**. Further, you will be eligible to participate in the company's group medical insurance program and for Gratuity as per the act. These benefits are worth **Rs 22,335 (Rupees Twenty Two Thousand Three Hundred and Thirty-Five Only)** and will be in addition to your Salary mentioned above. A detailed breakup of your salary is provided in Annexure A. You are eligible for a **Joining bonus of Rs.100000/- (Rupees One Lakh only)** payable along with your first month salary. Please note that the joining bonus is subject to successfully completing one year of service with the company and will be recovered in case of voluntary exit within one year of the joining date. All forms of compensation referred to in this letter are subject to deduction to reflect applicable withholding and payroll taxes.
- 2. Probation Period:** You will be on probation for a period of **6 months**. Your services will be confirmed at the end of the probation period, based on your performance evaluation against key metrics as defined in the KRAs issued to you at the time of joining the company.
- 3. Notice Period:** During the period of probation, yourself or the Company has the right to terminate the services with a notice of **30 days** in writing or basic salary in lieu of notice. Following probation, if either party wishes to terminate this agreement either, they may do so by giving the other party **60 days'** notice or Basic salary in lieu of notice. Your employment with the Company will be "at will," meaning that either you or the Company will be entitled to terminate your employment at any time and for any reason, with or without cause subject to requirements of applicable law. The Company reserves the right to terminate your service at any time without notice should you be guilty of misdemeanor, misconduct, negligence or any breach of the terms and conditions of this agreement.
- 4. Tax & Compliance:** It is your continuous responsibility to meet all requirements under Indian Tax Laws including tax compliance and filing of personal tax returns in respect of all payments paid to you during your employment with CaratLane Trading Pvt Ltd. Taxes on any payment made under this letter will be borne by you. The Company shall deduct tax at source and any payments under this letter that require such deduction to be made by the employer in accordance with the Indian Tax Laws.

---

**CaratLane Trading Private Limited**

(A Subsidiary of Titan Company Limited)

2nd,3rd&4th Floor,#32, Rutland Gate 2nd Street, Khader Nawaz Khan Road, Nungambakkam, Chennai 60006

Tel : 044-48937922 / 044-48937944 | [www.caratlane.com](http://www.caratlane.com) | Toll Free No. : 1800-102-0103

**Annexure – I**

<b>Name</b>	<b>CHINNASAMY</b>
<b>Designation</b>	<b>Software Engineer - I</b>
<b>Location</b>	<b>Chennai</b>

<b>Salary Components</b>		<b>Monthly</b>	<b>Annual</b>
	Basic	29,167	350,000
	House Rent Allowance (HRA)	14,583	175,000
	Special Allowance	2,783	33,400
	Conveyance Allowance	3000	36000
	LTA*	4000	48000
	Communication Reimbursement*	3000	36000
<b>A</b>	<b>Total Gross Per Month (GPM)</b>	<b>56,533</b>	<b>678,400</b>
<b>B</b>	Employer's Contribution to PF	1,800	21,600
<b>C</b>	<b>Annual Total Cost (ATC) - Total of A+B</b>	<b>58,333</b>	<b>700,000</b>
	<b>Deductions</b>		
	Employee's Contribution to PF	1,800	21,600
	Professional Tax**	208	2,500
<b>D</b>	<b>Total Deductions</b>	<b>2,008</b>	<b>24,100</b>
	<b>Net Take Home (C - B - D)</b>	<b>54,525</b>	<b>654,300</b>
	<b>Cost to Company (CTC) : CTC</b>	<b>58,333</b>	<b>700,000</b>
	Medical Insurance		5,500
	Gratuity		16,835
	<b>Grand CTC</b>	<b>60,195</b>	<b>722,335</b>

\*Bills to be submitted to the Finance/HR Dept in January every year

\*\*Subject to change as & when revised by authorities.

**For CaratLane Trading Private Limited**



**Authorized Signatory**

**Read & Accepted**



**BOSCH**

**\* Personal and Confidential \***

**Ms. Dhanusha A R**

**dhanuar05@gmail.com**

Government College of Technology, Coimbatore,  
6940259

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/76302/2023**

**Date: 25-Apr-2023**

Dear **Ms. Dhanusha A 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		
25-Apr-2023		
Compensation and Benefits Plan		
<b>Name:</b>	Ms. Dhanusha A R	
<b>Qualification:</b>	B.E/B.Tech	
<b>Designation:</b>	ASSOCIATE SOFTWARE ENGINEER	
<b>Level:</b>	50	
Components	Per Month	Per Annum
	Rs.	Rs.
<b>Cash Components</b>		
Basic Salary	15,000	1,80,000
Buffet of Benefits (HRA, Conveyance, LTA, SAF Contribution, etc)	19,586	2,35,038
Hybrid Work Allowance	1,000	12,000
<b>Gross Salary</b>	<b>35,586</b>	<b>4,27,038</b>
<b>Retirals / Statutory Contribution</b>		
Company Contribution towards Provident Fund (12% of Basic Salary)	1,800	21,600
Gratuity (4.81% of Basic Salary)*	722	8,658
<b>Total Retirals / Statutory Contribution</b>	<b>2,522</b>	<b>30,258</b>
<b>Variable Pay**</b>		
Company Performance related Pay - CPrP at factor 1.0 company achievement		<b>42,704</b>
<b>Total Cost to Company</b>	<b>38,108</b>	<b>5,00,000</b>
<b>National Pension System (NPS) Optional - Company Contribution</b>		<b>13,200</b>

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. Dharshini B**

**baskardharshini30@gmail.com**

Government College of Technology, Coimbatore,  
6940241

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](http://www.bosch-softwaretechnologies.com)

**Our reference: TN/76296/2023**

**Date: 25-Apr-2023**

Dear **Ms. Dharshini 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.7,00,000/-** (Rupees **Seven 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.

**\* Personal and Confidential \***

**Mr. Hariskumar S**

**hariskumar9087@gmail.com**

Government College of Technology, Coimbatore,  
6940219

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](http://www.bosch-softwaretechnologies.com)

**Our reference: TN/76290/2023**

**Date: 25-Apr-2023**

Dear **Mr. Hariskumar 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.7,00,000/-** (Rupees **Seven 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**

<b>Personal and Confidential</b>		
		<b>25-Apr-2023</b>
<b>Compensation and Benefits Plan</b>		
<b>Name:</b>	<b>Mr. Hariskumar S</b>	
<b>Qualification:</b>	B.E/B.Tech	
<b>Designation:</b>	ASSOCIATE SOFTWARE ENGINEER	
<b>Level:</b>	50	
<b>Components</b>	<b>Per Month</b>	<b>Per Annum</b>
	<b>Rs.</b>	<b>Rs.</b>
<b>Cash Components</b>		
Basic Salary	20,417	2,45,000
Buffet of Benefits (HRA, Conveyance, LTA, SAF Contribution, etc)	28,494	3,41,923
Hybrid Work Allowance	1,000	12,000
<b>Gross Salary</b>	<b>49,910</b>	<b>5,98,923</b>
<b>Retirals / Statutory Contribution</b>		
Company Contribution towards Provident Fund (12% of Basic Salary)	2,450	29,400
Gratuity (4.81% of Basic Salary)*	982	11,784
<b>Total Retirals / Statutory Contribution</b>	<b>3,432</b>	<b>41,184</b>
<b>Variable Pay**</b>		
Company Performance related Pay - CPrP at factor 1.0 company achievement		<b>59,892</b>
<b>Total Cost to Company</b>	<b>53,342</b>	<b>7,00,000</b>
<b>National Pension System (NPS) Optional - Company Contribution</b>		<b>16,600</b>

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.**



## Fwd: Ford Internship - IT || Government College of Technology - Coimbatore

1 message

GCT Placement Cell <gctplacements@gct.ac.in>  
To: gct\_placements2019-2023@gct.ac.in

Fri, Dec 23, 2022 at 14:09

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

From: **Sinduja, Manoharan (M.)** <msinduja@ford.com>

Date: Fri, Dec 23, 2022, 1:07 PM

Subject: Ford Internship - IT || Government College of Technology - Coimbatore

To: gctplacements@gct.ac.in <gctplacements@gct.ac.in>, kramesh@gct.ac.in <kramesh@gct.ac.in>

Cc: Ashok, AC (A.) <AASHOK3@ford.com>, Panja, Manas (M.) <MPANJA@ford.com>, Madhukara Vasu poojary (HirePro) <madhukara.poojary@hirepro.in>, Nagaraj Lakkakula (HirePro) <nagaraj.lakkakula@hirepro.in>

**Dear Academia Partner,**

We hereby announce below candidates are selected and entitled to get an opportunity for **paid internship** with Ford.

The stipend will be Rs. 15,000 pm for each intern.

Candidate Id	Candidate Name	Final branch	Final Branch2	Final College
7425469	Indhirani S	B.Tech	Information Technology	Government College of Technology - Coimbatore
7425499	Narmadha A	B.Tech	Information Technology	Government College of Technology - Coimbatore
7425491	Elakiya V	B.E.	Electronics and Communication Engineering	Government College of Technology - Coimbatore

Kindly announce to the respective candidates and help us with the following information

1. Availability of the candidates to be onboarded on 23<sup>rd</sup> or 25<sup>th</sup> of January 2023.

**Note: The presence of the candidates at Ford Global Technology & Business Center (Chennai) on the date of commencement is mandatory**

*The candidates who are not listed in the internship opportunity will get their regular Full time onboarding as per our regular campus timelines.*

Thanks,

Sinduja M

Lead Consultant



You received this message because you are subscribed to the Google Groups "GCT Placements 2019-2023" group.

To unsubscribe from this group and stop receiving emails from it, send an email to [gct\\_placements2019-2023+unsubscribe@gct.ac.in](mailto:gct_placements2019-2023+unsubscribe@gct.ac.in).

To view this discussion on the web visit [https://groups.google.com/a/gct.ac.in/d/msgid/gct\\_placements2019-2023/CAO%3DhaHRT8NH467HDQr0VcRab6hi6rccSFq7bW5buY0\\_nHwhwBw%40mail.gmail.com](https://groups.google.com/a/gct.ac.in/d/msgid/gct_placements2019-2023/CAO%3DhaHRT8NH467HDQr0VcRab6hi6rccSFq7bW5buY0_nHwhwBw%40mail.gmail.com).

For more options, visit <https://groups.google.com/a/gct.ac.in/d/optout>.

**\* Personal and Confidential \***

**Ms. Indhu R**

**indhu.rrs@gmail.com**

Government College of Technology, Coimbatore,  
6940255

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](http://www.bosch-softwaretechnologies.com)

**Our reference: TN/76301/2023**

**Date: 25-Apr-2023**

Dear **Ms. Indhu 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.7,00,000/-** (Rupees **Seven 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**

<b>Personal and Confidential</b>		
<b>25-Apr-2023</b>		
<b>Compensation and Benefits Plan</b>		
<b>Name:</b>	<b>Ms. Indhu R</b>	
<b>Qualification:</b>	B.E/B.Tech	
<b>Designation:</b>	ASSOCIATE SOFTWARE ENGINEER	
<b>Level:</b>	50	
<b>Components</b>	<b>Per Month</b>	<b>Per Annum</b>
	<b>Rs.</b>	<b>Rs.</b>
<b>Cash Components</b>		
Basic Salary	20,417	2,45,000
Buffet of Benefits (HRA, Conveyance, LTA, SAF Contribution, etc)	28,494	3,41,923
Hybrid Work Allowance	1,000	12,000
<b>Gross Salary</b>	<b>49,910</b>	<b>5,98,923</b>
<b>Retirals / Statutory Contribution</b>		
Company Contribution towards Provident Fund (12% of Basic Salary)	2,450	29,400
Gratuity (4.81% of Basic Salary)*	982	11,784
<b>Total Retirals / Statutory Contribution</b>	<b>3,432</b>	<b>41,184</b>
<b>Variable Pay**</b>		
Company Performance related Pay - CPrP at factor 1.0 company achievement		<b>59,892</b>
<b>Total Cost to Company</b>	<b>53,342</b>	<b>7,00,000</b>
<b>National Pension System (NPS) Optional - Company Contribution</b>		<b>16,600</b>

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.**



13/09/2022

**Mr. INDIRA**  
**Mobile no: 9361388793**  
**Email ID: indira986574@gmail.com**

**Dear INDIRA,**

We are delighted to offer you the position of **Software Engineer - I** at **CaratLane Trading Private Limited**. Your initial posting will be in **Chennai**.

As agreed during our discussions this offer is valid provided you accept this offer in writing by **13/09/2022** and join us on or before **01/06/2023**. Under the terms of this offer:

- 1. Total Compensation:** As a regular full time, employee of the company your annual salary will be **Rs.700,000/- (Rupees Seven Lakhs Only)**. Further you will be eligible to participate in the company's group medical insurance program and for Gratuity as per the act. These benefits are worth **Rs 22,335 (Rupees Twenty Two Thousand Three Hundred and Thirty-Five Only)** and will be in addition to your Salary mentioned above. A detailed breakup of your salary is provided in Annexure A. You are eligible for a **Joining bonus of Rs.100000/- (Rupees One Lakh only)** payable along with your first month salary. Please note that the joining bonus is subject to successfully completing one year of service with the company and will be recovered in case of voluntary exit within one year of the joining date. All forms of compensation referred to in this letter are subject to deduction to reflect applicable withholding and payroll taxes.
- 2. Probation Period:** You will be on probation for a period of **6 months**. Your services will be confirmed at the end of the probation period, based on your performance evaluation against key metrics as defined in the KRAs issued to you at the time of joining the company.
- 3. Notice Period:** During the period of probation, yourself or the Company has the right to terminate the services with a notice of **30 days** in writing or basic salary in lieu of notice. Following probation, if either party wishes to terminate this agreement either, they may do so by giving the other party **60 days'** notice or Basic salary in lieu of notice. Your employment with the Company will be "at will," meaning that either you or the Company will be entitled to terminate your employment at any time and for any reason, with or without cause subject to requirements of applicable law. The Company reserves the right to terminate your service at any time without notice should you be guilty of misdemeanor, misconduct, negligence or any breach of the terms and conditions of this agreement.
- 4. Tax & Compliance:** It is your continuous responsibility to meet all requirements under Indian Tax Laws including tax compliance and filing of personal tax returns in respect of all payments paid to you during your employment with CaratLane Trading Pvt Ltd. Taxes on any payment made under this letter will be borne by you. The Company shall deduct tax at source and any payments under this letter that require such deduction to be made by the employer in accordance with the Indian Tax Laws.

---

**CaratLane Trading Private Limited**

(A Subsidiary of Titan Company Limited)

2nd,3rd&4th Floor,#32, Rutland Gate 2nd Street, Khader Nawaz Khan Road, Nungambakkam, Chennai 60006

Tel : 044-48937922 / 044-48937944 | [www.caratlane.com](http://www.caratlane.com) | Toll Free No. : 1800-102-0103

**Annexure – I**

<b>Name</b>	<b>INDIRA</b>
<b>Designation</b>	<b>Software Engineer - I</b>
<b>Location</b>	<b>Chennai</b>

<b>Salary Components</b>		<b>Monthly</b>	<b>Annual</b>
	Basic	29,167	350,000
	House Rent Allowance (HRA)	14,583	175,000
	Special Allowance	2,783	33,400
	Conveyance Allowance	3000	36000
	LTA*	4000	48000
	Communication Reimbursement*	3000	36000
<b>A</b>	<b>Total Gross Per Month (GPM)</b>	<b>56,533</b>	<b>678,400</b>
<b>B</b>	Employer's Contribution to PF	1,800	21,600
<b>C</b>	<b>Annual Total Cost (ATC) - Total of A+B</b>	<b>58,333</b>	<b>700,000</b>
	<b>Deductions</b>		
	Employee's Contribution to PF	1,800	21,600
	Professional Tax**	208	2,500
<b>D</b>	<b>Total Deductions</b>	<b>2,008</b>	<b>24,100</b>
	<b>Net Take Home (C - B - D)</b>	<b>54,525</b>	<b>654,300</b>
	<b>Cost to Company (CTC) : CTC</b>	<b>58,333</b>	<b>700,000</b>
	Medical Insurance		5,500
	Gratuity		16,835
	<b>Grand CTC</b>	<b>60,195</b>	<b>722,335</b>

\*Bills to be submitted to the Finance/HR Dept in January every year

\*\*Subject to change as & when revised by authorities.

**For CaratLane Trading Private Limited**



**Authorized Signatory**

**Read & Accepted**



**\* Personal and Confidential \***

**Ms. Jayameenakshi S**

**jayashree05152@gmail.com**

Government College of Technology, Coimbatore,  
6940275

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](http://www.bosch-softwaretechnologies.com)

**Our reference: TN/76305/2023**

**Date: 25-Apr-2023**

Dear **Ms. Jayameenakshi 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.

**Annexure I**

<b>Personal and Confidential</b>		
<b>25-Apr-2023</b>		
<b>Compensation and Benefits Plan</b>		
<b>Name:</b>	<b>Ms. Jayameenakshi S</b>	
<b>Qualification:</b>	B.E/B.Tech	
<b>Designation:</b>	ASSOCIATE SOFTWARE ENGINEER	
<b>Level:</b>	50	
<b>Components</b>	<b>Per Month</b>	<b>Per Annum</b>
	<b>Rs.</b>	<b>Rs.</b>
<b>Cash Components</b>		
Basic Salary	15,000	1,80,000
Buffet of Benefits (HRA, Conveyance, LTA, SAF Contribution, etc)	19,586	2,35,038
Hybrid Work Allowance	1,000	12,000
<b>Gross Salary</b>	<b>35,586</b>	<b>4,27,038</b>
<b>Retirals / Statutory Contribution</b>		
Company Contribution towards Provident Fund (12% of Basic Salary)	1,800	21,600
Gratuity (4.81% of Basic Salary)*	722	8,658
<b>Total Retirals / Statutory Contribution</b>	<b>2,522</b>	<b>30,258</b>
<b>Variable Pay**</b>		
Company Performance related Pay - CPrP at factor 1.0 company achievement		<b>42,704</b>
<b>Total Cost to Company</b>	<b>38,108</b>	<b>5,00,000</b>
<b>National Pension System (NPS) Optional - Company Contribution</b>		<b>13,200</b>

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.**



July 29, 2022

**Ms. JAYAPRIYA G -IT  
GCT- Coimbatore.**

## **Offer Letter**

**Private and confidential**

**Dear Ms. JAYAPRIYA G -IT**

We are pleased to offer you a position as a **Software Engineer Trainee** with Onebill Software India Private Limited.

Your training period shall be six months from 01<sup>st</sup> June 2023 to 30<sup>th</sup> November 2023. 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.6,50,000/- per annum (Six Lakhs and Fifty Thousand Rupees only).

We would like you to join us on or before 01<sup>st</sup> June 2023.

