




SRI VENKATESWARA
COLLEGE OF ENGINEERING AND TECHNOLOGY
Thirupachur-631203, Tiruvallur TK & DT
Approved by AICTE New Delhi & Affiliated to Anna University, Chennai
(A Telugu Minority Institution)

ACADEMIC YEAR 2019-2020					
S.No	Year	Name of The Student Who Has Been Placed	Program Graduated From	Name Of The Employer With Contact Details	Pay Package At Appointment (In INR Per Annum)
1	2019-2020	HARIHARAN K	CIVIL	MST REBAR SERVICES Q43, Kumaran street, Cheyyar-604 407. Tamilnadu,India.	1,98,000
2	2019-2020	PRAKASH RAJ R	CIVIL	KUMARAN METALS NO.249,J.J.Nagar, Korukkupet,Chennai- 600021.	1,80,000
3	2019-2020	PRITHIVIRAJAN N	CIVIL	MST REBAR SERVICES Q43,Kumaran street,Cheyyar-604 407. Tamilnadu,India.	1,98,000
4	2019-2020	RAGHUVIYAAS S	CIVIL	KUMARAN METALS NO.249,J.J.Nagar, Korukkupet,Chennai- 600021.	1,80,000
5	2019-2020	SAKTHIVEL V	CIVIL	MST REBAR SERVICES Q43,Kumaran street,Cheyyar-604 407. Tamilnadu,India.	1,98,000
6	2019-2020	UDHAYAKUMAR V	CIVIL	MST REBAR SERVICES Q43,Kumaran street,Cheyyar-604 407. Tamilnadu,India.	1,98,000
7	2019-2020	BALAJI S	CIVIL	KUMARAN METALS NO.249,J.J.Nagar, Korukkupet,Chennai- 600021.	1,80,000
8	2019-2020	KALAIYARASAN S	CIVIL	MST REBAR SERVICES Q43,Kumaran street,Cheyyar-604 407. Tamilnadu,India.	1,98,000




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9	2019-2020	RAM KUMAR K	CIVIL	MST REBAR SERVICES Q43,Kumaran Street,Cheyyar-604 407. Tamilnadu,India.	1,98,000
10	2019-2020	SARATH KUMAR K	CIVIL	KUMARAN METALS NO.249,J.J.Nagar, Korukkupet,Chennai- 600021.	1,80,000
11	2019-2020	SATHISH E	CIVIL	MST REBAR SERVICES Q43,Kumaran street,Cheyyar-604 407. Tamilnadu,India.	1,98,000
12	2019-2020	SURESH KUMAR S	CIVIL	MST REBAR SERVICES Q43,Kumaran street,Cheyyar-604 407. Tamilnadu,India.	1,98,000
13	2019-2020	VIJAY M	CIVIL	MST REBAR SERVICES Q43,Kumaran street,Cheyyar-604 407. Tamilnadu,India.	1,98,000
14	2019-2020	VISHAL K	CIVIL	KUMARAN METALS NO.249,J.J.Nagar, Korukkupet,Chennai- 600021.	1,80,000
15	2019-2020	ABITHA S	CSE	TEMINOS SEZ-Unit-II , Level 7, Building,No.H06,HiTech City2 Phoenix info city, Hyderabad, Telangana-500081	3,58,221
16	2019-2020	AISHWARYA G	CSE	CGI Information Systems and Management Consultants Pvt. Ltd. e-City, Tower 2, No.95/1 & 95/2 Electronics City , Phase-I Banglore-560100	3,50,004
17	2019-2020	ALAMELU D	CSE	CSS Corp Pvt Ltd. No.32 A&B, 6 th Floor, Ambit IT Park, Industrial Estate, Ambattur, Chennai-600058	2,75,000



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18	2019-2020	ARUL VINAYAGAM	CSE	Atos Syntel Plot No. H7 & H8, SIPCOT IT Park, Siruseri, Chennai 603 103	3,40,000
19	2019-2020	BALAJI V S	CSE	Prodapt Solutions Pvt Ltd. Prince Info CityII, 4 th Floor, No.283/4, Rajiv Gandhi Salai, OMR, Kandanchavadi, Chennai-600096	3,30,000
20	2019-2020	CHANDRU PRAKASH J	CSE	TEMINOS SEZ-Unit-II , Level 7, Building,No.H06,HiTech City2 Phoenix info city, Hyderabad, Telangana-500081	3,58,221
21	2019-2020	DRAVID S	CSE	Sutherland Global Services Tower 1-B, DLF IT Park, 1/124, Shivaji Gardens, Mount Poonamallee Rd, opp. Moonlight Bus Stop, Ramapuram, Chennai, Tamil Nadu 600089	3,00,000
22	2019-2020	GAJALAKSHMI V	CSE	CGI Information Systems and Management Consultants Pvt. Ltd. e-City, Tower 2, No.95/1 & 95/2 Electronics City , Phase-I Banglore-560100	3,50,004
23	2019-2020	GOKUL P	CSE	Atos Syntel Plot No. H7 & H8, SIPCOT IT Park, Siruseri, Chennai 603 103	3,40,000
24	2019-2020	GUKANATHAN S	CSE	CGI Information Systems and Management Consultants Pvt. Ltd. e-City, Tower 2, No.95/1 & 95/2 Electronics City , Phase-I Banglore-560100	3,50,004