Yours sincerely,

**For OneBill Software India Private Limited**

---

**Muthukumar  
Authorized Signatory**

**OneBill Software India Pvt Ltd.,**  
CIN-U72200KA2009PTC050973  
No:32, Suraj Ganga Soft Park, 1<sup>st</sup> Main,  
JP Nagar 3<sup>rd</sup> Phase, Bangalore-78  
[www.onebillsoftware.com](http://www.onebillsoftware.com)

**\* Personal and Confidential \***

**Ms. Jini J Tracy**

**jinitracy03.tj@gmail.com**

Government College of Technology, Coimbatore,  
6940253

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](http://www.bosch-softwaretechnologies.com)

**Our reference: TN/76300/2023**

**Date: 25-Apr-2023**

Dear **Ms. Jini J Tracy**,

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**

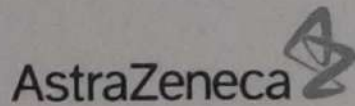
<b>Personal and Confidential</b>		
		<b>25-Apr-2023</b>
<b>Compensation and Benefits Plan</b>		
<b>Name:</b>	<b>Ms. Jini J Tracy</b>	
<b>Qualification:</b>	B.E/B.Tech	
<b>Designation:</b>	ASSOCIATE SOFTWARE ENGINEER	
<b>Level:</b>	50	
<b>Components</b>	<b>Per Month</b>	<b>Per Annum</b>
	<b>Rs.</b>	<b>Rs.</b>
<b>Cash Components</b>		
Basic Salary	15,000	1,80,000
Buffet of Benefits (HRA, Conveyance, LTA, SAF Contribution, etc)	19,586	2,35,038
Hybrid Work Allowance	1,000	12,000
<b>Gross Salary</b>	<b>35,586</b>	<b>4,27,038</b>
<b>Retirals / Statutory Contribution</b>		
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<b>Total Retirals / Statutory Contribution</b>	<b>2,522</b>	<b>30,258</b>
<b>Variable Pay**</b>		
Company Performance related Pay - CPrP at factor 1.0 company achievement		<b>42,704</b>
<b>Total Cost to Company</b>	<b>38,108</b>	<b>5,00,000</b>
<b>National Pension System (NPS) Optional - Company Contribution</b>		<b>13,200</b>

The aforementioned perquisites are subject to alteration and amendment.

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\*\* 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.**



28 December 2022

Dear Kiruba.R,

Thank you for your interest with AstraZeneca. We are pleased to confirm your internship from **16 February 2023 to 15 June 2023**.

These internships will be on a full-time basis at our Chennai Office at the below mentioned address. You will be paid an internship stipend of **INR 18,000/- per month (Rupees Eighteen Thousand Only)**. Your employment is valid only after the completion of your internship and successful graduation.

You will be provided an accommodation of seven calendar days at the start of internship. You are requested to confirm your acceptance of the internship by signing the document no later than Jan 5, 2023.

During the internship, you will be required to abide by all AstraZeneca policies and procedures which will be shared during the induction.

**Reporting Address**

AstraZeneca India Pvt, Ltd.  
11th Floor, Neville Tower,  
Ramanujan IT City, OMR, Taramani,  
Chennai - 600 113

Documents to Carry - Aadhar Card, Bank Account Details, PAN Card, University ID Card.

You will receive an email with additional details on the induction program closer to your joining date. In case of any questions please reach out to [Govindarajulu.lakshmanan@astrazeneca.com](mailto:Govindarajulu.lakshmanan@astrazeneca.com).

Thanking you.

Yours sincerely,  
for **AstraZeneca India Pvt. Ltd.**

*Shriram Subramanian*  
Shriram Subramanian (Dec 27, 2022 22:50 GMT+5.5)

I hereby agree to and accept the above offer and will report for duty on 16.02.2023

PLACE: KARUR

DATE: 02.01.2023

SIGNATURE: R Kiruba  
02/1/23



July 29, 2022

**Ms. LAVANYA R -IT  
GCT- Coimbatore.**

## **Offer Letter**

**Private and confidential**

**Dear Ms. LAVANYA R -IT**

We are pleased to offer you a position as a **Software Engineer Trainee** with Onebill Software India Private Limited.

Your training period shall be six months from 01<sup>st</sup> June 2023 to 30<sup>th</sup> November 2023. 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.6,50,000/- per annum (Six Lakhs and Fifty Thousand Rupees only).

We would like you to join us on or before 01<sup>st</sup> June 2023.

Yours sincerely,

**For OneBill Software India Private Limited**

---

**Muthukumar  
Authorized Signatory**

**OneBill Software India Pvt Ltd.,**  
CIN-U72200KA2009PTC050973  
No:32, Suraj Ganga Soft Park, 1<sup>st</sup> Main,  
JP Nagar 3<sup>rd</sup> Phase, Bangalore-78  
[www.onebillsoftware.com](http://www.onebillsoftware.com)

Date: 17/08/2022

Dear L I K H I T K U M A R V P

We are delighted to make this offer in our team at Lister Technologies Pvt. Ltd ("Company") a wholly owned subsidiary of Bounteous Inc. based on the assessments and interviews we had with you. Under the terms of this offer:

- **Full-time employment cum Internship:** This is a fulltime position with Lister Technologies Pvt. Ltd and it is mandatory to do your final year internship with the Company as part of this program. Your internship with Company will start in the month of Jan 2023. During the internship period, you will be paid a stipend of INR 15,000 per month. Upon completion of four months internship, you will be onboarded as a fulltime employee of Lister Technologies Pvt Ltd. This is subject to the condition that you have passed all your exams conducted by your University. In case you have not passed all exams, this offer will become void and you will not be onboarded as an employee of Lister Technologies Private Limited. Exact date of internship will be communicated in due course.
- **Total Compensation:** Your annual salary will be **INR 10,00,000 (Rupees Ten Lakh Only)**. Your Compensation will be inclusive of annual benefits such as the company's contribution to Provident Fund. As a regular full time employee, you are eligible to participate in the benefit package offered by the company's prevailing employee policy and practices. All forms of compensation referred to in this letter are subject to reduction to reflect applicable withholding and payroll taxes.
- **Focal Review/Appraisal:** Performance reviews will be done on a periodic basis. Salary reviews and increments are done on annual basis, where the salary increase will be done by April for associates whose joining date falls between January to June. Salary increment will be done by October for associates whose joining date falls between from July to December.
- **Tax:** It is your continuous responsibility to meet all requirements under Indian tax laws including tax compliance and filing of personal tax returns in respect of all payments paid to you under this letter. Taxes on any payment made under this letter will be borne by you. The Company shall deduct tax at source and any payments under this letter that require such deduction to be made by the employer in accordance with the Indian tax laws. If you have been previously employed, it is your responsibility to disclose the total income received from all your previous employers during the respective financial year for consideration and deduction of tax. In the absence of such disclosure, the Company shall only deduct tax based on the income that you receive from the Company.
- **Leave:** All associates will be eligible for 36 days of Paid Leave. (12 days each of Earned leave, Casual Leave, Sick Leave per year). Please refer the Leave Policy for more details after your joining. During the course of internship you will be eligible for 1 day leave per month
- Lister Technologies Pvt. Ltd has extended this offer to you based upon your educational qualifications, technical / general knowledge, experience with other Employer(s), skills and abilities and not because of your knowledge of your current employer's or any previous employer's trade secrets or other confidential information. As a condition of employment at Lister, you agree not to disclose or use confidential or proprietary information or any trade secrets of any current or previous employer. In this regard, you should be extremely careful not to bring to Lister any documents or other materials in tangible form belonging to or acquired from any current or previous employer. You will need to sign the Company's Non-disclosure



**SALARY BREAK-UP**

Name : LIKHIT KUMAR V P

CTC Components		Annual (INR)	Monthly (INR)
<b>A</b>	<b>Monthly Components</b>		
1	Basic	3,99,996	33,333
2	House Rent allowance	2,00,004	16,667
3	Special Allowance	3,17,760	26,480
<b>B</b>	<b>Retiral benefits</b>		
1	Employer contribution to Provident Fund	48,000	4,000
2	Employer contribution to Gratuity	19,236	1,603
<b>C</b>	<b>Medical and Wellbeing</b>		
1	Cost of Insurance premium incurred by the organisation	15,000	1,250
<b>Total Cost to Company (A+B+C)</b>		<b>10,00,000</b>	<b>83,333</b>

**Note:**

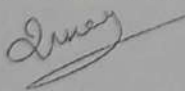
1. Your Total Cost to Company of above includes the fixed components, Retiral benefits, medical benefits & the variable incentive components.
2. The Medical Insurance plan that you will be provided with includes the following:
  - a. Medical Insurance coverage for Self & family – INR 5,00,000 per annum
  - b. Your Term life insurance is 2 times fixed annual salary or 20 lakhs whichever is higher
  - c. Group personal accident insurance – subject to a maximum of INR 20,00,000 per annum

**Confidentiality:** Your compensation details are strictly confidential. You are entitled to discuss your compensation related queries only with the undersigned or with your HR point of contact in Lister. Any discussion or disclosure of your compensation related information with external parties will be considered as breach of the employment agreement with Lister. This may lead to withdrawal of this offer.

If you have any questions concerning this offer of employment, please feel free to contact the undersigned.

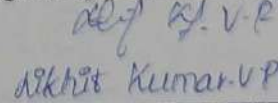
We are pleased and excited to have you as part of Lister Family and are eagerly looking forward to a challenging and rewarding association.

For Lister Technologies Pvt. Ltd.,



Vijayakumar Dilli  
Vice President – Human Resources

Acknowledged, Agreed and Accepted by:



Name & Signature



Dear Manoj T,

Welcome to the Bosch family.

We are excited to have you onboard and wish you lots of fun, luck and learning as you start your career with us at Bosch Global Software Technologies Pvt Ltd (BGSW).

BGSW is an established company with a young workforce. Our rich experience and reputation is backed by the freshness of ideas and innovation that our millennials bring to the table. Over two - thirds of our workforce comprises of youngsters like you who are curious, full of energy and always striving to do something new, something different and something which has a bigger impact. I am sure you will add to that impact and enjoy your time here at BGSW.

As you Embark on this journey, ask questions to yourself and to others around you. Don't let your curiosity die. Do not hesitate or hold back. Ask yourself today, "What am I here for? And what difference can I make to this organization?" Question yourself on "whether you can do it differently?". And when you have the right answers to these question, you will innovate.

With over 25,000+ associates at BGSW, the organization has a lot to offer – our values, learning and development opportunities, career development prospects, state-of-art labs and infrastructure, work-life balance and a swarm of opportunities to hone your entrepreneurial mindset. We have it all. You just need to grab it with both hands and make use of our different platforms available to you in the organization.

We wish you success, loads of fun and a wonderful enriching career here at BGSW. We once again welcome you to the Bosch family.

Looking forward to seeing you around BGSW.

Best regards

Campus Recruitment Team



July 29, 2022

**Ms. MEERA S A -IT  
GCT- Coimbatore.**

## **Offer Letter**

**Private and confidential**

**Dear Ms. MEERA S A -IT**

We are pleased to offer you a position as a **Software Engineer Trainee** with Onebill Software India Private Limited.

Your training period shall be six months from 01<sup>st</sup> June 2023 to 30<sup>th</sup> November 2023. 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.6,50,000/- per annum (Six Lakhs and Fifty Thousand Rupees only).

We would like you to join us on or before 01<sup>st</sup> June 2023.

Yours sincerely,

**For OneBill Software India Private Limited**

---

**Muthukumar  
Authorized Signatory**

**OneBill Software India Pvt Ltd.,**  
CIN-U72200KA2009PTC050973  
No:32, Suraj Ganga Soft Park, 1<sup>st</sup> Main,  
JP Nagar 3<sup>rd</sup> Phase, Bangalore-78  
[www.onebillsoftware.com](http://www.onebillsoftware.com)

March 29, 2023

PMO/MEM/13768835/2023

**Mithra P**

87, Muniappan Kovil street, Kitchipalayam,  
Salem - 636015  
Tamil Nadu, India

Dear Mithra,

**Subject: Offer of Employment with EdgeVerve Systems Limited**

At “Edge Verve”, our purpose is to amplify human potential and create the next opportunity for people, businesses and communities. Our employees are key to realizing this. It is our continuing ambition to find and retain people who believe in our values and share our desire to build a great Company.

Congratulations! Further to your application for employment with us, and the subsequent selection process, we are delighted to offer you employment in the role of **Member - Product Engineering** with EdgeVerve Systems Limited (the “Company”). Your Role Designation will be **3835APRINP : Product Engineer (PE)**. Your location of reporting is **Bangalore, India** and the scheduled date of joining the Company is **July 3, 2023**. You will be in the **Member** Group.

Your **Total Gross Salary** including **Performance Bonus** will be INR **66,667** per month. Kindly refer to the compensation details sheet for details.

The terms & conditions of our offer are as follows:

**1. Date of Commencement of Employment:**

Your employment with the Company shall commence on **July 3, 2023**.

**2. Location:**

Your current location of employment shall be **Bangalore**, India. However, please note that the Company reserves the right to transfer its employees to any of its Unit (s), office(s) or of its Affiliates and/or the office of the Company’s customer (“Work Location”), other than the one an employee was initially hired to work in.

For the purpose of this agreement, “Affiliate” means any entity that controls, is controlled by, or is under common control with the Company. For purpose 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.

Accordingly, we want you to be aware that you may be transferred to another Work Location in the future depending on the Company’s business requirements, and in the event thereof your remuneration and other benefits in relation thereto shall be determined in accordance with the Company’s existing and future policies in that Work Location. Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the foregoing.

**EDGEVERVE SYSTEMS LIMITED**  
Plot No. 47, Electronics City,  
Hosur Road,  
Bengaluru 560 100, India  
T 91 80 3952 2222  
F 91 80 2852 1300

**Registered Office:**  
CIN: U72200KA2014PLC073660  
Plot No. 44, Electronics City  
Hosur Road  
Bengaluru 560 100, India  
[www.edgeverve.com](http://www.edgeverve.com)  
[edgeverve@edgeverve.com](mailto:edgeverve@edgeverve.com)

<b>COMPENSATION DETAILS</b> (All figures in INR. per month)	
NAME	<b>Mithra P,</b>
ROLE	<b>Member - Product Engineering</b>
ROLE DESIGNATION	<b>3835APRINP : Product Engineer (PE)</b>
<b>1. MONTHLY COMPONENTS</b>	
BASIC SALARY	18,020
BASKET OF ALLOWANCES (HRA, LTA, Medical Allowance, Children's Education Allowance, Transport Allowance, Miscellaneous Allowance)	35,347
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic) being paid out on a monthly basis)	3,424
<b>MONTHLY GROSS SALARY</b>	<b>56,791</b>
<b>2. OTHER COMPONENT</b>	
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)	180
<b>3. RETIRAL BENEFITS</b>	
<b>PROVIDENT FUND - 12% of Basic</b>	2,162
<b>GRATUITY - 4.81% of Basic*</b>	867
<b>FIXED GROSS SALARY (1+2+3)</b>	<b>60,000</b>
<b>4. PERFORMANCE BONUS</b>	
	<b>At an indicative Payout of 100%</b>
PERFORMANCE-BASED BONUS	6,667
<b>TOTAL GROSS SALARY (Inclusive of Bonus)</b>	<b>66,667</b>

All the above benefits are as per Company's policies, which are subject to change from time to time.

\*The gratuity amount set out above is an approximation. The eligibility and payment of gratuity shall be in accordance with the applicable provisions of the Payment of Gratuity Act, as amended and supplemented from time to time.



**VIASAT INDIA PRIVATE LIMITED  
MODULE 1 & 2, 5TH FLOOR, BLOCK C, GLOBAL INFOCITY PARK, NO 40, MGR SALAI,  
KANDANCHAVADI, PERUNGUDI, CHENNAI 600096**

**September 30, 2022**

Narenkumar RM  
78/3, Sakthi Garden, Kamaraj Nagar, Kollapalur  
Gobichetipalayam, Tamil Nadu 638456

Software Engineering Internship

Dear Narenkumar,

With reference to your application for our Software Engineering Internship program, we are glad to confirm your selection for the Internship Program 2022-2023 with Viasat India Private Limited (the "Company") Chennai.

Further to your successful completion of the internship, a fulltime employment offer to join the company may be extended.

The terms of the Project Internship and benefits are mentioned below:

- Project Internship Period: 01-Mar-2023 to 31-Mar-2023
- Stipend: INR 22,000 per month (TDS applicable)
- Furnished accommodation during the internship period
- You will be eligible to claim a onetime relocation allowance up to a limit of INR 10,000/- for your one-way travel (current location to Chennai) and shipment of luggage.

Your Internship will be governed by the rules, regulations and policies of Viasat India Private Limited. The company reserves all the right to cancel/call back the grant of internship at any point in time.

Wishing you all the very best!!

Yours sincerely,

for Viasat India Private Limited

A handwritten signature in black ink, appearing to read "Vinod", written over a light blue horizontal line.

Vinod Sivadas  
Director, Human Resources

I, Narenkumar RM, acknowledge and accept the internship offer at Viasat.

Thanks,

Signature:

Print Name: Narenkumar RM



## Fwd: Ford Internship - IT || Government College of Technology - Coimbatore

1 message

GCT Placement Cell <gctplacements@gct.ac.in>  
To: gct\_placements2019-2023@gct.ac.in

Fri, Dec 23, 2022 at 14:09

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

From: **Sinduja, Manoharan (M.)** <msinduja@ford.com>

Date: Fri, Dec 23, 2022, 1:07 PM

Subject: Ford Internship - IT || Government College of Technology - Coimbatore

To: gctplacements@gct.ac.in <gctplacements@gct.ac.in>, kramesh@gct.ac.in <kramesh@gct.ac.in>

Cc: Ashok, AC (A.) <AASHOK3@ford.com>, Panja, Manas (M.) <MPANJA@ford.com>, Madhukara Vasu poojary (HirePro) <madhukara.poojary@hirepro.in>, Nagaraj Lakkakula (HirePro) <nagaraj.lakkakula@hirepro.in>

**Dear Academia Partner,**

We hereby announce below candidates are selected and entitled to get an opportunity for **paid internship** with Ford.

The stipend will be Rs. 15,000 pm for each intern.

Candidate Id	Candidate Name	Final branch	Final Branch2	Final College
7425469	Indhirani S	B.Tech	Information Technology	Government College of Technology - Coimbatore
7425499	Narmadha A	B.Tech	Information Technology	Government College of Technology - Coimbatore
7425491	Elakiya V	B.E.	Electronics and Communication Engineering	Government College of Technology - Coimbatore

Kindly announce to the respective candidates and help us with the following information

1. Availability of the candidates to be onboarded on 23<sup>rd</sup> or 25<sup>th</sup> of January 2023.

**Note: The presence of the candidates at Ford Global Technology & Business Center (Chennai) on the date of commencement is mandatory**

*The candidates who are not listed in the internship opportunity will get their regular Full time onboarding as per our regular campus timelines.*

Thanks,

Sinduja M

Lead Consultant



You received this message because you are subscribed to the Google Groups "GCT Placements 2019-2023" group.

To unsubscribe from this group and stop receiving emails from it, send an email to [gct\\_placements2019-2023+unsubscribe@gct.ac.in](mailto:gct_placements2019-2023+unsubscribe@gct.ac.in).

To view this discussion on the web visit [https://groups.google.com/a/gct.ac.in/d/msgid/gct\\_placements2019-2023/CAO%3DhaHRT8NH467HDQr0VcRab6hi6rccSFq7bW5buY0\\_nHwhwBw%40mail.gmail.com](https://groups.google.com/a/gct.ac.in/d/msgid/gct_placements2019-2023/CAO%3DhaHRT8NH467HDQr0VcRab6hi6rccSFq7bW5buY0_nHwhwBw%40mail.gmail.com).

For more options, visit <https://groups.google.com/a/gct.ac.in/d/optout>.

**\* Personal and Confidential \***

**Ms. Naveena R**

**naveenarathinavel1312@gmail.com**

Government College of Technology, Coimbatore,  
6940271

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](http://www.bosch-softwaretechnologies.com)

**Our reference: TN/76303/2023**

**Date: 25-Apr-2023**

Dear **Ms. Naveena 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.7,00,000/-** (Rupees **Seven 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**

<b>Personal and Confidential</b>		
<b>25-Apr-2023</b>		
<b>Compensation and Benefits Plan</b>		
<b>Name:</b>	<b>Ms. Naveena R</b>	
<b>Qualification:</b>	B.E/B.Tech	
<b>Designation:</b>	ASSOCIATE SOFTWARE ENGINEER	
<b>Level:</b>	50	
<b>Components</b>	<b>Per Month</b>	<b>Per Annum</b>
	<b>Rs.</b>	<b>Rs.</b>
<b>Cash Components</b>		
Basic Salary	20,417	2,45,000
Buffet of Benefits (HRA, Conveyance, LTA, SAF Contribution, etc)	28,494	3,41,923
Hybrid Work Allowance	1,000	12,000
<b>Gross Salary</b>	<b>49,910</b>	<b>5,98,923</b>
<b>Retirals / Statutory Contribution</b>		
Company Contribution towards Provident Fund (12% of Basic Salary)	2,450	29,400
Gratuity (4.81% of Basic Salary)*	982	11,784
<b>Total Retirals / Statutory Contribution</b>	<b>3,432</b>	<b>41,184</b>
<b>Variable Pay**</b>		
Company Performance related Pay - CPrP at factor 1.0 company achievement		<b>59,892</b>
<b>Total Cost to Company</b>	<b>53,342</b>	<b>7,00,000</b>
<b>National Pension System (NPS) Optional - Company Contribution</b>		<b>16,600</b>

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.**



Mu Sigma

Date: September 06, 2022

**Pradeepan S**  
**Candidate ID:C2023719**  
**GCT- Coimbatore**

**Dear Pradeepan ,**

**Congratulations** - We are thrilled to invite you to embark on a Decision Sciences journey with Mu Sigma, the world's largest pure-play Big Data Analytics & Decision Support company. With a worldwide footprint, Mu Sigma acts as a Transformation Sherpa for its customers in their endeavor to change the way they compete.

Since inception, Mu Sigma has challenged traditional paradigms of learning modes, problem-solving, decision-making, and leadership to enable and accelerate the journey of young problem-solvers into global leaders that transform the journey of Fortune 500 organizations. **Our model has demonstrated that young and fearless decision sciences leaders can be groomed through unrivaled training & unparalleled work experience.**

With Mu Sigma, you belong to a special category of people who are not only building a path-breaking Company, but also laying the foundation for a new industry. You have a rare opportunity to be part of a team that is defining the space of decision sciences, as well as challenging widely held business practices and beliefs along the way.

**At Mu Sigma, you will be challenged and you will challenge every day** – you will be encouraged and rewarded for questions over answers, for challenging the status quo, for asking 'why not' over 'why', for being daring enough to counter experience with experiments, and for being bold enough to question traditional knowledge with new learnings. You will solve complex problems for Fortune 500 giants across Retail, Healthcare, CPG, Insurance, Automobile, and many other industries by combining Math, Business Acumen, Technology, Behavioral Sciences, and Design Thinking.

We trust you are as excited as us by the opportunities the future holds, and if you are committed to evolving into an elite decision sciences leader, **we invite you to undertake this journey with us.**

---

## Mu Sigma Business Solutions Private Limited

Registered Office: Aviator Building, Level 14, Ascendas – ITPL SEZ Zone Whitefield Road, Bangalore, Karnataka - KA – INDIA – 560066

Tel: +91 80 7154 8000 | Fax: +91 80 7154 8060 | Email: info@mu-sigma.com | Website: www.mu-sigma.com

CIN: U74140KA2005PTC036309



Mu Sigma

**Annexure 1**

S.No	Particulars	2024	2025	2026	2027	CTC over 4 jumps
1	<b>Total compensation on Joining till Jan 2025</b>	<b>5,00,000 (PA)</b>				
2	<b>1<sup>st</sup> Jump - Jan 2025</b> Compensation Revision		<b>6,50,000 (PA)</b>			
3	<b>2<sup>nd</sup> Jump - Jan 2026</b> Compensation revision			<b>8,00,000 (PA)</b>		
4	<b>3<sup>rd</sup> Jump - Jan 2027</b> Compensation revision				<b>10,50,000 (PA)</b>	
5	<b>Total Cost to Company</b>					<b>30,00,000</b>

**Penalty:**

In the event that the employee decides to leave the Company within a 4-year period, there would be a penalty applicable in addition to serving a 60-day Notice Period. The penalty would be dependent on the tenure of employment with the Company. The exact amount of the penalty will be calculated per the table below:

Tenure calculated from date of joining	Penalty amount (in INR)
0 – 36 months	10,00,000
37 – 48 months	7,50,000

---

**Mu Sigma Business Solutions Private Limited**

Registered Office: Aviator Building, Level 14, Ascendas – ITPL SEZ Zone Whitefield Road, Bangalore, Karnataka - KA – INDIA – 560066

Tel: +91 80 7154 8000 | Fax: +91 80 7154 8060 | Email: info@mu-sigma.com | Website: www.mu-sigma.com

CIN: U74140KA2005PTC036309

**\* Personal and Confidential \***

**Ms. Rajpriya R**

**rajpriyar2002@gmail.com**

Government College of Technology, Coimbatore,  
6940223

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](http://www.bosch-softwaretechnologies.com)

**Our reference: TN/76291/2023**

**Date: 25-Apr-2023**

Dear **Ms. Rajpriya 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.7,00,000/-** (Rupees **Seven 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.



**Reshma M**

**September 27, 2022**

Dear Reshma,

On behalf of Tekizma India Solutions Private Limited., we are pleased to extend an offer of employment for the position of **Product Engineer**. Your start date for this offer will be **July 3<sup>rd</sup>, 2023**

In the event you accept this offer and join our organization, your total compensation will be **Rs 7,00,000 (Seven Lakh Rupees Only)** per annum.

Salary will be paid monthly, and subject to deduction for taxes and other withholdings. Please see the below schedule for your monthly pay.

Your appointment is subject to signing of the terms and conditions and the NDA document that will be given on the first day of employment. Please read through the key terms of your appointment-

1. You will be on probation for a period of six months from the date you join Tekizma. Confirmation will be subject to your successfully completing your probationary period.
2. This offer is subject to successful background verification.
3. While you join us as **Product Engineer** the Company reserves the right to assign work to you in such other capacities and such places in India and abroad as the Company may decide from time to time.
4. Our offer is contingent on your acceptance of the company's "Terms and Conditions of Employment". Further, you will abide by the rules and regulations of the Company which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service which shall be binding on you.
5. During probationary period, company can terminate the employment with or without giving notice if performance standards are not met, breach of any obligations to be observed and misconduct in relation to duties to carry out all orders and instructions lawfully issued to employee by the company

Please sign a copy of this letter and mail it back to us to confirm your acceptance. In the event, we did not receive your confirmation within 7 days, the offer will be deemed invalid.

US Head Office: Tekizma Inc  
620 Herndon Parkway Suite 350  
Herndon VA 20171  
Phone 2028885301

India Office: Tekizma India Solutions Pvt Ltd  
Helios Business Park  
Level 10, Wing C, 150 Outer Ring Road,  
Kadubeesanahalli, Varthur Hobli, Bangalore 560103

**Annexure 1**

**Details of Compensation**

<b>Name: Reshma M</b>		<b>Date: 03/07/2023</b>	
<b>Designation: Product Engineer</b>		<b>Location: Remote/Bangalore</b>	
<b>CTC</b>		<b>7,00,000</b>	
<b>Salary*</b>		<b>Annual</b>	<b>Monthly</b>
	Basic Salary	252,000	21,000
	House Rent Allowance (40% of Basic)	100,800	8,400
	Special Allowance	197,960	16,497
	Tekizma Select (Optional)- see below	49,000	4,083
	<b>Gross Monthly Compensation</b>	<b>599,760</b>	<b>49,980</b>
	Provident Fund	30,240	2,520
	<b>CTC Fixed</b>	<b>630,000</b>	<b>52,500</b>
	Annual Bonus**	70,000	
	<b>Total CTC</b>	<b>700,000</b>	
	<b>Tekizma Optional Select</b>		
	Internet and Mobile	24,000	2,000
	Parents Insurance Benefit***	25,000	2,083
	<b>Additional Benefits</b>		
	Employee and Family Insurance****	Company Paid	
	Personal Accidental Insurance	Company Paid	



28 December 2022

Dear ROHITH,

Thank you for your interest with AstraZeneca. We are pleased to confirm your internship from **16 February 2023 to 15 June 2023**.

These internships will be on a full-time basis at our Chennai Office at the below mentioned address. You will be paid an internship stipend of **INR 18,000/- per month (Rupees Eighteen Thousand Only)**. Your employment is valid only after the completion of your internship and successful graduation.

You will be provided an accommodation of seven calendar days at the start of internship. You are requested to confirm your acceptance of the internship by signing the document no later than Jan 5, 2023.

During the internship, you will be required to abide by all AstraZeneca policies and procedures which will be shared during the induction.

**Reporting Address**

AstraZeneca India Pvt, Ltd.  
11th Floor, Neville Tower,  
Ramanujan IT City, OMR, Taramani,  
Chennai - 600 113

Documents to Carry – Aadhar Card, Bank Account Details, PAN Card, University ID Card.

You will receive an email with additional details on the induction program closer to your joining date. In case of any questions please reach out to [Govindarajulu.lakshmanan@astrazeneca.com](mailto:Govindarajulu.lakshmanan@astrazeneca.com).

Thanking you.

Yours sincerely,  
for **AstraZeneca India Pvt. Ltd.**

*Shriram Subramanian*  
Shriram Subramanian (Dec 27, 2022 22:50 GMT+5.5)

I hereby agree to and accept the above offer and will report for duty on 16-02-2023

PLACE: Ooty

DATE: 23-01-2023

SIGNATURE: R. Rohith



**05-Jan-2023**

**Saranya L**

**Applicant ID : A9074406**

Dear **Saranya L**,

We refer to the discussions you had with us and are pleased to offer you a position in **Flextronics Technologies India Private Limited (hereinafter referred to as “Company”)** as **Associate Engineer - IT in Grade 23**. You will be working in and the Company in its sole discretion can change the shift as per business requirement. Your base location would be **Chennai**, subject to change as deemed by the company. We look forward to having you on board on **10-Jul-2023** at our **Chennai** office. The address is:

**Flextronics Technologies India Pvt. Ltd**  
**Global Business Services, 6th Floor,**  
**Campus 5, RMZ Millennia Business Park,**  
**No. 143, Dr. MGR Road,**  
**Kandanchavadi, Chennai – 96**

Your Total Target Cash will be **INR 485,000/- per annum**. The enclosed annexure 1 would give you the breakup of your TTC.

Please note that this offer shall be valid subject to your clearing the Background verification check as per the Company's policies. As discussed, you will be issued a detailed appointment letter when you join us. Your employment will be governed by the terms of the appointment letter issued to you.

You would be reporting to **Srinivasa Rao** on the date of joining; reporting is subject to change post joining, if required.

**Please bring along the original & 2 copies of the below documents with you on your date of joining:**

- 1-Aadhaar Card Copy (Onboarding subject to submission of this document)
- 2-Print out of this Offer letter.
- 3-Three passport size photographs (Formal Attire in White Background)
- 4-ID Proofs (Voter ID, Driving License, Passport, etc.)
- 5-PAN card details (Mandatory). If you have applied for a New PAN card, kindly provide copy of acknowledgement receipt that it has been applied.

We would appreciate your returning the duplicate copy of this offer letter with the annexure duly signed by you as a token of your acceptance. We look forward to having you on board with us at the earliest.





## **ANNEXURE 1**

**Name: Saranya L**

**Designation: Associate Engineer - IT**

**Grade: 23**

### **Compensation Structure:**

#### **Component Annual (INR)**

<b>A Basic</b> -----	135,082 (Taxable Component)
House Rent Allowance -----	67,541 (40% of Basic for Non-Metro, 50% of Basic for Metro)
Medical Reimbursement -----	15,000 (Taxable Component)
Education Allowance -----	2,400
Conveyance -----	19,200 (Taxable Component)
Special Allowance* -----	8,318 (Taxable Component)
Other Allowance* -----	181,533 (Taxable Component)
<b>Cash Pay</b> -----	<b>429,074</b>

#### **Retirals**

<b>B P.F.*</b> -----	21,600 (Employer Contribution)
<b>C Gratuity</b> -----	(As per legislation)
<b>CTC (per annum)</b> -----	<b>450,674</b>
<b>D Target Bonus** (per annum)</b> -----	34,326
<b>Total Target Cash (per annum)</b> -----	<b>485,000</b>

**ESIC and Gratuity would apply as per Government rules and laws. Employer contribution is over and above your TTC.**

#### **Flexible Benefits Plan:**

<b>Component</b> -----	<b>Maximum eligibility per annum</b>
<b>Gifts Card</b> -----	<b>Rs. 4,500/-</b>
<b>Meal Card</b> -----	<b>Rs. 26,400/-</b>

**(\*)** – Please note that the above is not an additional component, it will be deducted from Special Allowance / Other Allowance. If cards are availed, then the cash portion of your salary will reduce to extent of card chosen and PF contribution may change as per government regulations.

**(\*\*)** – You will be eligible to participate in the Flex Global Bonus Plan according to the relevant policies of Flex. Your target bonus is a percentage of your gross salary. The terms and conditions, performance metrics, payment schedule and bonus payout under this Global Bonus Plan are subject to change, time to time, by Flex in its sole discretion.



## OFFER LETTER

September 22nd , 2022  
Coimbatore

To,  
Mr. Sathish Kumar S,  
Coimbatore.

**Dear Mr. Sathish Kumar,**

We take great pleasure to welcome you to be an integral part of our EXTERRO family. We are pleased to Offer you the post of **Internship Trainee** in our organization subject to the certain terms & conditions which would be declared in appointment letter. This letter of offer supersedes all other communications made to you prior to the date of issue of the appointment letter.

This offer letter outlines only the basic terms which are not exhaustive and does not include the detailed terms and conditions of your employment. This offer is contingent on a candidature reference and successful completion of the background check done by the company.

### **Start Date**

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

### **Performance Assessments**

Performance assessments will be done on a quarterly basis. Your increments are discretionary and will be subject to and on the basis of your effective performance and results during the assessment period. This will be also decided based on the performance of the organization during the assessment period. Generally compensation reviews would be done once a year after probation.

A handwritten signature in blue ink that reads 'S. Sathish Kumar' is placed on a grey rectangular background.



**Annexure A- Exterro R&D Salary Package - During Probation Period/Stipend**

LEVEL	COMPONENTS	MONTHLY	ANNUAL
Fixed Component	BASIC	11,000	1,32,000
	HRA	4,400	52,800
	SPECIAL	4,600	55,200
	Monthly Gross Salary	20000	240000
	PF	1,800	21,600
	INSURANCE (ACCIDENTAL)	67	800
	INSURANCE (MEDICAL)	1,708	20,500
	PARKING ALLOWANCE	250	3,000
	<b>TOTAL</b>	<b>3,825</b>	<b>45,900</b>
<b>EXTERRO ASSURED BENEFITS</b>			
Other Benefits	PROFESSIONAL DEVELOPMENT PAY		16,000
	PAID LEAVES		7,742
	<b>TOTAL</b>		<b>23,742</b>
<b>TOTAL CTC (COST TO THE COMPANY)</b>			<b>3,09,642</b>

**Annexure – B Exterro R&D Salary package - After Confirmation based on the performance**

LEVEL	COMPONENTS	MONTHLY	ANNUAL
Fixed Component	BASIC	14,850	1,78,200
	HRA	5,940	71,280
	SPECIAL	6,210	74,520
	Monthly Gross Salary	27000	324000
Employer Contribution	FOOD COUPON	2,000	24,000
	PF	1,800	21,600
	INSURANCE (ACCIDENTAL)	67	800
	INSURANCE (MEDICAL)	1,708	20,500
	PARKING ALLOWANCE	250	3,000
	<b>TOTAL</b>	<b>5,825</b>	<b>69,900</b>
<b>EXTERRO ASSURED BENEFITS</b>			
Other Benefits	PROFESSIONAL DEVELOPMENT PAY		16,000
	PAID LEAVES		10,452
	<b>TOTAL</b>		<b>26,452</b>
<b>TOTAL CTC (COST TO THE COMPANY)</b>			<b>4,20,352</b>

S. Sathish Kumar



Date: 29-Oct-2022

To

**Mr.SHIHAF AHIL M,**  
93/76B, POONTHOTTAM,  
EDAYARPALAYAM, KUNIAMUTHUR,  
COIMBATORE-641008, TAMIL NADU.

Dear **Mr.SHIHAF AHIL M,**

#### **OFFER OF EMPLOYMENT**

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

#### **INTERNSHIP AND STIPEND**

You are expected to do the final semester project of your curriculum in our organization. We expect you to work on the project on a full time basis for a period of 5-6 months. During this period you will be paid a monthly stipend of **Rs.20000/- (RUPEES TWENTY 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** : SHIHAF AHIL M  
**DESIGNATION** : MEMBER TECHNICAL STAFF

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

\* 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.



March 29, 2023

PMO/MEM/13769022/2023

**Sowmiya S**

2/53,Kattupatti(vill),Sulagarai(po),Uthangarai(Tk), Krishnagiri(Dt)-635304 Tamil Nadu,  
Krishnagiri - 635304  
Tamil Nadu, India

Dear Sowmiya,

**Subject: Offer of Employment with EdgeVerve Systems Limited**

At “Edge Verve”, our purpose is to amplify human potential and create the next opportunity for people, businesses and communities. Our employees are key to realizing this. It is our continuing ambition to find and retain people who believe in our values and share our desire to build a great Company.

Congratulations! Further to your application for employment with us, and the subsequent selection process, we are delighted to offer you employment in the role of **Member - Product Engineering** with EdgeVerve Systems Limited (the “Company”). Your Role Designation will be **3835APRINP : Product Engineer (PE)**. Your location of reporting is **Bangalore, India** and the scheduled date of joining the Company is **July 3, 2023**. You will be in the **Member** Group.