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25	2019-2020	HARINGDON R	CSE	TEMINOS SEZ-Unit-II , Level 7, Building,No.H06,HiTech City2 Phoenix info city, Hyderabad, Telangana-500081	3,58,221
26	2019-2020	INDUMATHY S	CSE	Sutherland Global Services Tower 1-B, DLF IT Park, 1/124, Shivaji Gardens, Mount Poonamallee Rd, opp. Moonlight Bus Stop, Ramapuram, Chennai, Tamil Nadu 600089	3,00,000
27	2019-2020	ISHWARYA A	CSE	Atos Syntel Plot No. H7 & H8, SIPCOT IT Park, Siruseri, Chennai 603 103	3,40,000
28	2019-2020	JESY B	CSE	TEMINOS SEZ-Unit-II , Level 7, Building,No.H06,HiTech City2 Phoenix info city, Hyderabad, Telangana-500081	3,58,221
29	2019-2020	KAVITHA R	CSE	Sutherland Global Services Tower 1-B, DLF IT Park, 1/124, Shivaji Gardens, Mount Poonamallee Rd, opp. Moonlight Bus Stop, Ramapuram, Chennai, Tamil Nadu 600089	3,00,000
30	2019-2020	KAVIYA D	CSE	Atos Syntel Plot No. H7 & H8, SIPCOT IT Park, Siruseri, Chennai 603 103	3,40,000
31	2019-2020	KEERTHANA S	CSE	CGI Information Systems and Management Consultants Pvt. Ltd.	3,50,004



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				e-City, Tower 2, No.95/1 & 95/2 Electronics City , Phase-I Bangalore-560100	
32	2019-2020	KIRTHIGA R	CSE	Collabera Technologies Pvt.Ltd. Apex Plaza, 3rd Floor, Nungambakkam High Road, Nungambakkam, Chennai - 600034	2,24,000
33	2019-2020	KRISHNAMOORTHY K	CSE	Sutherland Global Services Tower 1-B, DLF IT Park, 1/124, Shivaji Gardens, Mount Poonamallee Rd, opp. Moonlight Bus Stop, Ramapuram, Chennai, Tamil Nadu 600089	3,00,000
34	2019-2020	MAHALAKSHMI M	CSE	Collabera Technologies Pvt.Ltd. Apex Plaza, 3rd Floor, Nungambakkam High Road, Nungambakkam, Chennai - 600034	2,24,000
35	2019-2020	MOHANAVALLI T	CSE	Atos Syntel Plot No. H7 & H8, SIPCOT IT Park, Siruseri, Chennai 603 103	3,40,000
36	2019-2020	NAGAJOTHI K	CSE	Collabera Technologies Pvt.Ltd. Apex Plaza, 3rd Floor, Nungambakkam High Road, Nungambakkam, Chennai - 600034	2,24,000
37	2019-2020	NIKHITHA A S	CSE	CGI Information Systems and Management Consultants Pvt. Ltd. e-City, Tower 2, No.95/1 & 95/2 Electronics City , Phase-I Bangalore-560100	3,50,004
38	2019-2020	NIVETHITHA S	CSE	Sutherland Global Services Tower 1-B, DLF IT Park, 1/124, Shivaji	3,00,000




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				Gardens, Mount Poonamallee Rd, opp. Moonlight Bus Stop, Ramapuram, Chennai, Tamil Nadu 600089	
39	2019-2020	PAVITHRA.V(1.6.99)	CSE	Atos Syntel Plot No. H7 & H8, SIPCOT IT Park, Siruseri, Chennai 603 103	3,40,000
40	2019-2020	PAVITHRA.V(8.6.99)	CSE	Sutherland Global Services Tower 1-B, DLF IT Park, 1/124, Shivaji Gardens, Mount Poonamallee Rd, opp. Moonlight Bus Stop, Ramapuram, Chennai, Tamil Nadu 600089	3,00,000
41	2019-2020	POOVIZHI D	CSE	Sutherland Global Services Tower 1-B, DLF IT Park, 1/124, Shivaji Gardens, Mount Poonamallee Rd, opp. Moonlight Bus Stop, Ramapuram, Chennai, Tamil Nadu 600089	3,00,000
42	2019-2020	PREETHA B	CSE	TEMINOS SEZ-Unit-II , Level 7, Building, No.H06, HiTech City2 Phoenix info city, Hyderabad, Telangana-500081	3,58,221
43	2019-2020	RAMYA A	CSE	Atos Syntel Plot No. H7 & H8, SIPCOT IT Park, Siruseri, Chennai 603 103	3,40,000
44	2019-2020	RUPAN KUMAR S	CSE	Collabera Technologies Pvt.Ltd. Apex Plaza, 3rd Floor, Nungambakkam High Road, Nungambakkam,	2,24,000




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				Chennai - 600034	
45	2019-2020	SABARISAN P	CSE	CSS Corp Pvt Ltd. No.32 A&B, 6 th Floor, Ambit IT Park, Industrial Estate, Ambattur, Chennai-600058	2,75,000
46	2019-2020	SANJAY K	CSE	TEMINOS SEZ-Unit-II , Level 7, Building,No.H06,HiTech City2 Phoenix info city, Hyderabad, Telangana-500081	3,58,221
47	2019-2020	SATHIYA S	CSE	Collabera Technologies Pvt.Ltd. Apex Plaza, 3rd Floor, Nungambakkam High Road, Nungambakkam, Chennai - 600034	2,24,000
48	2019-2020	SHALINI G	CSE	Collabera Technologies Pvt.Ltd. Apex Plaza, 3rd Floor, Nungambakkam High Road, Nungambakkam, Chennai - 600034	2,24,000
49	2019-2020	SUMAN RAJ R	CSE	Atos Syntel Plot No. H7 & H8, SIPCOT IT Park, Siruseri, Chennai 603 103	3,40,000
50	2019-2020	SURALAKSHMI V	CSE	Prodapt Solutions Pvt Ltd. Prince Info CityII, 4 th Floor, No.283/4, Rajiv Gandhi Salai, OMR, Kandanchavadi, Chennai- 600096	3,30,000
51	2019-2020	SWATHY ATCHAYAA B	CSE	TEMINOS SEZ-Unit-II , Level 7, Building,No.H06,HiTech City2 Phoenix info city, Hyderabad, Telangana-500081	3,58,221




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52	2019-2020	SWETHA M	CSE	Collabera Technologies Pvt.Ltd. Apex Plaza, 3rd Floor, Nungambakkam High Road, Nungambakkam, Chennai - 600034	2,24,000
53	2019-2020	SWETHA M	CSE	Prodapt Solutions Pvt Ltd. Prince Info CityII, 4 th Floor, No.283/4, Rajiv Gandhi Salai, OMR, Kandanchavadi, Chennai- 600096	3,30,000
54	2019-2020	THULASI RAMAN	CSE	TEMINOS SEZ-Unit-II , Level 7, Building,No.H06,HiTech City2 Phoenix info city, Hyderabad, Telangana-500081	3,58,221
55	2019-2020	VASANTH V	CSE	Collabera Technologies Pvt.Ltd. Apex Plaza, 3rd Floor, Nungambakkam High Road, Nungambakkam, Chennai - 600034	2,24,000
56	2019-2020	VENNILA M G	CSE	CSS Corp Pvt Ltd. No.32 A&B, 6 th Floor, Ambit IT Park, Industrial Estate, Ambattur, Chennai-600058	2,75,000
57	2019-2020	VIJAYAKUMAR V	CSE	Collabera Technologies Pvt.Ltd. Apex Plaza, 3rd Floor, Nungambakkam High Road, Nungambakkam, Chennai - 600034	2,24,000
58	2019-2020	VINOTH KUMAR T S	CSE	TEMINOS SEZ-Unit-II , Level 7, Building,No.H06,HiTech City2 Phoenix info city, Hyderabad, Telangana-500081	3,58,221