Your **Total Gross Salary** including **Performance Bonus** will be INR **66,667** per month. Kindly refer to the compensation details sheet for details.

The terms & conditions of our offer are as follows:

**1. Date of Commencement of Employment:**

Your employment with the Company shall commence on **July 3, 2023**.

**2. Location:**

Your current location of employment shall be **Bangalore**, India. However, please note that the Company reserves the right to transfer its employees to any of its Unit (s), office(s) or of its Affiliates and/or the office of the Company’s customer (“Work Location”), other than the one an employee was initially hired to work in.

For the purpose of this agreement, “Affiliate” means any entity that controls, is controlled by, or is under common control with the Company. For purpose 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.

Accordingly, we want you to be aware that you may be transferred to another Work Location in the future depending on the Company’s business requirements, and in the event thereof your remuneration and other benefits in relation thereto shall be determined in accordance with the Company’s existing and future policies in that Work Location. Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the foregoing.

**EDGEVERVE SYSTEMS LIMITED**  
Plot No. 47, Electronics City,  
Hosur Road,  
Bengaluru 560 100, India  
T 91 80 3952 2222  
F 91 80 2852 1300

**Registered Office:**  
CIN: U72200KA2014PLC073660  
Plot No. 44, Electronics City  
Hosur Road  
Bengaluru 560 100, India  
[www.edgeverve.com](http://www.edgeverve.com)  
[edgeverve@edgeverve.com](mailto:edgeverve@edgeverve.com)

<b>COMPENSATION DETAILS</b> (All figures in INR. per month)	
NAME	Sowmiya S,
ROLE	Member - Product Engineering
ROLE DESIGNATION	3835APRINP : Product Engineer (PE)
<b>1. MONTHLY COMPONENTS</b>	
BASIC SALARY	18,020
BASKET OF ALLOWANCES (HRA, LTA, Medical Allowance, Children's Education Allowance, Transport Allowance, Miscellaneous Allowance)	35,347
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic) being paid out on a monthly basis)	3,424
<b>MONTHLY GROSS SALARY</b>	<b>56,791</b>
<b>2. OTHER COMPONENT</b>	
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)	180
<b>3. RETIRAL BENEFITS</b>	
<b>PROVIDENT FUND - 12% of Basic</b>	2,162
<b>GRATUITY - 4.81% of Basic*</b>	867
<b>FIXED GROSS SALARY (1+2+3)</b>	<b>60,000</b>
<b>4. PERFORMANCE BONUS</b>	
	<b>At an indicative Payout of 100%</b>
PERFORMANCE-BASED BONUS	6,667
<b>TOTAL GROSS SALARY (Inclusive of Bonus)</b>	<b>66,667</b>

All the above benefits are as per Company's policies, which are subject to change from time to time.

\*The gratuity amount set out above is an approximation. The eligibility and payment of gratuity shall be in accordance with the applicable provisions of the Payment of Gratuity Act, as amended and supplemented from time to time.



## OFFER LETTER

September 22nd , 2022  
Coimbatore

To,  
Mr. Sugumar S,  
Coimbatore.

Dear Mr. Sugumar,

We take great pleasure to welcome you to be an integral part of our EXTERRO family. We are pleased to Offer you the post of **Internship Trainee** in our organization subject to the certain terms & conditions which would be declared in appointment letter. This letter of offer supersedes all other communications made to you prior to the date of issue of the appointment letter.

This offer letter outlines only the basic terms which are not exhaustive and does not include the detailed terms and conditions of your employment. This offer is contingent on a candidature reference and successful completion of the background check done by the company.

### **Start Date**

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

### **Performance Assessments**

Performance assessments will be done on a quarterly basis. Your increments are discretionary and will be subject to and on the basis of your effective performance and results during the assessment period. This will be also decided based on the performance of the organization during the assessment period. Generally compensation reviews would be done once a year after probation.

A rectangular box containing a handwritten signature in blue ink, which appears to be "Sugumar S".





**Annexure A- Exterro R&D Salary Package - During Probation Period/Stipend**

LEVEL	COMPONENTS	MONTHLY	ANNUAL
Fixed Component	BASIC	11,000	1,32,000
	HRA	4,400	52,800
	SPECIAL	4,600	55,200
	Monthly Gross Salary	20000	240000
	PF	1,800	21,600
	INSURANCE (ACCIDENTAL)	67	800
	INSURANCE (MEDICAL)	1,708	20,500
	PARKING ALLOWANCE	250	3,000
	<b>TOTAL</b>	<b>3,825</b>	<b>45,900</b>
<b>EXTERRO ASSURED BENEFITS</b>			
Other Benefits	PROFESSIONAL DEVELOPMENT PAY		16,000
	PAID LEAVES		7,742
	<b>TOTAL</b>		<b>23,742</b>
<b>TOTAL CTC (COST TO THE COMPANY)</b>			<b>3,09,642</b>

**Annexure – B Exterro R&D Salary package - After Confirmation based on the performance**

LEVEL	COMPONENTS	MONTHLY	ANNUAL
Fixed Component	BASIC	14,850	1,78,200
	HRA	5,940	71,280
	SPECIAL	6,210	74,520
	Monthly Gross Salary	27000	324000
Employer Contribution	FOOD COUPON	2,000	24,000
	PF	1,800	21,600
	INSURANCE (ACCIDENTAL)	67	800
	INSURANCE (MEDICAL)	1,708	20,500
	PARKING ALLOWANCE	250	3,000
	<b>TOTAL</b>	<b>5,825</b>	<b>69,900</b>
<b>EXTERRO ASSURED BENEFITS</b>			
Other Benefits	PROFESSIONAL DEVELOPMENT PAY		16,000
	PAID LEAVES		10,452
	<b>TOTAL</b>		<b>26,452</b>
<b>TOTAL CTC (COST TO THE COMPANY)</b>			<b>4,20,352</b>



Date: 28-Oct-2022

To

**Mr.SUJAN A B,**  
54, RAILNAGAR,  
RANGAMPALAYAM,  
ERODE-638009, TAMIL NADU.

Dear **Mr.SUJAN A B,**

#### **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.20000/- (RUPEES TWENTY 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.



## ANNEXURE A

**NAME** : SUJAN A B  
**DESIGNATION** : MEMBER TECHNICAL STAFF

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

\* 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.





Date: 31-Oct-2022

To

**Mr.SURYA B,**  
3/72, NORTH STREET,  
VEERAKUDI, NARIKUDI POST,  
VIRUDHUNAGAR-626607, TAMIL NADU.

Dear **Mr.SURYA B,**

#### **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.20000/- (RUPEES TWENTY 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**

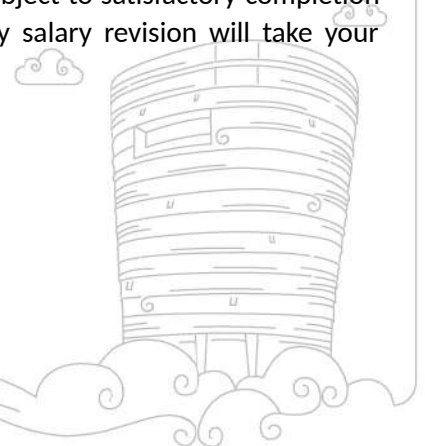
Your date of appointment is effective from your date of joining after successful completion of your curriculum.

#### **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.





**ANNEXURE A**

**NAME** : SURYA B  
**DESIGNATION** : MEMBER TECHNICAL STAFF

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

\* 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.





Date: 28-Oct-2022

To

**Mr.THIYANESH S,**  
NO: 2/21N,  
THUKKARAM STREET, MANJAKUPPAM,  
CUDDALORE-607001, TAMIL NADU.

Dear **Mr.THIYANESH 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.20000/- (RUPEES TWENTY 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**

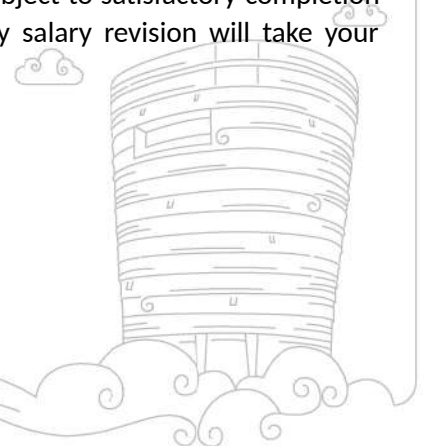
Your date of appointment is effective from your date of joining after successful completion of your curriculum.

**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.





## ANNEXURE A

**NAME** : THIYANESH S  
**DESIGNATION** : MEMBER TECHNICAL STAFF

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

\* 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.





July 29, 2022

**Ms. VARSHINI S - IT**  
**GCT- Coimbatore.**

## **Offer Letter**

**Private and confidential**

**Dear Ms. VARSHINI S - IT**

We are pleased to offer you a position as a **Software Engineer Trainee** with Onebill Software India Private Limited.

Your training period shall be six months from 01<sup>st</sup> June 2023 to 30<sup>th</sup> November 2023. 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.6,50,000/- per annum (Six Lakhs and Fifty Thousand Rupees only).

We would like you to join us on or before 01<sup>st</sup> June 2023.

Yours sincerely,

**For OneBill Software India Private Limited**

---

**Muthukumar**  
**Authorized Signatory**

**OneBill Software India Pvt Ltd.,**  
CIN-U72200KA2009PTC050973  
No:32, Suraj Ganga Soft Park, 1<sup>st</sup> Main,  
JP Nagar 3<sup>rd</sup> Phase, Bangalore-78  
[www.onebillsoftware.com](http://www.onebillsoftware.com)



**\* Personal and Confidential \***

**Mr. Venkatesan C**

**venkatesanbtech2001@gmail.com**

Government College of Technology, Coimbatore,  
6940335

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](http://www.bosch-softwaretechnologies.com)

**Our reference: TN/76320/2023**

**Date: 25-Apr-2023**

Dear **Mr. Venkatesan C**,

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.



July 29, 2022

**Mr. VENKATA KRISHNA. S**  
**GCT- Coimbatore.**

## **Offer Letter**

**Private and confidential**

**Dear Mr. VENKATA KRISHNA. 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 six months from 01<sup>st</sup> June 2023 to 30<sup>th</sup> November 2023. 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.6,50,000/- per annum (Six Lakhs and Fifty Thousand Rupees only).

We would like you to join us on or before 01<sup>st</sup> June 2023.

Yours sincerely,

**For OneBill Software India Private Limited**

---

**Muthukumar**  
**Authorized Signatory**

**OneBill Software India Pvt Ltd.,**  
CIN-U72200KA2009PTC050973  
No:32, Suraj Ganga Soft Park, 1<sup>st</sup> Main,  
JP Nagar 3<sup>rd</sup> Phase, Bangalore-78  
[www.onebillsoftware.com](http://www.onebillsoftware.com)

**Annexure I**

<b>Personal and Confidential</b>		
		<b>25-Apr-2023</b>
<b>Compensation and Benefits Plan</b>		
<b>Name:</b>	Mr. Venkatesan C	
<b>Qualification:</b>	B.E/B.Tech	
<b>Designation:</b>	ASSOCIATE SOFTWARE ENGINEER	
<b>Level:</b>	50	
<b>Components</b>	<b>Per Month</b>	<b>Per Annum</b>
	<b>Rs.</b>	<b>Rs.</b>
<b>Cash Components</b>		
Basic Salary	15,000	1,80,000
Buffet of Benefits (HRA, Conveyance, LTA, SAF Contribution, etc)	19,586	2,35,038
Hybrid Work Allowance	1,000	12,000
<b>Gross Salary</b>	<b>35,586</b>	<b>4,27,038</b>
<b>Retirals / Statutory Contribution</b>		
Company Contribution towards Provident Fund (12% of Basic Salary)	1,800	21,600
Gratuity (4.81% of Basic Salary)*	722	8,658
<b>Total Retirals / Statutory Contribution</b>	<b>2,522</b>	<b>30,258</b>
<b>Variable Pay**</b>		
Company Performance related Pay - CPrP at factor 1.0 company achievement		<b>42,704</b>
<b>Total Cost to Company</b>	<b>38,108</b>	<b>5,00,000</b>
<b>National Pension System (NPS) Optional - Company Contribution</b>		<b>13,200</b>

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. Vignesh S**

**vigneshseenu2002@gmail.com**

Government College of Technology, Coimbatore,  
6940229

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](http://www.bosch-softwaretechnologies.com)

**Our reference: TN/76293/2023**

**Date: 25-Apr-2023**

Dear **Mr. Vignesh 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.

**Annexure I**

<b>Personal and Confidential</b>		
		<b>25-Apr-2023</b>
<b>Compensation and Benefits Plan</b>		
<b>Name:</b>	<b>Mr. Vignesh S</b>	
<b>Qualification:</b>	B.E/B.Tech	
<b>Designation:</b>	ASSOCIATE SOFTWARE ENGINEER	
<b>Level:</b>	50	
<b>Components</b>	<b>Per Month</b>	<b>Per Annum</b>
	<b>Rs.</b>	<b>Rs.</b>
<b>Cash Components</b>		
Basic Salary	15,000	1,80,000
Buffet of Benefits (HRA, Conveyance, LTA, SAF Contribution, etc)	19,586	2,35,038
Hybrid Work Allowance	1,000	12,000
<b>Gross Salary</b>	<b>35,586</b>	<b>4,27,038</b>
<b>Retirals / Statutory Contribution</b>		
Company Contribution towards Provident Fund (12% of Basic Salary)	1,800	21,600
Gratuity (4.81% of Basic Salary)*	722	8,658
<b>Total Retirals / Statutory Contribution</b>	<b>2,522</b>	<b>30,258</b>
<b>Variable Pay**</b>		
Company Performance related Pay - CPrP at factor 1.0 company achievement		<b>42,704</b>
<b>Total Cost to Company</b>	<b>38,108</b>	<b>5,00,000</b>
<b>National Pension System (NPS) Optional - Company Contribution</b>		<b>13,200</b>

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: 29-Oct-2022

To

**Mr.VISHAL PRANAV R B,**  
517/8, RAMAKRISHNA STREET,  
ARUMBAKKAM,  
CHENNAI-600106, TAMIL NADU.

Dear **Mr.VISHAL PRANAV R B,**

#### **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.20000/- (RUPEES TWENTY 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** : VISHAL PRANAV R B  
**DESIGNATION** : MEMBER TECHNICAL STAFF

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

\* 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.





Date: 28-Oct-2022

To

**Mr.VISHNUKUMAR D,**  
1/317-B, PATTAVARTHI (VILL),  
JAMMANAHALLI (PO), PAPPIREDDIPATTI,  
DHARMAPURI-636904, TAMIL NADU.

Dear **Mr.VISHNUKUMAR D,**

#### **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.20000/- (RUPEES TWENTY 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** : VISHNUKUMAR D  
**DESIGNATION** : MEMBER TECHNICAL STAFF

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

\* 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.





**August 25, 2022**

**Gods Graceson**

Dear Gods Graceson,

**EMPLOYMENT OFFER**

We are glad to inform you that you have been selected to work with Tricon Infotech Pvt. Ltd. in the capacity of an **Associate Software Engineer** and we wish you a long and meaningful career with us.

Your total compensation inclusive of all benefits will be **Rs.6,00,000/- per annum** and will subject to a deduction of tax at source in accordance with the prevailing laws. Details of your "Annual Compensation" are attached herewith in Annexure A. At the time of joining, you are requested to submit the documents as per Annexure B.

*Kindly note that the Compensation structure is **Strictly Confidential**, and you are strongly advised to refrain from discussing the same with your colleagues. Any breach in the Confidentiality nature of the Compensation structure is not acceptable.*

Your location of reporting, training and work will be **Bangalore, India** and your date of joining will be confirmed by the end of **June 2023**. On successful completion of your training, your services are transferable to any place in the country or abroad or to any of the company's associate or sister concern or its subsidiary client location, at the sole discretion of the management.

You will be on probation for an initial period of 6-9 months. Your confirmation is subject to evaluation of performance, which will happen at the beginning of January / April / July / October, as the case may be, subsequent to completion of the probation period. Your services will be confirmed, extended, or terminated in writing. Till such letter is issued, you will continue to be on probation.

As Tricon Infotech will be incurring considerable expenditure during your probation in familiarizing you the latest technologies, you will be required to execute an agreement, to serve Tricon Infotech for a minimum period of 2 years after joining, failing which, you (and your surety) will be liable to pay certain amount (information in available on Annexure A) towards this expenditure.

Please note that the offer and continuation of employment thereof is subject to successful completion of your:

- Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears at the time of joining and having minimum of 65% aggregate.
- Satisfactory evaluation after probation.

Annexure - A		
Name	Gods Graceson	
Designation	Associate Software Engineer	
<b>Total Fixed Compensation</b>	<b>Per Month</b>	<b>Per Annum</b>
Basic Salary	20250	243000
VDA	2233	26796
House Rent Allowance	8993	107916
LTA	2248	26976
Other Allowance	7890	94680
<b>(A). Total Net Salary</b>	<b>41614</b>	<b>499368</b>
<b>Additional Benefits</b>		
EPF	1800	21600
Gratuity as per PG Act	1081	12972
Group Insurance Premium	506	6072
<b>(B). Total Benefits</b>	<b>3387</b>	<b>40644</b>
<b>(C). Total Fixed Salary (A+B)</b>	<b>45001</b>	<b>540012</b>
<b>(D). Annual Performance Pay</b>	<b>5000</b>	<b>60000</b>
<b>Total CTC (C + D)</b>	<b>50001</b>	<b>600012</b>

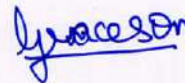
\* As Tricon Infotech will be incurring considerable expenditure during your probation in familiarizing you the latest technologies, you will be required to execute an agreement, to serve Tricon Infotech for a minimum period 2 years after joining, failing which, you (and your surety) will be liable to pay Tricon Infotech Rs.1,00,000/- (One Lakhs) towards this expenditure.

Group Insurance Premium amount mentioned above is an approximate quote for the individual, inclusion of the dependents will be at an additional cost.

The actual payout of the performance pay will vary based on the Individual Performance. It will be decided by your delivery manager/account manager. It will be based on your performance, contribution towards business growth, contribution to project success, client interactions, client appreciation and certifications obtained. It will also vary based on the Business Unit Performance. The complete performance parameters for this component would be communicated to you by your direct Manager. The performance pay amount is liable to have both upsides and downsides as per the Company policy. This means that you can either get more or less, depending on your performance. The performance pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. Evaluation period for performance pay will be one year and it will be paid on the completion of one year service. Please note that to be eligible for payment of the given mentioned component for a given evaluation period, you need to be on the rolls of the company as on the date of distribution of this component.

**Yours Sincerely,**  
**FOR TRICON INFOTECH PVT. LTD.**

**Accepted:**

**Arpana Parasar**  
**Chief People Officer**

**Gods Graceson**



Date: 29-Oct-2022

To

**Mr.PRABHU RAAM R G,**  
4/151-16, SRI GURU NAGAR, BHARATHIDASAN NAGAR,  
ASESHAM, MANNARGUDI,  
THIRUVARUR-614001, TAMIL NADU.

Dear **Mr.PRABHU RAAM R G,**

#### **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.20000/- (RUPEES TWENTY 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** : PRABHU RAAM R G  
**DESIGNATION** : MEMBER TECHNICAL STAFF

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

\* 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.





Dear Dhakshinamoorthi V,

Welcome to the Bosch family.

We are excited to have you onboard and wish you lots of fun, luck and learning as you start your career with us at Bosch Global Software Technologies Pvt Ltd (BGSW).

BGSW is an established company with a young workforce. Our rich experience and reputation is backed by the freshness of ideas and innovation that our millennials bring to the table. Over two - thirds of our workforce comprises of youngsters like you who are curious, full of energy and always striving to do something new, something different and something which has a bigger impact. I am sure you will add to that impact and enjoy your time here at BGSW.

As you Embark on this journey, ask questions to yourself and to others around you. Don't let your curiosity die. Do not hesitate or hold back. Ask yourself today, "What am I here for? And what difference can I make to this organization?" Question yourself on "whether you can do it differently?". And when you have the right answers to these question, you will innovate.

With over 25,000+ associates at BGSW, the organization has a lot to offer – our values, learning and development opportunities, career development prospects, state-of-art labs and infrastructure, work-life balance and a swarm of opportunities to hone your entrepreneurial mindset. We have it all. You just need to grab it with both hands and make use of our different platforms available to you in the organization.

We wish you success, loads of fun and a wonderful enriching career here at BGSW. We once again welcome you to the Bosch family.

Looking forward to seeing you around BGSW.

Best regards

Campus Recruitment Team



July 29, 2022

**Mr. GOKUL R IT**  
**GCT- Coimbatore.**

## **Offer Letter**

**Private and confidential**

**Dear Mr. GOKUL R IT**

We are pleased to offer you a position as a **Software Engineer Trainee** with Onebill Software India Private Limited.

Your training period shall be six months from 01<sup>st</sup> June 2023 to 30<sup>th</sup> November 2023. 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.6,50,000/- per annum (Six Lakhs and Fifty Thousand Rupees only).

We would like you to join us on or before 01<sup>st</sup> June 2023.

Yours sincerely,

**For OneBill Software India Private Limited**

---

**Muthukumar**  
**Authorized Signatory**

**OneBill Software India Pvt Ltd.,**  
CIN-U72200KA2009PTC050973  
No:32, Suraj Ganga Soft Park, 1<sup>st</sup> Main,  
JP Nagar 3<sup>rd</sup> Phase, Bangalore-78  
[www.onebillsoftware.com](http://www.onebillsoftware.com)

**\* Personal and Confidential \***

**Mr. Hariesh R**

**harieshslm007@gmail.com**

Government College of Technology, Coimbatore,  
6940297

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](http://www.bosch-softwaretechnologies.com)

**Our reference: TN/76310/2023**

**Date: 25-Apr-2023**

Dear **Mr. Hariesh 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**

<b>Personal and Confidential</b>		
		<b>25-Apr-2023</b>
<b>Compensation and Benefits Plan</b>		
<b>Name:</b>	<b>Mr. Hariesh R</b>	
<b>Qualification:</b>	B.E/B.Tech	
<b>Designation:</b>	ASSOCIATE SOFTWARE ENGINEER	
<b>Level:</b>	50	
<b>Components</b>	<b>Per Month</b>	<b>Per Annum</b>
	<b>Rs.</b>	<b>Rs.</b>
<b>Cash Components</b>		
Basic Salary	15,000	1,80,000
Buffet of Benefits (HRA, Conveyance, LTA, SAF Contribution, etc)	19,586	2,35,038
Hybrid Work Allowance	1,000	12,000
<b>Gross Salary</b>	<b>35,586</b>	<b>4,27,038</b>
<b>Retirals / Statutory Contribution</b>		
Company Contribution towards Provident Fund (12% of Basic Salary)	1,800	21,600
Gratuity (4.81% of Basic Salary)*	722	8,658
<b>Total Retirals / Statutory Contribution</b>	<b>2,522</b>	<b>30,258</b>
<b>Variable Pay**</b>		
Company Performance related Pay - CPrP at factor 1.0 company achievement		<b>42,704</b>
<b>Total Cost to Company</b>	<b>38,108</b>	<b>5,00,000</b>
<b>National Pension System (NPS) Optional - Company Contribution</b>		<b>13,200</b>

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.**

SquareShift Technologies Pvt Ltd.

CIN: U72900TZ2022FTC038187

1, OMR, Indique Brigade Vantage, 2nd Floor  
Rajiv Gandhi salai, Kandanchavadi, Chennai, Chengalpattu,  
Tamil Nadu, 600096



**Date:** 24<sup>th</sup> April 2023

**Name:** Kamalahasan A (Aadhar Number: 763505285674)

**Address:** No 356/169, Kasakaranoor 3rd Street Opposite, Suramangalam, Salem - 636005.

Dear **Kamalahasan A**,

We are pleased to offer you a full-time employment offer as **Software Development Engineer** with **SQUARESHIFT TECHNOLOGIES Private Limited, CIN - U72900TZ2022FTC038187** herein referred to as the **Company**.

This agreement, along with the enclosed schedules, outlines the obligations of both **Company** and yourself for your employment conditions and is governed by the laws of India. This agreement details the terms and conditions of your employment with the Company and will form our agreed-upon employment contract with you once signed. Accepting employment will be conditional upon agreeing to and signing each page in the right-hand corner and returning the signed copy to us.

**Kamalahasan A**, we look forward to welcoming you to the **SquareShift** team and wish you a successful and rewarding career with us.

Sincerely,

**Muthukumar Nadar Pandian**  
**Chief Operating Officer**

I, Kamalahasan A, acknowledge that I have read, understood, and accepted this offer and the terms and conditions contained in the attached Schedule(s), and agree to be bound by the terms and conditions of employment as outlined therein.

Signature

25/04/2023

Date

SquareShift Technologies Pvt Ltd.

Regd Office address: 1/13, L.G. Nagar, Meena Estate, Udaiyampalayam, Coimbatore, Tamil Nadu, India, 641028

SquareShift Technologies Pvt Ltd.

CIN: U72900TZ2022FTC038187

1, OMR, Indique Brigade Vantage, 2nd Floor  
Rajiv Gandhi salai, Kandanchavadi, Chennai, Chengalpattu,  
Tamil Nadu, 600096



## Schedule B

### Salary Details

Particulars	Yearly	Monthly
Basic	₹225,000	₹18,750
HRA	₹112,500	₹9,375
Special allowance	₹53,923	₹4,494
P.F. Employee Contribution	₹21,600	₹1,800
P.F. Employer Contribution	₹21,600	₹1,800
Inpatient Medical insurance for Self	₹4,577	₹381
Gratuity	₹10,800	₹900
<b>Other Benefits</b>	<b>₹50,000</b>	<b>Certification, Books/Journals, Online course access etc.</b>
<b>Performance Bonus Pay</b>	<b>₹200,000</b>	<b>End of the Year</b>
<b>CTC</b>	<b>₹700,000</b>	<b>₹37,500</b>

SquareShift Technologies Pvt Ltd.

Regd Office address: 1/13, L.G. Nagar, Meena Estate, Udaiyampalayam, Coimbatore, Tamil Nadu, India, 641028



## OFFER LETTER

September 22nd , 2022  
Coimbatore

To,  
Mr. Kaviyarasu K,  
Coimbatore.

Dear Mr. Kaviyarasu,

We take great pleasure to welcome you to be an integral part of our EXTERRO family. We are pleased to Offer you the post of **Internship Trainee** in our organization subject to the certain terms & conditions which would be declared in appointment letter. This letter of offer supersedes all other communications made to you prior to the date of issue of the appointment letter.

This offer letter outlines only the basic terms which are not exhaustive and does not include the detailed terms and conditions of your employment. This offer is contingent on a candidature reference and successful completion of the background check done by the company.

### **Start Date**

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

### **Performance Assessments**

Performance assessments will be done on a quarterly basis. Your increments are discretionary and will be subject to and on the basis of your effective performance and results during the assessment period. This will be also decided based on the performance of the organization during the assessment period. Generally compensation reviews would be done once a year after probation.



**Annexure A- Exterro R&D Salary Package - During Probation Period/Stipend**

LEVEL	COMPONENTS	MONTHLY	ANNUAL
Fixed Component	BASIC	11,000	1,32,000
	HRA	4,400	52,800
	SPECIAL	4,600	55,200
	Monthly Gross Salary	20000	240000
	PF	1,800	21,600
	INSURANCE (ACCIDENTAL)	67	800
	INSURANCE (MEDICAL)	1,708	20,500
	PARKING ALLOWANCE	250	3,000
	<b>TOTAL</b>	<b>3,825</b>	<b>45,900</b>
<b>EXTERRO ASSURED BENEFITS</b>			
Other Benefits	PROFESSIONAL DEVELOPMENT PAY		16,000
	PAID LEAVES		7,742
	<b>TOTAL</b>		<b>23,742</b>
<b>TOTAL CTC (COST TO THE COMPANY)</b>			<b>3,09,642</b>

**Annexure – B Exterro R&D Salary package - After Confirmation based on the performance**

LEVEL	COMPONENTS	MONTHLY	ANNUAL
Fixed Component	BASIC	14,850	1,78,200
	HRA	5,940	71,280
	SPECIAL	6,210	74,520
	Monthly Gross Salary	27000	324000
Employer Contribution	FOOD COUPON	2,000	24,000
	PF	1,800	21,600
	INSURANCE (ACCIDENTAL)	67	800
	INSURANCE (MEDICAL)	1,708	20,500
	PARKING ALLOWANCE	250	3,000
	<b>TOTAL</b>	<b>5,825</b>	<b>69,900</b>
<b>EXTERRO ASSURED BENEFITS</b>			
Other Benefits	PROFESSIONAL DEVELOPMENT PAY		16,000
	PAID LEAVES		10,452
	<b>TOTAL</b>		<b>26,452</b>
<b>TOTAL CTC (COST TO THE COMPANY)</b>			<b>4,20,352</b>

August 2022

Dear Aspirian,

Greetings from Aspire Systems!

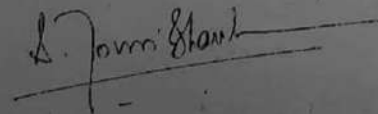
I take great pleasure in **welcoming you to the Aspire family**. We are certain that you will be a valuable addition to our talented team of Aspirians. In the course of our working together, I am sure Aspire can provide you the right opportunities for your growth.

Our commitment to customers and employees has enabled us to grow as an organization and has resulted in a number of accolades. We have been ranked among the Top 100 Best Employers in India across multiple industry sectors for **Twelve** consecutive years. This independent best employer survey is conducted annually by Great Place to Work® Institute. Aspire has also been ranked among the Top 100 Best Companies for Women in India in a study conducted by AVTAR along with the global expert on Gender Parity, Working Mother Group. We have also been recognized by Zinnov as a leading service provider capable of delivering complete product development as a true engineering partner. These awards inspire us each day to become better and create a great work place.

What our team has been able to do and achieve over these past years is remarkable! Each and every Aspirian is an important addition to our team, and we look forward to a long, productive, and mutually fulfilling time.

*Welcome aboard, Aspirian!*

Regards,



**Gowri Shankar Subramanian**  
Chief Executive Officer

**Aspire Systems (India) Private Limited**

*Registered Office:*  
Old No.4, New No.7, II Trust Link Road, Mandaveli  
Chennai - 600028. INDIA. Tel: +91-44-67404000 Fax: +91-44-67404234

CIN: U40300TN1998PTC046943

*Head Office:*  
1/D -1, SIPCOT IT PARK, Siruseri, Chennai - 603103,  
Tamil Nadu, INDIA. Tel: +91-44-67404000 Fax: +91-44-67404234

www.aspiresys.com



July 29, 2022

**Mr. MURALI PRASANTH P - IT**  
**GCT- Coimbatore.**

## **Offer Letter**

**Private and confidential**

**Dear Mr. MURALI PRASANTH P - IT**

We are pleased to offer you a position as a **Software Engineer Trainee** with Onebill Software India Private Limited.

Your training period shall be six months from 01<sup>st</sup> June 2023 to 30<sup>th</sup> November 2023. 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.6,50,000/- per annum (Six Lakhs and Fifty Thousand Rupees only).

We would like you to join us on or before 01<sup>st</sup> June 2023.

Yours sincerely,

**For OneBill Software India Private Limited**

---

**Muthukumar**  
**Authorized Signatory**

**OneBill Software India Pvt Ltd.,**  
CIN-U72200KA2009PTC050973  
No:32, Suraj Ganga Soft Park, 1<sup>st</sup> Main,  
JP Nagar 3<sup>rd</sup> Phase, Bangalore-78  
[www.onebillsoftware.com](http://www.onebillsoftware.com)



Dear Naveenprabakaran S,

Welcome to the Bosch family.

We are excited to have you onboard and wish you lots of fun, luck and learning as you start your career with us at Bosch Global Software Technologies Pvt Ltd (BGSW).

BGSW is an established company with a young workforce. Our rich experience and reputation is backed by the freshness of ideas and innovation that our millennials bring to the table. Over two - thirds of our workforce comprises of youngsters like you who are curious, full of energy and always striving to do something new, something different and something which has a bigger impact. I am sure you will add to that impact and enjoy your time here at BGSW.

As you Embark on this journey, ask questions to yourself and to others around you. Don't let your curiosity die. Do not hesitate or hold back. Ask yourself today, "What am I here for? And what difference can I make to this organization?" Question yourself on "whether you can do it differently?". And when you have the right answers to these question, you will innovate.

With over 25,000+ associates at BGSW, the organization has a lot to offer – our values, learning and development opportunities, career development prospects, state-of-art labs and infrastructure, work-life balance and a swarm of opportunities to hone your entrepreneurial mindset. We have it all. You just need to grab it with both hands and make use of our different platforms available to you in the organization.

We wish you success, loads of fun and a wonderful enriching career here at BGSW. We once again welcome you to the Bosch family.

Looking forward to seeing you around BGSW.

Best regards

Campus Recruitment Team





August 25, 2022

Ragavan M

Dear Ragavan M,

### EMPLOYMENT OFFER

We are glad to inform you that you have been selected to work with Tricon Infotech Pvt. Ltd. in the capacity of an **Associate Software Engineer** and we wish you a long and meaningful career with us.

Your total compensation inclusive of all benefits will be **Rs.6,00,000/- per annum** and will subject to a deduction of tax at source in accordance with the prevailing laws. Details of your "Annual Compensation" are attached herewith in Annexure A. At the time of joining, you are requested to submit the documents as per Annexure B.

*Kindly note that the Compensation structure is **Strictly Confidential**, and you are strongly advised to refrain from discussing the same with your colleagues. Any breach in the Confidentiality nature of the Compensation structure is not acceptable.*

Your location of reporting, training and work will be **Bangalore, India** and your date of joining will be confirmed by the end of **June 2023**. On successful completion of your training, your services are transferable to any place in the country or abroad or to any of the company's associate or sister concern or its subsidiary client location, at the sole discretion of the management.

You will be on probation for an initial period of 6-9 months. Your confirmation is subject to evaluation of performance, which will happen at the beginning of January / April / July / October, as the case may be, subsequent to completion of the probation period. Your services will be confirmed, extended, or terminated in writing. Till such letter is issued, you will continue to be on probation.

As Tricon Infotech will be incurring considerable expenditure during your probation in familiarizing you the latest technologies, you will be required to execute an agreement, to serve Tricon Infotech for a minimum period of 2 years after joining, failing which, you (and your surety) will be liable to pay certain amount (information in available on Annexure A) towards this expenditure.

Please note that the offer and continuation of employment thereof is subject to successful completion of your:

- Qualifying exams with maximum of 2 arrears during the entire course, no pending arrears at the time of joining and having minimum of 65% aggregate.
- Satisfactory evaluation after probation.

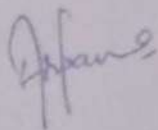
Annexure -A		
<b>Name</b>	Ragavan M	
<b>Designation</b>	Associate Software Engineer	
<b>Total Fixed Compensation</b>	<b>Per Month</b>	<b>Per Annum</b>
Basic Salary	20250	243000
VDA	2233	26796
House Rent Allowance	8993	107916
LTA	2248	26976
Other Allowance	7890	94680
<b>(A). Total Net Salary</b>	<b>41614</b>	<b>499368</b>
<b>Additional Benefits</b>		
EPF	1800	21600
Gratuity as per PG Act	1081	12972
Group Insurance Premium	506	6072
<b>(B). Total Benefits</b>	<b>3387</b>	<b>40644</b>
<b>(C). Total Fixed Salary (A+B)</b>	<b>45001</b>	<b>540012</b>
<b>(D). Annual Performance Pay</b>	<b>5000</b>	<b>60000</b>
<b>Total CTC (C + D)</b>	<b>50001</b>	<b>600012</b>

\* As Tricon Infotech will be incurring considerable expenditure during your probation in familiarizing you the latest technologies, you will be required to execute an agreement, to serve Tricon Infotech for a minimum period 2 years after joining, failing which, you (and your surety) will be liable to pay Tricon Infotech Rs.1,00,000/- (One Lakhs) towards this expenditure.

Group Insurance Premium amount mentioned above is an approximate quote for the individual, inclusion of the dependents will be at an additional cost.

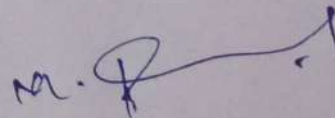
The actual payout of the performance pay will vary based on the individual Performance. It will be decided by your delivery manager/account manager. It will be based on your performance, contribution towards business growth, contribution to project success, client interactions, client appreciation and certifications obtained. It will also vary based on the Business Unit Performance. The complete performance parameters for this component would be communicated to you by your direct Manager. The performance pay amount is liable to have both upsides and downsides as per the Company policy. This means that you can either get more or less, depending on your performance. The performance pay program may be changed / altered or modified in part or full thereof from time to time, at the sole discretion of the management. Evaluation period for performance pay will be one year and it will be paid on the completion of one year service. Please note that to be eligible for payment of the given mentioned component for a given evaluation period, you need to be on the rolls of the company as on the date of distribution of this component.

Yours Sincerely,  
**FOR TRICON INFOTECH PVT. LTD.**



**Arpana Parasar**  
**Chief People Officer**

**Accepted:**



**Ragavan M**

HO : No. 2/196, Sathy Main Road West, 2nd Floor, Honey Moni Complex,  
Saravanampatti, Coimbatore - 641 035, Tamil Nadu, India.  
BO : No. 561, 2nd Floor, MS Complex, DB Road, RS Puram,  
Coimbatore - 641 002, Tamil Nadu, India.  
Ph. No. : +91 93456 36682, 95007 77781  
GSTIN/UIN : 33AADCE1906B2ZE



To

Ms. Showmini R  
4/299, Sri nagar 1st Street,  
Cotton mill road,  
Kumaraswamy nagar east,  
New Bus stand, Tirupur - 641603

Dear Showmini R

Congratulations! We are pleased to offer an opportunity in our company as Junior Program Analyst - Trainee.