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59	2019-2020	YUVARAJ N	CSE	Collabera Technologies Pvt.Ltd. Apex Plaza, 3rd Floor, Nungambakkam High Road, Nungambakkam, Chennai - 600034	2,24,000
60	2019-2020	INAKOLLU HEMA SUDHA	CSE	CGI Information Systems and Management Consultants Pvt. Ltd. e-City, Tower 2, No.95/1 & 95/2 Electronics City , Phase-I Bangalore-560100	3,50,004
61	2019-2020	ARAVIND J	ECE	Sutherland Global Services Tower 1-B, DLF IT Park, 1/124, Shivaji Gardens, Mount Poonamallee Rd, opp. Moonlight Bus Stop, Ramapuram, Chennai, Tamil Nadu 600089	3,00,000
62	2019-2020	ARUNODHAYA M	ECE	TEMINOS SEZ-Unit-II , Level 7, Building,No.H06,HiTech City2 Phoenix info city, Hyderabad, Telangana-500081	3,58,221
63	2019-2020	BALAJ S	ECE	CGI Information Systems and Management Consultants Pvt. Ltd. e-City, Tower 2, No.95/1 & 95/2 Electronics City , Phase-I Bangalore-560100	3,50,004
64	2019-2020	DEEPAK KUMAR M	ECE	Sutherland Global Services Tower 1-B, DLF IT Park, 1/124, Shivaji Gardens, Mount Poonamallee Rd, opp. Moonlight Bus Stop,	3,00,000



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				Ramapuram, Chennai, Tamil Nadu 600089	
65	2019-2020	DILLIRANI M	ECE	Prodapt Solutions Pvt Ltd. Prince Info CityII, 4 th Floor, No.283/4, Rajiv Gandhi Salai, OMR, Kandanchavadi, Chennai-600096	3,30,000
66	2019-2020	EASWARI M	ECE	TEMINOS SEZ-Unit-II , Level 7, Building,No.H06,HiTech City2 Phoenix info city, Hyderabad, Telangana-500081	3,58,221
67	2019-2020	GAYATHRI V	ECE	Credo Health 92/1 A, Konappanna St Agrahara Electronic City Banglore-560100	3,08,214
68	2019-2020	GOMATHI D	ECE	CSS Corp Pvt Ltd. No.32 A&B, 6 th Floor, Ambit IT Park, Industrial Estate, Ambattur, Chennai-600058	2,75,000
69	2019-2020	GREESHMA MOHAN	ECE	TEMINOS SEZ-Unit-II , Level 7, Building,No.H06,HiTech City2 Phoenix info city, Hyderabad, Telangana-500081	3,58,221
70	2019-2020	JAIGANESH V	ECE	Prodapt Solutions Pvt Ltd. Prince Info CityII, 4 th Floor, No.283/4, Rajiv Gandhi Salai, OMR, Kandanchavadi, Chennai-600096	3,30,000
71	2019-2020	KALAIVANI S	ECE	Atos Syntel Plot No. H7 & H8,	3,40,000




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				SIPCOT IT Park, Siruseri, Chennai 603 103	
72	2019-2020	KALAIVARMAN D	ECE	Credo Health 92/1 A, Konappanna St Agrahara Electronic City Banglore-560100	3,08,214
73	2019-2020	KEERTHIKA G	ECE	Atos Syntel Plot No. H7 & H8, SIPCOT IT Park, Siruseri, Chennai 603 103	3,40,000
74	2019-2020	MOURRIYA HARRISH K	ECE	Atos Syntel Plot No. H7 & H8, SIPCOT IT Park, Siruseri, Chennai 603 103	3,40,000
75	2019-2020	NAVEEN KUMAR G	ECE	Sutherland Global Services Tower 1-B, DLF IT Park, 1/124, Shivaji Gardens, Mount Poonamallee Rd, opp. Moonlight Bus Stop, Ramapuram, Chennai, Tamil Nadu 600089	3,00,000
76	2019-2020	RAKESH A	ECE	Credo Health 92/1 A, Konappanna St Agrahara Electronic City Banglore-560100	3,08,214
77	2019-2020	RAMYAN	ECE	Sutherland Global Services Tower 1-B, DLF IT Park, 1/124, Shivaji Gardens, Mount Poonamallee Rd, opp. Moonlight Bus Stop, Ramapuram, Chennai, Tamil Nadu 600089	3,00,000
78	2019-2020	RAMYA S	ECE	Credo Health 92/1 A, Konappanna St Agrahara Electronic City Banglore-560100	3,08,214
79	2019-2020	SANTHIYA P S	ECE	Sutherland Global Services Tower 1-B, DLF	3,00,000