Offer contingent upon

1. Your stipend during for the 8-week training period will be Rs.8,000/- per month before all deductions
2. Your salary post training would be based on performance and the speed in which you complete the 8-week training and range between Rs.1.2lpa to 3.00lpa before all deductions.
3. Sign a confidentiality agreement with a request to waive the training charge(s) with a commitment to work for 2 years from the end of the training period
4. Agree to submit all original certificates on the joining date
5. Abide by the company policy and procedure upon joining, this original must be signed and returned upon accepting the offer
6. Beyond the 2year commitment, a notice period of 3 months or 3 months salary to be paid when requesting an early relieving. Improper relieving will lead to negative feedback on future references
7. Follow company roles / responsibilities per the role assigned
8. Your ESI and PF will be deducted every month according to government guideline
9. You must agree to keep salary and benefit information confidential at all times
10. Salary revision will be after the 4 – 8 weeks training period and based on your performance

By signing below, I agree to the offer above

  
Executive Director

(Name) \_\_\_\_\_



Dear Tamilarasu V,

Welcome to the Bosch family.

We are excited to have you onboard and wish you lots of fun, luck and learning as you start your career with us at Bosch Global Software Technologies Pvt Ltd (BGSW).

BGSW is an established company with a young workforce. Our rich experience and reputation is backed by the freshness of ideas and innovation that our millennials bring to the table. Over two - thirds of our workforce comprises of youngsters like you who are curious, full of energy and always striving to do something new, something different and something which has a bigger impact. I am sure you will add to that impact and enjoy your time here at BGSW.

As you Embark on this journey, ask questions to yourself and to others around you. Don't let your curiosity die. Do not hesitate or hold back. Ask yourself today, "What am I here for? And what difference can I make to this organization?" Question yourself on "whether you can do it differently?". And when you have the right answers to these question, you will innovate.

With over 25,000+ associates at BGSW, the organization has a lot to offer – our values, learning and development opportunities, career development prospects, state-of-art labs and infrastructure, work-life balance and a swarm of opportunities to hone your entrepreneurial mindset. We have it all. You just need to grab it with both hands and make use of our different platforms available to you in the organization.

We wish you success, loads of fun and a wonderful enriching career here at BGSW. We once again welcome you to the Bosch family.

Looking forward to seeing you around BGSW.

Best regards

Campus Recruitment Team



## OFFER LETTER

September 22nd , 2022  
Coimbatore

To,  
Mr. Varatharaj Manikandan S,  
Coimbatore.

Dear Mr. Varatharaj,

We take great pleasure to welcome you to be an integral part of our EXTERRO family. We are pleased to Offer you the post of **Internship Trainee** in our organization subject to the certain terms & conditions which would be declared in appointment letter. This letter of offer supersedes all other communications made to you prior to the date of issue of the appointment letter.

This offer letter outlines only the basic terms which are not exhaustive and does not include the detailed terms and conditions of your employment. This offer is contingent on a candidature reference and successful completion of the background check done by the company.

### **Start Date**

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

### **Performance Assessments**

Performance assessments will be done on a quarterly basis. Your increments are discretionary and will be subject to and on the basis of your effective performance and results during the assessment period. This will be also decided based on the performance of the organization during the assessment period. Generally compensation reviews would be done once a year after probation.



**Annexure A- Exterro R&D Salary Package - During Probation Period/Stipend**

LEVEL	COMPONENTS	MONTHLY	ANNUAL
Fixed Component	BASIC	11,000	1,32,000
	HRA	4,400	52,800
	SPECIAL	4,600	55,200
	Monthly Gross Salary	20000	240000
	PF	1,800	21,600
	INSURANCE (ACCIDENTAL)	67	800
	INSURANCE (MEDICAL)	1,708	20,500
	PARKING ALLOWANCE	250	3,000
	<b>TOTAL</b>	<b>3,825</b>	<b>45,900</b>
<b>EXTERRO ASSURED BENEFITS</b>			
Other Benefits	PROFESSIONAL DEVELOPMENT PAY		16,000
	PAID LEAVES		7,742
	<b>TOTAL</b>		<b>23,742</b>
<b>TOTAL CTC (COST TO THE COMPANY)</b>			<b>3,09,642</b>

**Annexure – B Exterro R&D Salary package - After Confirmation based on the performance**

LEVEL	COMPONENTS	MONTHLY	ANNUAL
Fixed Component	BASIC	14,850	1,78,200
	HRA	5,940	71,280
	SPECIAL	6,210	74,520
	Monthly Gross Salary	27000	324000
Employer Contribution	FOOD COUPON	2,000	24,000
	PF	1,800	21,600
	INSURANCE (ACCIDENTAL)	67	800
	INSURANCE (MEDICAL)	1,708	20,500
	PARKING ALLOWANCE	250	3,000
	<b>TOTAL</b>	<b>5,825</b>	<b>69,900</b>
<b>EXTERRO ASSURED BENEFITS</b>			
Other Benefits	PROFESSIONAL DEVELOPMENT PAY		16,000
	PAID LEAVES		10,452
	<b>TOTAL</b>		<b>26,452</b>
<b>TOTAL CTC (COST TO THE COMPANY)</b>			<b>4,20,352</b>

## LETTER OF INTENT – QUALITEST INDIA

### Confidential

To,

**Amrish S,**  
M-153, Kootapalli Colony,  
Tiruchengode,  
Namakkal - 637214

Dear Amrish,  
Congratulations!

With reference to your application and the subsequent tests and interview you had with us for a suitable career opportunity with our company, we are pleased to have chosen you for a position with Qualitest India Pvt. Ltd. You will be working initially as a “TRAINEE ENGINEER” for 8 weeks undergoing an immersive full-time technical training at our company premises. Subject to successful qualification after assessments in training, you will be given an official offer of employment (full time) with Qualitest as Graduate Quality Engineer.

Please Note: Successful completion of Training along with all assessments is necessary to be eligible for offer of employment. This letter is intent of employment based on training completion.

Your Internship stipend for the duration of training will be **INR 18,000/- per month**. Inclusive of all taxes/statutory deductions and will be in accordance with company's policy.

Date of Joining will be in the month of **June 2023**. Any change in date of joining will be communicated. Your acceptance of this letter of intent assumes acceptance of joining date when communicated.

This offer letter of intent is contingent on us working together to determine an appropriate start date for your employment. This offer is valid for seven (7) days from the date of this letter and shall lapse automatically unless you confirm your acceptance of it by signing the duplicate copy and returning it to the undersigned.

At the time of joining, you will be required to provide the following

- 1 Eight copies of your recent passport size photographs(white background)
- 2 Copy of all the educational marks sheets and certificates
- 3 Relieving Letters from all previous employers(if applicable)
- 4 Service certificate from earlier employers (if applicable)
- 5 Passport copy, if available
- 6 Pan card copy
- 7 Proof of identity



## Letter of Intent (LOI)

**Superset ID: 3590759**

**Date: November 25, 2022**

**Dear Anbukarasi Kanagaraju,**

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

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 have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week 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 as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

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>

GenC HR Team will reach out to you over email to guide you on the next steps.  
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 – QUALITEST INDIA

### Confidential

To,

**Dheenathayalan B,**  
1/8A, East Street, Keelachirupothu,  
Melachirupothu (PO),  
Ramanathapuram (Dt) - 623704

Dear Dheenathayalan,  
Congratulations!

With reference to your application and the subsequent tests and interview you had with us for a suitable career opportunity with our company, we are pleased to have chosen you for a position with Qualitest India Pvt. Ltd. You will be working initially as a “TRAINEE ENGINEER” for 8 weeks undergoing an immersive full-time technical training at our company premises. Subject to successful qualification after assessments in training, you will be given an official offer of employment (full time) with Qualitest as Graduate Quality Engineer.

Please Note: Successful completion of Training along with all assessments is necessary to be eligible for offer of employment. This letter is intent of employment based on training completion.

Your Internship stipend for the duration of training will be **INR 18,000/- per month**. Inclusive of all taxes/statutory deductions and will be in accordance with company's policy.

Date of Joining will be in the month of **June 2023**. Any change in date of joining will be communicated. Your acceptance of this letter of intent assumes acceptance of joining date when communicated.

This offer letter of intent is contingent on us working together to determine an appropriate start date for your employment. This offer is valid for seven (7) days from the date of this letter and shall lapse automatically unless you confirm your acceptance of it by signing the duplicate copy and returning it to the undersigned.

At the time of joining, you will be required to provide the following

- 1 Eight copies of your recent passport size photographs(white background)
- 2 Copy of all the educational marks sheets and certificates
- 3 Relieving Letters from all previous employers(if applicable)
- 4 Service certificate from earlier employers (if applicable)
- 5 Passport copy, if available
- 6 Pan card copy
- 7 Proof of identity



**Offer: Computer Consultancy**

**Ref: TCSL/CT20223929665/Chennai**

**Date: 04/10/2022**

Mr. Dhinesh M  
2/17,  
Andipalayam,  
Coimbatore-642120,  
Tamil Nadu.  
Tel# -

Dear Dhinesh 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/CT20223929665**

**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](http://www.tcs.com)

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

TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)



**GROSS SALARY SHEET**

**Annexure 1**

<b>Name</b>	<b>Dhinesh M</b>
<b>Designation</b>	<b>Assistant System Engineer-Trainee</b>
<b>Institute Name</b>	<b>Government College Of Technology, Coimbatore</b>

Table 1: Compensation Details (All Components in INR)

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

# 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)

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



## Letter of Intent (LOI)

Superset ID: 3627551

Date: November 25, 2022

Dear DHIVYA DHARSHINI G,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

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 have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week 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 as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

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>

GenC HR Team will reach out to you over email to guide you on the next steps.  
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/CT20223927555/Chennai**

**Date: 13/09/2022**

Mr. Goutham Kousik S G  
30 Sri Balaji Nagar Achimadam,  
V M Chathram,  
Tirunelveli-627011,  
Tamil Nadu.  
Tel# -

Dear Goutham Kousik S G,

**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/CT20223927555**

**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](http://www.tcs.com)

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

TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)



**GROSS SALARY SHEET**

**Annexure 1**

<b>Name</b>	<b>Goutham Kousik S G</b>
<b>Designation</b>	<b>Assistant System Engineer-Trainee</b>
<b>Institute Name</b>	<b>Government College Of Technology, Coimbatore</b>

Table 1: Compensation Details (All Components in INR)

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

# 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)

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



Date: 29/09/2022

Dear Harini V S,

Apropos to your application for interning as “**Business Development Intern**” and subsequent to our discussions we are pleased to offer you internship as “**Business Development Intern**” This is subject to no adverse findings arising from any of the intern background verification which is required to be carried out by the Organization. The date of your joining Inmovidu is **05/01/2023** with the following terms of engagement as outlined below. Your Reporting date is **05/01/2023** subject to change, based on the pandemic situation and as per government guidelines.

**Internship Hours/Duration** – The working hours of the firm are 11.30AM-8.30PM. We do not follow flexi hours, so it is mandatory to complete the working hours at the office/home. You may be required to work on the weekends and the week offs will be provided during the weekday as agreed between the Intern and the Manager.

**Absence from Internship**- Stipend will not be paid for periods of unauthorized absence.

**Location** -Your place of internship will be the office of the Company at Bangalore or whatever other office or branch of the Company.

**Work** - You will perform all duties and obligations and comply with such orders as may be designated by the Company management which are reasonably consistent with your position as an intern. You are eligible for conditional Pre-Placement offer conditional on your performance after six months of your internship.

**Working in Shifts** - You may be required to intern in shifts. This shall be informed to you by your manager/supervisor well in advance.

**Code of Conduct** - Your internship is governed by the Code of Conduct. A copy is attached. You are required to read, understand and follow it in letter and spirit.

**Confidentiality** - In the ordinary course of your internship you will be exposed to information about the business of the Company, its clients and customers, which is confidential or is commercially sensitive and which may not be readily available to competitors or the general public, and which if disclosed would be harmful for our reputation. All information is shared on a need-to-know basis. You shall not discuss or transmit by any means any confidential information outside the office environment or with other employees/ interns who are not otherwise authorized to know.

**Restriction After Termination of the internship** - You are likely to obtain trade secrets and confidential information of the Company and personal knowledge of and influence over customers and employees of the Company during the course of the internship. To protect the interests of the Company you are bound by a 6-month non-solicitation clause wherein you will not entice or solicit or assist another intern of the firm.

# OFFER LETTER

OL-2022: 0089

Dear **Harshavardhanan Rajagopal**,

## **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. 476,700/- p.a. (Rupees Four Lakhs Seventy Six Thousand Seven Hundred only per annum)**. This consolidated pay includes your Basic Salary, Gratuity, Medical & Health Insurance.

## **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.

## **Insurance Coverage**

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

## **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 14 continuous working days.

## **Working Hours**

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





# OFFER LETTER

OL-2022: 0090

Dear **Jennifer Thaiparambil Cyril**,

## **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. 476,700/- p.a. (Rupees Four Lakhs Seventy Six Thousand Seven Hundred only per annum)**. This consolidated pay includes your Basic Salary, Gratuity, Medical & Health Insurance.

## **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.

## **Insurance Coverage**

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

## **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.

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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 14 continuous working days.

## **Working Hours**

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





Date: 29/09/2022

Dear Kanmani Gowsalya R,

Apropos to your application for interning as “**Business Development Intern**” and subsequent to our discussions we are pleased to offer you internship as “**Business Development Intern**” This is subject to no adverse findings arising from any of the intern background verification which is required to be carried out by the Organization. The date of your joining Inmovidu is **05/01/2023** with the following terms of engagement as outlined below. Your Reporting date is **05/01/2023** subject to change, based on the pandemic situation and as per government guidelines.

**Internship Hours/Duration** – The working hours of the firm are 11.30AM-8.30PM. We do not follow flexi hours, so it is mandatory to complete the working hours at the office/home. You may be required to work on the weekends and the week offs will be provided during the weekday as agreed between the Intern and the Manager.

**Absence from Internship**- Stipend will not be paid for periods of unauthorized absence.

**Location** -Your place of internship will be the office of the Company at Bangalore or whatever other office or branch of the Company.

**Work** - You will perform all duties and obligations and comply with such orders as may be designated by the Company management which are reasonably consistent with your position as an intern. You are eligible for conditional Pre-Placement offer conditional on your performance after six months of your internship.

**Working in Shifts** - You may be required to intern in shifts. This shall be informed to you by your manager/supervisor well in advance.

**Code of Conduct** - Your internship is governed by the Code of Conduct. A copy is attached. You are required to read, understand and follow it in letter and spirit.

**Confidentiality** - In the ordinary course of your internship you will be exposed to information about the business of the Company, its clients and customers, which is confidential or is commercially sensitive and which may not be readily available to competitors or the general public, and which if disclosed would be harmful for our reputation. All information is shared on a need-to-know basis. You shall not discuss or transmit by any means any confidential information outside the office environment or with other employees/ interns who are not otherwise authorized to know.

**Restriction After Termination of the internship** - You are likely to obtain trade secrets and confidential information of the Company and personal knowledge of and influence over customers and employees of the Company during the course of the internship. To protect the interests of the Company you are bound by a 6-month non-solicitation clause wherein you will not entice or solicit or assist another intern of the firm.

## LETTER OF INTENT – QUALITEST INDIA

### Confidential

To,

**Kavya S,**

25/15 Kamarajar Nagar,  
Poathanur (PO), P Velur (Tk),  
Namakkal (Dt) - 638181

Dear Kavya,  
Congratulations!

With reference to your application and the subsequent tests and interview you had with us for a suitable career opportunity with our company, we are pleased to have chosen you for a position with Qualitest India Pvt. Ltd. You will be working initially as a “TRAINEE ENGINEER” for 8 weeks undergoing an immersive full-time technical training at our company premises. Subject to successful qualification after assessments in training, you will be given an official offer of employment (full time) with Qualitest as Graduate Quality Engineer.

Please Note: Successful completion of Training along with all assessments is necessary to be eligible for offer of employment. This letter is intent of employment based on training completion.

Your Internship stipend for the duration of training will be **INR 18,000/- per month**. Inclusive of all taxes/statutory deductions and will be in accordance with company's policy.

Date of Joining will be in the month of **June 2023**. Any change in date of joining will be communicated. Your acceptance of this letter of intent assumes acceptance of joining date when communicated.

This offer letter of intent is contingent on us working together to determine an appropriate start date for your employment. This offer is valid for seven (7) days from the date of this letter and shall lapse automatically unless you confirm your acceptance of it by signing the duplicate copy and returning it to the undersigned.

At the time of joining, you will be required to provide the following

- 1 Eight copies of your recent passport size photographs(white background)
- 2 Copy of all the educational marks sheets and certificates
- 3 Relieving Letters from all previous employers(if applicable)
- 4 Service certificate from earlier employers (if applicable)
- 5 Passport copy, if available
- 6 Pan card copy
- 7 Proof of identity



Mu Sigma

Date: September 06, 2022

**Keerthana Shamidha S**  
**Candidate ID:C2023720**  
**GCT- Coimbatore**

**Dear Keerthana ,**

**Congratulations** - We are thrilled to invite you to embark on a Decision Sciences journey with Mu Sigma, the world's largest pure-play Big Data Analytics & Decision Support company. With a worldwide footprint, Mu Sigma acts as a Transformation Sherpa for its customers in their endeavor to change the way they compete.

Since inception, Mu Sigma has challenged traditional paradigms of learning modes, problem-solving, decision-making, and leadership to enable and accelerate the journey of young problem-solvers into global leaders that transform the journey of Fortune 500 organizations. **Our model has demonstrated that young and fearless decision sciences leaders can be groomed through unrivaled training & unparalleled work experience.**

With Mu Sigma, you belong to a special category of people who are not only building a path-breaking Company, but also laying the foundation for a new industry. You have a rare opportunity to be part of a team that is defining the space of decision sciences, as well as challenging widely held business practices and beliefs along the way.

**At Mu Sigma, you will be challenged and you will challenge every day** – you will be encouraged and rewarded for questions over answers, for challenging the status quo, for asking 'why not' over 'why', for being daring enough to counter experience with experiments, and for being bold enough to question traditional knowledge with new learnings. You will solve complex problems for Fortune 500 giants across Retail, Healthcare, CPG, Insurance, Automobile, and many other industries by combining Math, Business Acumen, Technology, Behavioral Sciences, and Design Thinking.