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				IT Park, 1/124, Shivaji Gardens, Mount Poonamallee Rd, opp. Moonlight Bus Stop, Ramapuram, Chennai, Tamil Nadu 600089	
80	2019-2020	SANDHIYA S	ECE	Credo Health 92/1 A, Konappanna St Agrahara Electronic City Banglore-560100	3,08,214
81	2019-2020	SANGAMITHRA V	ECE	Credo Health 92/1 A, Konappanna St Agrahara Electronic City Banglore-560100	3,08,214
82	2019-2020	SATHYA E	ECE	Sutherland Global Services Tower 1-B, DLF IT Park, 1/124, Shivaji Gardens, Mount Poonamallee Rd, opp. Moonlight Bus Stop, Ramapuram, Chennai, Tamil Nadu 600089	3,00,000
83	2019-2020	SENTHAMIZH SELVI R	ECE	Credo Health 92/1 A, Konappanna St Agrahara Electronic City Banglore-560100	3,08,214
84	2019-2020	SHARAN M C	ECE	Sutherland Global Services Tower 1-B, DLF IT Park, 1/124, Shivaji Gardens, Mount Poonamallee Rd, opp. Moonlight Bus Stop, Ramapuram, Chennai, Tamil Nadu 600089	3,00,000
85	2019-2020	SHATHIRKA R	ECE	Sutherland Global Services Tower 1-B, DLF IT Park, 1/124, Shivaji Gardens, Mount Poonamallee Rd, opp. Moonlight Bus Stop, Ramapuram, Chennai,	3,00,000



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				Tamil Nadu 600089	
86	2019-2020	SHOBANA G	ECE	INFOSYS BPM Ltd, Building 48,4 TH floor,Section 1, Electronic city,Hosur Road,Bangalore-560100	3,24,996
87	2019-2020	SRIDHAR S	ECE	Sutherland Global Services Tower 1-B, DLF IT Park, 1/124, Shivaji Gardens, Mount Poonamallee Rd, opp. Moonlight Bus Stop, Ramapuram, Chennai, Tamil Nadu 600089	3,00,000
88	2019-2020	SRINIVASAN M	ECE	Credo Health 92/1 A, Konappanna St Agrahara Electronic City Bangalore-560100	3,08,214
89	2019-2020	SWAPNA R	ECE	Atos Syntel Plot No. H7 & H8, SIPCOT IT Park, Siruseri, Chennai 603 103	3,40,000
90	2019-2020	SWATHI S	ECE	Sutherland Global Services Tower 1-B, DLF IT Park, 1/124, Shivaji Gardens, Mount Poonamallee Rd, opp. Moonlight Bus Stop, Ramapuram, Chennai, Tamil Nadu 600089	3,00,000
91	2019-2020	VANMATHI M	ECE	Credo Health 92/1 A, Konappanna St Agrahara Electronic City Bangalore-560100	3,08,214
92	2019-2020	VARALAKSHMI A	ECE	CGI Information Systems and Management Consultants Pvt. Ltd. e-City, Tower 2, No.95/1 & 95/2 Electronics City , Phase-I Bangalore-560100	3,50,004
93	2019-2020	VARSHA A	ECE		3,00,000





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				Sutherland Global Services Tower 1-B, DLF IT Park, 1/124, Shivaji Gardens, Mount Poonamallee Rd, opp. Moonlight Bus Stop, Ramapuram, Chennai, Tamil Nadu 600089	
94	2019-2020	VELU M	ECE	Credo Health 92/1 A, Konappanna St Agrahara Electronic City Bangalore-560100	3,08,214
95	2019-2020	VINODHINI V	ECE	Sutherland Global Services Tower 1-B, DLF IT Park, 1/124, Shivaji Gardens, Mount Poonamallee Rd, opp. Moonlight Bus Stop, Ramapuram, Chennai, Tamil Nadu 600089	3,00,000
96	2019-2020	VINOTH KUMAR S	ECE	Credo Health 92/1 A, Konappanna St Agrahara Electronic City Bangalore-560100	3,08,214
97	2019-2020	JAYASURIYA S	ECE	Sutherland Global Services Tower 1-B, DLF IT Park, 1/124, Shivaji Gardens, Mount Poonamallee Rd, opp. Moonlight Bus Stop, Ramapuram, Chennai, Tamil Nadu 600089	3,00,000
98	2019-2020	SUCHITHRA ROY	ECE	Atos Syntel Plot No. H7 & H8, SIPCOT IT Park, Siruseri, Chennai 603 103	3,40,000
99	2019-2020	SUNITHA B	ECE	Sutherland Global Services Tower 1-B, DLF IT Park, 1/124, Shivaji Gardens, Mount	3,00,000