We trust you are as excited as us by the opportunities the future holds, and if you are committed to evolving into an elite decision sciences leader, **we invite you to undertake this journey with us.**

---

## Mu Sigma Business Solutions Private Limited

Registered Office: Aviator Building, Level 14, Ascendas – ITPL SEZ Zone Whitefield Road, Bangalore, Karnataka - KA – INDIA – 560066

Tel: +91 80 7154 8000 | Fax: +91 80 7154 8060 | Email: info@mu-sigma.com | Website: www.mu-sigma.com

CIN: U74140KA2005PTC036309



Mu Sigma

**Annexure 1**

S.No	Particulars	2024	2025	2026	2027	CTC over 4 jumps
1	<b>Total compensation on Joining till Jan 2025</b>	<b>5,00,000 (PA)</b>				
2	<b>1<sup>st</sup> Jump - Jan 2025</b> Compensation Revision		<b>6,50,000 (PA)</b>			
3	<b>2<sup>nd</sup> Jump - Jan 2026</b> Compensation revision			<b>8,00,000 (PA)</b>		
4	<b>3<sup>rd</sup> Jump - Jan 2027</b> Compensation revision				<b>10,50,000 (PA)</b>	
5	<b>Total Cost to Company</b>					<b>30,00,000</b>

**Penalty:**

In the event that the employee decides to leave the Company within a 4-year period, there would be a penalty applicable in addition to serving a 60-day Notice Period. The penalty would be dependent on the tenure of employment with the Company. The exact amount of the penalty will be calculated per the table below:

Tenure calculated from date of joining	Penalty amount (in INR)
0 – 36 months	10,00,000
37 – 48 months	7,50,000

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**Mu Sigma Business Solutions Private Limited**

Registered Office: Aviator Building, Level 14, Ascendas – ITPL SEZ Zone Whitefield Road, Bangalore, Karnataka - KA – INDIA – 560066

Tel: +91 80 7154 8000 | Fax: +91 80 7154 8060 | Email: info@mu-sigma.com | Website: www.mu-sigma.com

CIN: U74140KA2005PTC036309



**Offer: Computer Consultancy**

**Ref: TCSL/CT20223927756/Chennai**

**Date: 13/09/2022**

Ms. Keerthini S  
98/51-AAgraharam Street,  
Thiruvengadam,  
Tenkasi-627719,  
Tamilnadu.  
Tel# -

Dear Keerthini S,

**Sub: Letter of Offer**

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

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

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

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

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

**TCS Confidential**

**TCSL/CT20223927756**

**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](http://www.tcs.com)

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

TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)



**GROSS SALARY SHEET**

**Annexure 1**

<b>Name</b>	<b>Keerthini S</b>
<b>Designation</b>	<b>Assistant System Engineer-Trainee</b>
<b>Institute Name</b>	<b>Government College Of Technology, Coimbatore</b>

Table 1: Compensation Details (All Components in INR)

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

# 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)

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



Date: 29/09/2022

Dear Kiruthikvasan K,

Apropos to your application for interning as “**Business Development Intern**” and subsequent to our discussions we are pleased to offer you internship as “**Business Development Intern**” This is subject to no adverse findings arising from any of the intern background verification which is required to be carried out by the Organization. The date of your joining Inmovidu is **16/01/2023** with the following terms of engagement as outlined below. Your Reporting date is **16/01/2023** subject to change, based on the pandemic situation and as per government guidelines.

**Internship Hours/Duration** - The working hours of the firm are 11.30AM-8.30PM. We do not follow flexi hours, so it is mandatory to complete the working hours at the office/home. You may be required to work on the weekends and the week offs will be provided during the weekday as agreed between the Intern and the Manager.

**Absence from Internship**- Stipend will not be paid for periods of unauthorized absence.

**Location** -Your place of internship will be the office of the Company at Bangalore or whatever other office or branch of the Company.

**Work** - You will perform all duties and obligations and comply with such orders as may be designated by the Company management which are reasonably consistent with your position as an intern. You are eligible for conditional Pre-Placement offer conditional on your performance after six months of your internship.

**Working in Shifts** - You may be required to intern in shifts. This shall be informed to you by your manager/supervisor well in advance.

**Code of Conduct** - Your internship is governed by the Code of Conduct. A copy is attached. You are required to read, understand and follow it in letter and spirit.

**Confidentiality** - In the ordinary course of your internship you will be exposed to information about the business of the Company, its clients and customers, which is confidential or is commercially sensitive and which may not be readily available to competitors or the general public, and which if disclosed would be harmful for our reputation. All information is shared on a need-to-know basis. You shall not discuss or transmit by any means any confidential information outside the office environment or with other employees/ interns who are not otherwise authorized to know.

**Restriction After Termination of the internship** - You are likely to obtain trade secrets and confidential information of the Company and personal knowledge of and influence over customers and employees of the Company during the course of the internship. To protect the interests of the Company you are bound





## Letter of Intent (LOI)

**Superset ID: 3584316**

**Date: November 25, 2022**

**Dear LEKHA SRI R,**

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

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 have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week 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 as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

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>

GenC HR Team will reach out to you over email to guide you on the next steps.  
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**





Regd Office  
VWR Lab Products Pvt. Ltd.  
Unit No. 10, Ground Floor, Empire Infantry Building,  
Plot No. 29 (old Plot no. 10),  
Infantry Road, Bangalore-560001

Date: 13/04/2023

Name: Manjula Loganathan

Address: 272/3 Sastha Nagar Manamadurai, 630606

Phone: 9361882040

Email: manjulalogu20@gmail.com

Dear Manjula,

Congratulations! We welcome you to the VWR family.

**Sub: Offer and Appointment Letter**

We are pleased to extend an offer of employment to you as Associate - Global Data Compliance in India - VWR Lab Products Private Ltd. ("VWR India", part of Avantor), a company incorporated under the (Indian) Companies Act, 1956 and having its registered office at Regd office: Unit No. 10, Ground Floor, Empire Infantry Building , Plot No. 29 (old Plot no. 10),Infantry Road, Bangalore-560001 and its Services Division in Coimbatore, IND.

The proposed appointment Start Date will be 24/04/2023.

*\*\*\* The Company refers to Primarily India - VWR Lab Products Private Ltd. and includes any group companies of Avantor\*\*\**

**Primary Duties**

Your objectives, roles and responsibilities will be shared in detail by your reporting manager.

In addition to the defined Key Performance Indicators (KPI), you will also be required to perform such other duties as are customarily performed by a Associate - Global Data Compliance of an Indian company and such other duties consistent with such position as may be determined and assigned to you by your superiors in the company from time to time.

You are expected to apply the highest degree of professional and technical skills and experience, work diligently and exercise care in the use of office equipment and machinery. You will devote your whole time and attention to your duties to promote the interests of VWR India, part of Avantor and its parent/subsidiary/allies/group companies ("Avantor Group") and you will apply the best degree of professional, technical and administrative skills and experience and work diligently.

**Location and Working Hours**

The assignment offered to you is on a full-time basis. Your initial work place will be at VWR India's office in IND- Coimbatore, India or such other place within India as may be required by VWR India. You are expected to work in a shift determined by business requirement.

**India GBC Centers:**

VWR Lab Products Pvt. Ltd. Rathinam Techno Park, Pollachi, Main Road, Eachanari Posts, Coimbatore 641021  
VWR Lab Products Pvt. Ltd. III Floor, Door No.320, Tower 2 WTC, Kharadi, Pune 411014



**Offer: Computer Consultancy**

**Ref: TCSL/CT20223926832/Chennai**

**Date: 13/09/2022**

Ms. Mithra R  
6/399Kukkal Village,  
Kotagiri,  
The Nilgiris-643214,  
Tamil Nadu.  
Tel# 91-

Dear Mithra R,

**Sub: Letter of Offer**

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

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

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

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

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

**TCS Confidential**

**TCSL/CT20223926832**

**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](http://www.tcs.com)

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

TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)



**GROSS SALARY SHEET**

**Annexure 1**

<b>Name</b>	<b>Mithra R</b>
<b>Designation</b>	<b>Assistant System Engineer-Trainee</b>
<b>Institute Name</b>	<b>Government College Of Technology, Coimbatore</b>

Table 1: Compensation Details (All Components in INR)

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

# 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)

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



Unit No. 10, Ground Floor,  
Empire Infantry Building ,  
Plot No. 29 (old Plot no. 10),  
Infantry Road, Bangalore-560001

Date: 28/03/2023

Name: Mythili Jayaram

Address: 13/366-D,sakthivinayapuram, Koduvai ,

Phone: 8489494267

Email: mytilijayaram2002@gmail.com

Dear Mythili,

Congratulations! We welcome you to the VWR family.

**Sub: Offer and Appointment Letter**

We are pleased to extend an offer of employment to you as Jr. Associate - Bids and Quotes NA in India - VWR Lab Products Private Ltd. ("VWR India", part of Avantor), a company incorporated under the (Indian) Companies Act, 1956 and having its registered office at Regd office: Unit No. 10, Ground Floor, Empire Infantry Building , Plot No. 29 (old Plot no. 10), Infantry Road, Bangalore-560001 and its Services Division in Coimbatore, IND.

The proposed appointment Start Date will be 17/04/2023.

*\*\*\*The Company refers to Primarily India - VWR Lab Products Private Ltd. and includes any group companies of Avantor\*\*\**

**Primary Duties**

Your objectives, roles and responsibilities will be shared in detail by your reporting manager.

In addition to the defined Key Performance Indicators (KPI), you will also be required to perform such other duties as are customarily performed by a Jr. Associate - Bids and Quotes NA of an Indian company and such other duties consistent with such position as may be determined and assigned to you by your superiors in the company from time to time.

You are expected to apply the highest degree of professional and technical skills and experience, work diligently and exercise care in the use of office equipment and machinery. You will devote your whole time and attention to your duties to promote the interests of VWR India, part of Avantor and its parent/subsidiary/allies/group companies ("Avantor Group") and you will apply the best degree of professional, technical and administrative skills and experience and work diligently.

**Location and Working Hours**

The assignment offered to you is on a full-time basis. Your initial work place will be at VWR India's office in IND-Coimbatore, India or such other place within India as may be required by VWR India. You are expected to work in a

India GBC Centers:

VWR Lab Products Pvt. Ltd. Rathinam Techno Park, Pollachi, Main Road, Eachanari Posts, Coimbatore 641021

VWR Lab Products Pvt. Ltd. III Floor, Door No.320, Tower 2 WTC, Kharadi, Pune 411014



VWR Lab Products Pvt.Ltd  
Unit No. 10, Ground Floor,  
Empire Infantry Building ,  
Plot No. 29 (old Plot no. 10),  
Infantry Road, Bangalore-560001

28/06/2023

Name: Narayanamanikandan Baskar

Address: 2A MOORTHY NAYANAR STREET, PALAYAMKOTTAI TIRUNELVELI, 627002

Phone: 9360457442

Email: narayanamk1202@gmail.com

Dear Narayanamanikandan,

**Sub: Offer and Appointment Letter**

We are pleased to extend an offer of employment to you as Associate - Global Data Compliance - VWR Lab Products Private Ltd. ("VWR India", part of Avantor), a company incorporated under the (Indian) Companies Act, 1956 and having its registered office at Regd office : Unit No. 10, Ground Floor, Empire Infantry Building, Plot No. 29 (old Plot no. 10), Infantry Road, Bangalore-560001 and its Services Division in Coimbatore, IND.

The proposed appointment Start Date will be 10/07/2023.

*\*\*\*The Company refers to Primarily India - VWR Lab Products Private Ltd. and includes any group companies of Avantor\*\*\**

**1. Primary Duties**

Your objectives, roles, and responsibilities will be shared in detail by your reporting manager. In addition to the defined Key Performance Indicators (KPI), you will also be required to perform such other duties as are customarily performed by a Associate - Global Data Compliance of an Indian company and such other duties consistent with such position as may be determined and assigned to you by your superiors in the company from time to time.

You are expected to apply the highest degree of professional and technical skills and experience, work diligently and exercise care in the use of office equipment and machinery. You will devote your whole time and attention to your duties to promote the interests of VWR India, part of Avantor and its parent/subsidiary/allies/group companies ("Avantor Group") and you will apply the best degree of professionalism, technical, and administrative skills and experience and work diligently.

**2. Location and Working Hours**

The assignment offered to you is on a full-time basis. Your initial workplace will be at VWR India's office in IND- Coimbatore, India, or such other place within India as may be required by VWR India. You are expected to work in a shift determined by business requirements.

It is also expressly agreed to, by you that you may be liable to be transferred from one shift to another, one job to another job, one department to another, one establishment to another, and or from one location to another whether in India ABC Centers:

VWR Lab Products Pvt. Ltd. Rathinam Techno Park, Pollachi, Main Road, Eachanari Post, Coimbatore 641021

VWR Lab Products Pvt. Ltd. III Floor, Door No.320, Tower 2 WTC, Kharadi, Pune 411014

## LETTER OF INTENT – QUALITEST INDIA

### Confidential

To,

**Nithin Samuel S,**  
51/25 Maniyakaran Kadu Road,  
Co-Operative Colony, Mettupalayam,  
Coimbatore, Tamil Nadu - 641301

Dear Nithin,  
Congratulations!

With reference to your application and the subsequent tests and interview you had with us for a suitable career opportunity with our company, we are pleased to have chosen you for a position with Qualitest India Pvt. Ltd. You will be working initially as a “TRAINEE ENGINEER” for 8 weeks undergoing an immersive full-time technical training at our company premises. Subject to successful qualification after assessments in training, you will be given an official offer of employment (full time) with Qualitest as Graduate Quality Engineer.

Please Note: Successful completion of Training along with all assessments is necessary to be eligible for offer of employment. This letter is intent of employment based on training completion.

Your Internship stipend for the duration of training will be **INR 18,000/- per month**. Inclusive of all taxes/statutory deductions and will be in accordance with company's policy.

Date of Joining will be in the month of **June 2023**. Any change in date of joining will be communicated. Your acceptance of this letter of intent assumes acceptance of joining date when communicated.

This offer letter of intent is contingent on us working together to determine an appropriate start date for your employment. This offer is valid for seven (7) days from the date of this letter and shall lapse automatically unless you confirm your acceptance of it by signing the duplicate copy and returning it to the undersigned.

At the time of joining, you will be required to provide the following

- 1 Eight copies of your recent passport size photographs(white background)
- 2 Copy of all the educational marks sheets and certificates
- 3 Relieving Letters from all previous employers(if applicable)
- 4 Service certificate from earlier employers (if applicable)
- 5 Passport copy, if available
- 6 Pan card copy
- 7 Proof of identity



## Letter of Intent (LOI)

**Superset ID: 3649321**

**Date: November 25, 2022**

**Dear NITHYA RAGA R,**

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

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 have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week 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 as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

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>

GenC HR Team will reach out to you over email to guide you on the next steps.  
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/CT20223917975/Chennai**

**Date: 04/10/2022**

Ms. Nivetha M  
2/224 Thearpettai Street Karimangalam,  
Opp To Rajam Theatre,  
Dharmapuri-635111,  
Tamilnadu.  
Tel# -

Dear Nivetha 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/CT20223917975**

**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



**GROSS SALARY SHEET**

**Annexure 1**

<b>Name</b>	<b>Nivetha M</b>
<b>Designation</b>	<b>Assistant System Engineer-Trainee</b>
<b>Institute Name</b>	<b>Government College Of Technology, Coimbatore</b>

Table 1: Compensation Details (All Components in INR)

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

# 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)

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



## CONTRACT OF EMPLOYMENT

**Date: July 15,2023**

**Name : Raghavi S**  
**Candidate ID : C2023717**

Dear **Raghavi**,

We refer to the offer letter dated **June 02 ,2023** we are pleased to appoint you to the position of Trainee Decision Scientist with Mu Sigma Business Solutions Private Limited (**'Company'**) effective from **July 15, 2023** (**'Effective Date'**).

This Letter is the form of Contract of Employment that sets out the terms and conditions upon which the Company is prepared to employ you. Your execution of this Contract constitutes your acceptance of entering into employment with the Company on the following terms and conditions:

### **1. Interpretation:**

Unless otherwise provided, in the event of any conflict between this Contract and the Offer Letter, the terms and conditions of this Contract shall prevail.

### **2. Designation:**

You shall be employed as a permanent employee in the capacity of **Trainee Decision Scientist** in the Company from the Effective Date in accordance with the terms and conditions set out herein.

### **3. Place of Posting:**

Your place of posting is **Bangalore** However during your employment with the Company you may be posted or transferred/attached to any other departments/ units/companies/ offices or clients of Company either in India or abroad at the sole discretion of the management of the Company. You may be required to work in shifts if required, based on project requirements. You may also be required to travel to any location as may be specified by the Company for the purposes of the business of the Company.

### **4. Reporting Authority:**

You shall report to an **Apprentice Leader** or any other authorized person nominated by the Company from time to time, who will in turn assign your role, duties and responsibilities in the Company.

### **5. Scope of service:**

You will perform the duties and responsibilities set out by the Company and assigned to you from time to time.

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## **Mu Sigma Business Solutions Private Limited**

Registered Office: Aviator Building, Level 14, Ascendas – ITPL SEZ Zone Whitefield Road, Bangalore, Karnataka - KA – INDIA – 560066  
Tel: +91 80 7154 8000 | Fax: +91 80 7154 8060 | Email: info@mu-sigma.com | Website: www.mu-sigma.com  
CIN: U74140KA2005PTC036309



Mu Sigma

Annexure 1

S.No	Particulars	2024	2025	2026	2027	CTC over 4 jumps
1	<b>Total compensation on Joining till Dec 2024</b>	5,00,000 (PA)				
2	<b>1<sup>st</sup> Jump - Jan 2025</b> Compensation Revision		6,50,000 (PA)			
3	<b>2<sup>nd</sup> Jump - Jan 2026</b> Compensation revision			8,00,000 (PA)		
4	<b>3<sup>rd</sup> Jump - Jan 2027</b> Compensation revision				10,50,000 (PA)	
5	<b>Total Cost to Company</b>					30,00,000

**Penalty:**

If the employee decides to leave the Company within the 4 -year period from the date of joining, there would be a penalty applicable in addition to serving a 60-day Notice Period. The penalty is dependent on the tenure of employment with the Company. The exact amount of the penalty will be calculated per the table below:

Tenure calculated from date of joining	Penalty amount (in INR)
0 – 36 months	10,00,000
37 – 48 months	7,50,000

***Note: Mu Sigma has the absolute right, in its sole discretion, to interpret and, modify and/or amend the compensation and any of the components***

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## Mu Sigma Business Solutions Private Limited

Registered Office: Aviator Building, Level 14, Ascendas – ITPL SEZ Zone Whitefield Road, Bangalore, Karnataka - KA – INDIA – 560066

Tel: +91 80 7154 8000 | Fax: +91 80 7154 8060 | Email: info@mu-sigma.com | Website: www.mu-sigma.com

CIN: U74140KA2005PTC036309



Date: 19-Apr-2023

To

**Ms.SAKTHI BHAGAVATHY S,**  
4/217 D,PLOT NO 12, JEYAJOTHI NAGAR,  
KRISHNAPURAM,  
THIRUNELVELI-627011, TAMIL NADU.

Dear **Ms.SAKTHI BHAGAVATHY S,**

**OFFER OF EMPLOYMENT**

We are pleased to offer you employment for the position **MEMBER TECHNICAL STAFF - QA** 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.20000/- (RUPEES TWENTY 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** : SAKTHI BHAGAVATHY S  
**DESIGNATION** : MEMBER TECHNICAL STAFF - QA

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

\* 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.