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				Poonamallee Rd, opp. Moonlight Bus Stop, Ramapuram, Chennai, Tamil Nadu 600089	
100	2019-2020	SUVITHA B	ECE	CGI Information Systems and Management Consultants Pvt. Ltd. e-City, Tower 2, No.95/1 & 95/2 Electronics City , Phase-I Bangalore-560100	3,50,004
101	2019-2020	AJITH KUMAR E	EEE	Salcomp Technologies India private limited Nokia telecom SEZ,SIPCOT Industrial Park, Phase-I Sriperumbudur, Kanchipuram District, Tamil nadu-602105	1,80,000
102	2019-2020	ARAVINDAN R	EEE	LS Automotive India Pvt ltd, Survey Nos.280,281,292,340/1B5, Poonamalee-Gudapakkam Village, Poonamalee Taluk, Thiruvallur District-600 124,	2,22,308
103	2019-2020	DINESHKUMAR C	EEE	Salcomp Technologies India private limited Nokia telecom SEZ,SIPCOT Industrial Park, Phase-I Sriperumbudur, Kanchipuram District, Tamil nadu-602105	1,80,000
104	2019-2020	HARI KUMAR K	EEE	LS Automotive India Pvt ltd, Survey Nos.280,281,292,340/1B5, Poonamalee-Gudapakkam Village, Poonamalee Taluk, Thiruvallur District-600 124,	2,22,308



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				Tamilnadu, India	
105	2019-2020	JAGAN D	EEE	Salcomp Technologies India private limited Nokia telecom SEZ,SIPCOT Industrial Park, Phase-I Sriperumbudur, Kanchipuram District, Tamil nadu-602105	1,80,000
106	2019-2020	LAKSHMI N	EEE	Salcomp Technologies India private limited Nokia telecom SEZ,SIPCOT Industrial Park, Phase-I Sriperumbudur, Kanchipuram District, Tamil nadu-602105	1,80,000
107	2019-2020	MOHANA PRIYA S	EEE	Salcomp Technologies India private limited Nokia telecom SEZ,SIPCOT Industrial Park, Phase-I Sriperumbudur, Kanchipuram District, Tamil nadu-602105	1,80,000
108	2019-2020	NAVAJOTHI R	EEE	LS Automotive India Pvt ltd, Survey Nos.280,281, 292,340/1B5, Poonamalee-Gudapakkam Village, Poonamalee Taluk, Thiruvallur District-600 124,	2,22,308
109	2019-2020	PRABAVATHI K	EEE	Salcomp Technologies India private limited Nokia telecom SEZ,SIPCOT Industrial Park, Phase-I Sriperumbudur, Kanchipuram District,	1,80,000



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				Tamil nadu-602105	
110	2019-2020	PUNITH KUMAR R	EEE	LS Automotive India Pvt Ltd, Survey Nos.280,281, 292,340/1B5, Poonamalee-Gudapakkam Village, Poonamalee Taluk, Thiruvallur District-600 124,	2,22,308
111	2019-2020	SAKTHIVEL T	EEE	Salcomp Technologies India private limited Nokia telecom SEZ,SIPCOT Industrial Park, Phase-I Sriperumbudur, Kanchipuram District, Tamil nadu-602105	1,80,000
112	2019-2020	SIVAKUMAR B	EEE	Salcomp Technologies India private limited Nokia telecom SEZ,SIPCOT Industrial Park, Phase-I Sriperumbudur, Kanchipuram District, Tamil nadu-602105	1,80,000
113	2019-2020	VASANTH KUMAR S	EEE	LS Automotive India Pvt Ltd, Survey Nos.280,281, 292,340/1B5, Poonamalee-Gudapakkam Village, Poonamalee Taluk, Thiruvallur District-600 124,	2,22,308
114	2019-2020	VEL S	EEE	Salcomp Technologies India private limited Nokia telecom SEZ,SIPCOT Industrial Park, Phase-I Sriperumbudur, Kanchipuram District, Tamil nadu-602105	1,80,000




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115	2019-2020	ASHOK KUMAR P	EEE	Salcomp Technologies India private limited Nokia telecom SEZ,SIPCOT Industrial Park, Phase-I Sriperumbudur, Kanchipuram District, Tamil nadu-602105	1,80,000
116	2019-2020	BALAJI G	EEE	Salcomp Technologies India private limited Nokia telecom SEZ,SIPCOT Industrial Park, Phase-I Sriperumbudur, Kanchipuram District, Tamil nadu-602105	1,80,000
117	2019-2020	GAJENDRAN G	EEE	Salcomp Technologies India private limited Nokia telecom SEZ,SIPCOT Industrial Park, Phase-I Sriperumbudur, Kanchipuram District, Tamil nadu-602105	1,80,000
118	2019-2020	LOKESH T	EEE	LS Automotive India Pvt ltd, Survey Nos.280,281, 292,340/1B5, Poonamalee-Gudapakkam Village, Poonamalee Taluk, Thiruvallur District-600 124, Tamilnadu, India	2,22,308
119	2019-2020	MUNI SEKAR G	EEE	Salcomp Technologies India private limited Nokia telecom SEZ,SIPCOT Industrial Park, Phase-I Sriperumbudur, Kanchipuram District,	1,80,000




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				Tamil nadu-602105	
120	2019-2020	PRADEEP KUMAR B	EEE	LS Automotive India Pvt Ltd, Survey Nos.280,281, 292,340/1B5, Poonamalee-Gudapakkam Village, Poonamalee Taluk, Thiruvallur District-600 124, Tamilnadu, India	2,22,308
121	2019-2020	PRAVEEN KANNAN R	EEE	Salcomp Technologies India private limited Nokia telecom SEZ,SIPCOT Industrial Park, Phase-I Sriperumbudur, Kanchipuram District, Tamil nadu-602105	1,80,000
122	2019-2020	SATHISH KUMAR K	EEE	Salcomp Technologies India private limited Nokia telecom SEZ,SIPCOT Industrial Park, Phase-I Sriperumbudur, Kanchipuram District, Tamil nadu-602105	1,80,000
123	2019-2020	AKASH D	MECH	Team Lease O:5,Annai Velankanni Nagar, PattunoolChatram Sriperumbudur,Kanchi puram,, Chennai - 602105, Tamil Nadu, India	2,20,032
124	2019-2020	ANAND D	MECH	Team Lease O:5,Annai Velankanni Nagar, PattunoolChatram Sriperumbudur,Kanchi puram,, Chennai - 602105, Tamil Nadu, India	2,20,032
125	2019-2020	ANWAR BASHA G	MECH	LS Automotive India Pvt	2,22,308




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				ltd, Survey Nos.280,281, 292,340/1B5, Poonamalee-Gudapakkam Village, Poonamalee Taluk, Thiruvallur District-600 124, Tamilnadu, India	
126	2019-2020	ARUN V	MECH	LS Automotive India Pvt ltd, Survey Nos.280,281, 292,340/1B5, Poonamalee-Gudapakkam Village, Poonamalee Taluk, Thiruvallur District-600 124, Tamilnadu, India	2,22,308
127	2019-2020	ARUN RAJ R	MECH	VERSO3D No.313,Apeejay house,39/12 Haddows Road,Nungambakkam,Che nnai-600006	2,16,000
128	2019-2020	BALAJI V	MECH	LS Automotive India Pvt ltd, Survey Nos.280,281, 292,340/1B5, Poonamalee-Gudapakkam Village, Poonamalee Taluk, Thiruvallur District-600 124,	2,22,308
129	2019-2020	DEPASRIDHAR B	MECH	Team Lease O:5,Annai Velankanni Nagar, PattunoolChatram Sriperumbudur,Kanchi puram,, Chennai - 602105, Tamil Nadu, India	2,02,032
130	2019-2020	DON VINCIENT J	MECH	VERSO3D No.313,Apeejay house,39/12 Haddows Road,	2,16,000



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				Nungambakkam, Chennai-600006	
131	2019-2020	FRANKLIN SELVAKUMAR S	MECH	LS Automotive India Pvt ltd, Survey Nos.280,281, 292,340/1B5, Poonamalee-Gudapakkam Village, Poonamalee Taluk, Thiruvallur District-600 124	2,22,308
132	2019-2020	GUNANITHI	MECH	Team Lease O:5,Annai Velankanni Nagar, PattunoolChatram Sriperumbudur,Kanchi puram,, Chennai - 602105,	2,02,032
133	2019-2020	HARIHARAN S	MECH	VERSO3D No.313,Apeejay house,39/12 Haddows Road, Nungambakkam, Chennai-600006	2,16,000
134	2019-2020	JAFFAR ALI N	MECH	Team Lease O:5,Annai VelankanniNagar, PattunoolChatram Sriperumbudur,Kanchi puram,, Chennai - 602105,	2,02,032
135	2019-2020	KARTGICK B(15.3.99)	MECH	LS Automotive India Pvt ltd, Survey Nos.280,281, 292,340/1B5, Poonamalee-Gudapakkam Village, Poonamalee Taluk, Thiruvallur District-600 124,	2,22,308
136	2019-2020	KARTHICK N	MECH	KIA INDIA PRIVATE LIMITED No.151-2 Erramanchi, Penukonda, Anantapur	3,30,587