Mu Sigma

## CONTRACT OF EMPLOYMENT

Date: July 15, 2023

Name : Sarmi D  
Candidate ID : C2023723

Dear Sarmi,

We refer to the offer letter dated **June 02, 2023** we are pleased to appoint you to the position of Trainee Decision Scientist with Mu Sigma Business Solutions Private Limited ('Company') effective from **July 15, 2023** ('Effective Date').

This Letter is the form of Contract of Employment that sets out the terms and conditions upon which the Company is prepared to employ you. Your execution of this Contract constitutes your acceptance of entering into employment with the Company on the following terms and conditions:

**1. Interpretation:**

Unless otherwise provided, in the event of any conflict between this Contract and the Offer Letter, the terms and conditions of this Contract shall prevail.

**2. Designation:**

You shall be employed as a permanent employee in the capacity of **Trainee Decision Scientist** in the Company from the Effective Date in accordance with the terms and conditions set out herein.

**3. Place of Posting:**

Your place of posting is **Bangalore** However during your employment with the Company you may be posted or transferred/attached to any other departments/ units/companies/ offices or clients of Company either in India or abroad at the sole discretion of the management of the Company. You may be required to work in shifts if required, based on project requirements. You may also be required to travel to any location as may be specified by the Company for the purposes of the business of the Company.

**4. Reporting Authority:**

You shall report to an **Apprentice Leader** or any other authorized person nominated by the Company from time to time, who will in turn assign your role, duties and responsibilities in the Company.

**5. Scope of service:**

You will perform the duties and responsibilities set out by the Company and assigned to you from time to time.

---

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CIN: U74140KA2005PTC036309



Mu Sigma

Annexure 1

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4	3 <sup>rd</sup> Jump - Jan 2027 Compensation revision				10,50,000 (PA)	
5	Total Cost to Company					30,00,000

**Penalty:**

If the employee decides to leave the Company within the 4 -year period from the date of joining, there would be a penalty applicable in addition to serving a 60-day Notice Period. The penalty is dependent on the tenure of employment with the Company. The exact amount of the penalty will be calculated per the table below:

Tenure calculated from date of joining	Penalty amount (In INR)
0 - 36 months	10,00,000
37 - 48 months	7,50,000

*Note: Mu Sigma has the absolute right, in its sole discretion, to interpret and, modify and/or amend the compensation and any of the components*

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CIN: U74140KA2005PTC036309



# OFFER LETTER

OL-2022: 0092

Dear **Sephinous Maytani**,

## **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. 476,700/- p.a. (Rupees Four Lakhs Seventy Six Thousand Seven Hundred only per annum)**. This consolidated pay includes your Basic Salary, Gratuity, Medical & Health Insurance.

## **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.

## **Insurance Coverage**

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

## **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 14 continuous working days.

## **Working Hours**

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





Date: 29/09/2022

Dear Kowshiga P,

Apropos to your application for interning as “**Business Development Intern**” and subsequent to our discussions we are pleased to offer you internship as “**Business Development Intern**” This is subject to no adverse findings arising from any of the intern background verification which is required to be carried out by the Organization. The date of your joining Inmovidu is **05/01/2023** with the following terms of engagement as outlined below. Your Reporting date is **05/01/2023** subject to change, based on the pandemic situation and as per government guidelines.

**Internship Hours/Duration** – The working hours of the firm are 11.30AM-8.30PM. We do not follow flexi hours, so it is mandatory to complete the working hours at the office/home. You may be required to work on the weekends and the week offs will be provided during the weekday as agreed between the Intern and the Manager.

**Absence from Internship**- Stipend will not be paid for periods of unauthorized absence.

**Location** -Your place of internship will be the office of the Company at Bangalore or whatever other office or branch of the Company.

**Work** - You will perform all duties and obligations and comply with such orders as may be designated by the Company management which are reasonably consistent with your position as an intern. You are eligible for conditional Pre-Placement offer conditional on your performance after six months of your internship.

**Working in Shifts** - You may be required to intern in shifts. This shall be informed to you by your manager/supervisor well in advance.

**Code of Conduct** - Your internship is governed by the Code of Conduct. A copy is attached. You are required to read, understand and follow it in letter and spirit.

**Confidentiality** - In the ordinary course of your internship you will be exposed to information about the business of the Company, its clients and customers, which is confidential or is commercially sensitive and which may not be readily available to competitors or the general public, and which if disclosed would be harmful for our reputation. All information is shared on a need-to-know basis. You shall not discuss or transmit by any means any confidential information outside the office environment or with other employees/ interns who are not otherwise authorized to know.

**Restriction After Termination of the internship** - You are likely to obtain trade secrets and confidential information of the Company and personal knowledge of and influence over customers and employees of the Company during the course of the internship. To protect the interests of the Company you are bound by a 6-month non-solicitation clause wherein you will not entice or solicit or assist another intern of the firm.



## Letter of Intent (LOI)

Superset ID: 3603454

Date: November 25, 2022

Dear SUBHASHINI SAMINATHAN,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

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 have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week 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 as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

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>

GenC HR Team will reach out to you over email to guide you on the next steps.  
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/CT20223930604/Chennai**

**Date: 13/09/2022**

Mr. Sasi Bala S  
5/1341-33,  
Kovil North Thuthivalasai,  
Ramanathapuram-623534,  
Tamilnadu.  
Tel# -

Dear Sasi Bala S,

**Sub: Letter of Offer**

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

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

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

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

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

**TCS Confidential**

**TCSL/CT20223930604**

**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](http://www.tcs.com)

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

TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)



**GROSS SALARY SHEET**

**Annexure 1**

<b>Name</b>	<b>Sasi Bala S</b>
<b>Designation</b>	<b>Assistant System Engineer-Trainee</b>
<b>Institute Name</b>	<b>Government College Of Technology, Coimbatore</b>

Table 1: Compensation Details (All Components in INR)

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

# 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)

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

Date: November 10, 2022

Ref: LTI/HR/EN9/Campus/2023

Name: Vel Vijayan K Karthikeyan P

College: Government college of technology coimbatore

**LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE**

Dear Vel Vijayan K Karthikeyan P,

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 fulfilling the eligibility criteria (Refer '**Annexure 1**') and 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. 25000 pm**.
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 will also be issued a detailed Letter of Appointment as Graduate Engineer Trainee subject to you meeting the eligibility criteria as mentioned in '**Annexure-1**'. Your appointment is in accordance with the Apprentices Act, 1961.
4. **Documents** - Your offer is subject to you submitting all the mandatory documents at the time of joining. (Refer '**Annexure-2**')
5. **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 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.
6. 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.ltininfotech.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 above portal, if you do not join on the date intimated to you, this offer will be cancelled at the discretion of the Company.

7. 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.

**ANNEXURE-3**

Name : Vel Vijayan K Karthikeyan P Date : November 10, 2022

Salary Grade : P1

Components	INR. (p.a.)	INR. (p.m.)
Basic	180000	15000
Bouquet of Benefits	162180	13515
Bonus	21000	1750
<b>Base Salary (p.a.)</b>	<b>363180</b>	<b>30265</b>
Annual Incentive	0	
<b>Total Variable (p.a.)</b>	<b>0</b>	
<b>TTC(p.a.)</b>	<b>363180</b>	
PF	21600	1800
Gratuity	8658	722
Mediclaime Premium(p.a)	12929	1077
<b>Retirals &amp; Other Benefits(p.a)</b>	<b>43187</b>	<b>3598</b>
<b>Cost to Company (CTC)</b>	<b>406367</b>	<b>33863</b>

**Medical Insurance Premium:**

The Group Mediclaime Policy of Company covers Employee, Spouse & upto 3 dependent children (below 25 yrs of age). Coverage limits are as per company policy.

You would also be eligible to be covered under the Voluntary Group Term Life and Group Accident Insurance policy as per the company policy.

**Notes:**

- 1) Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules.
- 2) Bouquet of Benefits\* / Flexi Pay consists of Flexi-components which may include HRA, Conveyance, LTA, Meal Allowance and Adhoc allowance.
- 3) H.R.A. will be deducted for accommodation (if any) provided by the Company.
- 4) The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution.
- 5) Gratuity payment shall be as per "Payment of Gratuity Act, 1972".
- 6) Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.

- Income Tax will be deducted at source wherever applicable as per Income Tax Rules.

- Any or all the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.



## Letter of Intent (LOI)

Superset ID: 3567828

Date: November 25, 2022

Dear Vinodhini Saravanan,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

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 have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week 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 as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant

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>

GenC HR Team will reach out to you over email to guide you on the next steps.  
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: 3595654

Date: November 25, 2022

Dear NANDHINI LAKSHMI M,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

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 have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

Code of Conduct : You shall comply with Cognizants Core Values and Standards of Business Conduct, located at and incorporated herein by reference. <https://www.cognizant.com/us/en/documents/code-of-ethics.pdf>

This LOI from Cognizant is valid for 1 week - 7 calendar days, from the date of the LOI. Hence, you are requested to accept or decline the LOI within 1 week 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 as an employment contract or offer letter for purposes of joining Cognizant as an employee. For all onboarding formalities, the definitive Employment Agreement is required.

Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

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>

GenC HR Team will reach out to you over email to guide you on the next steps.  
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: 3567451

Date: November 25, 2022

Dear Sujitha R,

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

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 have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

It is hereby clarified that participation in this full-time internship program or Cognizant identified training programs shall not deem to constitute you to be an employee of Cognizant and the scope of this full-time internship program or Cognizant identified training programs does not include any supervisory responsibilities and that there is no agency, fiduciary or employer-employee relationship intended or created by reason of this LOI.

During this full-time internship program or Cognizant identified training programs, you shall not be entitled for any benefits paid or made available to Cognizant's full-time employees.

Upon your successfully completion of full-time internship program or Cognizant identified training programs, completion of background verification and being onboarded as an employee under a definitive Employment Agreement, your annual total remuneration shall be **INR 4,01,988/- per annum**. The detailed information on compensation and benefits will be provided in your full-time employment Offer Letter.

This LOI expresses only our intent to enable you participate in the full-time internship program or such Cognizant identified training programs as opted by you or as mandated by Cognizant, and there upon successful completion of the training which brings eligibility to receive a definitive Employment Agreement, subject to completion of hiring formalities, background verification and procedures. Cognizant has zero tolerance towards malpractice in any form and reserves all rights with respect to hiring decisions and issue of full-time Offer. This document is only a letter of intent and does not constitute any contractual relationship between you and Cognizant. Cognizant holds all rights to withhold or cancel this LOI and/or the Intern / Full-time employment Offer Letter due to non-conformance of performance benchmark or moral code of conduct.

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Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ('Personal Information') submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

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>

GenC HR Team will reach out to you over email to guide you on the next steps.  
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





## Certified Skill Development (CSD) Training Program Offer

13-Oct-2023

Candidate ID: 26768640

**Pradhika Subramanian**  
**B.Tech Bio Technology Engineering**  
**Government College of Technology, Coimbatore**

Dear **Pradhika Subramanian**,

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 acceptance to the Letter of Intent, we are pleased to offer you a Certified Skill Development (CSD) Training Program on premises with us **for a period of 3 to 6 months**. Your CSD Training Program onboarding will be scheduled as per our business requirements and shall be communicated to you in writing.

During this CSD Training Program period, you will be provided with a stipend of **INR 12,000** per month equated to the planned duration of the CSD Training Program curriculum. The stipend will be paid only subject to successful completion of milestones as defined in the curriculum, your performance and attendance prior to the monthly stipend processing window for a given month. Cognizant will not encourage any other claim with regard to compensation or other statutory payments or reimbursements and it is hereby clarified that participation in this CSD Training Program and/or during the course of completing this CSD Training Program you shall not be entitled for any benefits paid or made available to that of Cognizant employees.

Though this Cognizant CSD Training Program is a pre-requisite skill and capability development program, it does not guarantee employment with Cognizant and there is no employer – employee relationship during the course of this CSD Training Program. However, the successful completion of this CSD Training Program will form a critical part of your eligibility for employment with Cognizant if an opportunity arises in future. Also, you shall be provided with a Certificate of Completion upon you successfully completing this CSD Training Program which can be included within your resume.

You will be provided a learning curriculum as per the skill track assigned to you. The learning design would expect you to drive your learning through 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 CSD Training Program. In the event of unsatisfactory performance during the CSD Training or non-completion of the CSD Training, no Certificate of Skill Development shall be issued by Cognizant. Cognizant reserves rights at its sole discretion to revoke its Letter of Intent.

### Section A: Terms and Conditions:

1. The CSD Training Program timings would be for 10 hours per day from Monday through Friday aligned to the working timings followed in Cognizant which based on the need could also be operated on a shift model. Attendance is mandatory on all the days to stay active in the CSD Training Program. The CSD Training Program would be terminated if the mandatory requirement of minimum 90% attendance at office is not met in a month.

2. CSD Training Program associates are covered under Cognizant's calendar holidays of the respective location of where the Training Program is conducted, and you would need to adhere with minimum



**Offer: Computer Consultancy**

**Ref: TCSL/DT20222789946/Chennai**

**Date: 13/09/2022**

Ms. Ranjanidevi N Ranjanidevi N  
5/99Kuttaiyur Street,  
Thondamuthur,  
Coimbatore-641109,  
Tamilnadu.  
Tel# -9003576426

Dear Ranjanidevi N Ranjanidevi 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/DT20222789946**

**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](http://www.tcs.com)

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

TCS Careers Serviceline: 1800 209 3111 Email: [careers@tcs.com](mailto:careers@tcs.com)



**GROSS SALARY SHEET**

**Annexure 1**

<b>Name</b>	<b>Ranjanidevi N Ranjanidevi N</b>
<b>Designation</b>	<b>Assistant System Engineer-Trainee</b>
<b>Institute Name</b>	<b>Others</b>

Table 1: Compensation Details (All Components in INR)

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

# 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)

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



## Letter of Intent (LOI)

**Superset ID: 3567594**

**Date: November 25, 2022**

**Dear RITHANYA V,**

We are immensely glad to extend a hearty welcome to you to our Cognizant family.

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 have found you suitable for the GenC role and your designation will be **Programmer Analyst Trainee**. Upon final scrutiny, a formal full-time employment Offer Letter with the compensation, terms and conditions, rules, regulations & policies (" **Employment Agreement** ") will be issued, and such Employment Agreement shall be subject to and be effective only upon your successful completion of the full-time internship program or Cognizant identified training programs as opted by you or mandated by Cognizant and background verification. You will have an opportunity to opt for a full-time internship with stipend during your final semester and terms and conditions governing such full-time internship program shall be detailed in the Intern Offer Letter.

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Upon accepting this LOI, you hereby consent for Cognizant Technology Solutions India Private Limited to receive the personal information and/or sensitive personal information ("Personal Information") submitted by you for background verification and share the same with its empaneled vendors located in India for conducting mandatory background checks for employment opportunities with Cognizant.

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

GenC HR Team will reach out to you over email to guide you on the next steps.  
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/CT20223928348/Chennai**

**Date: 26/09/2022**

Ms. Sangeetha V  
11-3/8Thangasalai Veedhi,  
Tharamangalam,  
Salem-636502,  
Tamilnadu.  
Tel# 91-8681892977

Dear Sangeetha 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 &

**TCS Confidential**

**TCSL/CT20223928348**

**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



**GROSS SALARY SHEET**

**Annexure 1**

<b>Name</b>	<b>Sangeetha V</b>
<b>Designation</b>	<b>Assistant System Engineer-Trainee</b>
<b>Institute Name</b>	<b>Government College Of Technology, Coimbatore</b>

Table 1: Compensation Details (All Components in INR)

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

# 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)

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



Date: January 25, 2024

Ref: LTIMindtree/HR/EN9/Campus/2023

Name: Sharmila M

College: Government college of technology coimbatore

### LETTER OF OFFER FOR GRADUATE ENGINEER TRAINEE

Dear Sharmila M,

**Welcome** to LTIMindtree (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 fulfilling the eligibility criteria (Refer **Annexure 1**) and 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. 25000 pm**.
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 will also be issued a detailed Letter of Appointment as Graduate Engineer Trainee subject to you meeting the eligibility criteria as mentioned in **Annexure-1**. Your appointment is in accordance with the Apprentices Act, 1961.
4. **Documents** - Your offer is subject to you submitting all the mandatory documents at the time of joining. (Refer **Annexure-2**)
5. **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 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.
6. 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.ltimindtree.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 above portal, if you do not join on the date intimated to you, this offer will be cancelled at the discretion of the Company.

7. You are required to register yourself as an 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.
8. You may be confirmed in 3 months from the effective start date of your employment with the Company. During this period, a prior notice of 7 days shall be applicable, in case of voluntary resignation by the employee. Your employment with LTIMindtree will be terminated without any notice or stipend or compensation in lieu of notice in the below circumstances, which you agree are reasonable and acceptable:

**ANNEXURE-3**

Name : Sharmila M

Salary Grade : P1

Date : January 25, 2024

Components	INR. p.a.	INR. p.m.
Basic	180000	15,000
Bouquet of Benefits	162180	13515
Bonus	21000	1750
<b>Base Salary (p.a.)</b>	<b>363180</b>	<b>30265</b>
Variable Compensation	0	
<b>Variable Compensation (p.a.)</b>	<b>0</b>	
<b>TTC (p.a.)</b>	<b>363180</b>	
PF	21600	1800
Gratuity	8664	722
Mediclaime Premium (p.a.)	12929	1077
<b>Retirals &amp; Other Benefits (p.a.)</b>	<b>43193</b>	<b>3599</b>
<b>Cost to Company (CTC)</b>	<b>406373</b>	<b>33864</b>

**Medical Insurance Premium:**

The Group Mediclaime Policy of Company covers Employee, Spouse & upto 3 dependent children (below 25 yrs of age). Coverage limits are as per company policy

You would also be eligible to be covered under the Voluntary Group Term Life and Group Accident Insurance policy as per the company policy.

**Notes:**

- 1) Basic will be reckoned for PF, Gratuity (If applicable) and Leave Encashment as per rules.
- 2) Bouquet of Benefits\* /Flexi Pay consists of Flexi-components which may include HRA, Conveyance, LTA, Meal Allowance and Adhoc allowance.
- 3) H.R.A. will be deducted for accommodation (if any) provided by the Company.
- 4) The PF amount shown is the Employer's contribution. An equal amount will be deducted as Employee's contribution.
- 5) Gratuity payment shall be as per "Payment of Gratuity Act, 1972".
- 6) Any or all of the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.

- Income Tax will be deducted at source wherever applicable as per Income Tax Rules.

- Any or all the above allowances may be altered / withdrawn at the sole discretion of the management and the payment of allowances will be governed by the rules and regulations of the Company as may be applicable from time to time.