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				District-515164	
137	2019-2020	MANIKANDAN M	MECH	VERSO3D No.313,Apeejay house,39/12 Haddows Road, Nungambakkam, Chennai-600006	2,16,000
138	2019-2020	NAGENDRAN M	MECH	VERSO3D No.313,Apeejay house,39/12 Haddows Road, Nungambakkam, Chennai-600006	2,16,000
139	2019-2020	NAVEEN SUNDAR SINGH M	MECH	Team Lease O:5,Annai Velankanni Nagar, PattunoolChatram Sriperumbudur, Kanchipuram,, Chennai - 602105	2,02,032
140	2019-2020	NIRMAL KUMAR G	MECH	LS Automotive India Pvt Ltd, Survey Nos.280,281, 292,340/1B5, Poonamalee-Gudapakkam Village, Poonamalee Taluk, Thiruvallur District-600 124,	2,22,308
141	2019-2020	PARTHIBAN S	MECH	Team Lease O:5,Annai Velankanni Nagar, PattunoolChatram Sriperumbudur,Kanchi puram,, Chennai - 602105,	2,02,032
142	2019-2020	POOVARASAN S	MECH	KIA INDIA PRIVATE LIMITED No.151-2 Erramanchi, Penukonda, Anantapur District-515164	3,30,587
143	2019-2020	PRAKASH K	MECH	VERSO3D No.313,Apeejay house,39/12	2,16,000



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				Haddows Road, Nungambakkam, Chennai-600006	
144	2019-2020	RAGAVENDRAN G	MECH	KIA INDIA PRIVATE LIMITED No.151-2 Erramanchi, Penukonda, Anantapur District-515164	3,30,587
145	2019-2020	RAHUL B	MECH	LS Automotive India Pvt Ltd, Survey Nos.280,281, 292,340/1B5, Poonamalee-Gudapakkam Village, Poonamalee Taluk, Thiruvallur District-600 124	2,22,308
146	2019-2020	RAMANAN N	MECH	KIA INDIA PRIVATE LIMITED No.151-2 Erramanchi, Penukonda, Anantapur District-515164	3,30,587
147	2019-2020	ROHIT S	MECH	VERSO3D No.313,Apeejay house,39/12 Haddows Road, Nungambakkam, Chennai-600006	2,16,000
148	2019-2020	SARANRAJ	MECH	LS Automotive India Pvt Ltd, Survey Nos.280,281, 292,340/1B5, Poonamalee-Gudapakkam Village, Poonamalee Taluk, Thiruvallur District-600 124,	2,22,308
149	2019-2020	SARAVANAN K	MECH	LS Automotive India Pvt Ltd, Survey Nos.280,281, 292,340/1B5, Poonamalee-Gudapakkam Village, Poonamalee	2,22,308




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				Taluk, Thiruvallur District-600 124,	
150	2019-2020	SATHISHKUMAR A	MECH	VERSO3D No.313,Apeejay house,39/12 Haddows Road,Nungambakkam,Che nnai-600006	2,16,000
151	2019-2020	SRI GOWTHA KANISHKAR AM	MECH	LS Automotive India Pvt Ltd, Survey Nos.280,281, 292,340/1B5, Poonamalee-Gudapakkam Village, Poonamalee Taluk, Thiruvallur District-600 124,	2,22,308
152	2019-2020	TAMIL SELVAN K	MECH	LS Automotive India Pvt Ltd, Survey Nos.280,281, 292,340/1B5, Poonamalee-Gudapakkam Village, Poonamalee Taluk, Thiruvallur District-600 124,	2,22,308
153	2019-2020	TILAK SURYA M	MECH	KIA INDIA PRIVATE LIMITED No.151-2 Erramanchi, Penukonda, Anantapur District-515164	3,30,587
154	2019-2020	UMA MAHESHWARAN ARU	MECH	Team Lease O:5,Annai Velankanni Nagar, Pattunool Chatram Sriperumbudur, Kanchipuram,, Chennai - 602105, Tamil Nadu, India	2,02,032
155	2019-2020	VASANTH V	MECH	LS Automotive India Pvt Ltd, Survey Nos.280,281,292,340/1B5, Poonamalee-Gudapakkam	2,22,308




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				Village, Poonamalee Taluk, Thiruvallur District-600 124,	
156	2019-2020	VASUMATHI M	MECH	KIA INDIA PRIVATE LIMITED No.151-2 Erramanchi, Penukonda, Anantapur District-515164	3,30,587
157	2019-2020	VELU K	MECH	VERSO3D No.313, Apeejay house, 39/12 Haddows Road, Nungambakkam, Chennai-600006	2,16,000
158	2019-2020	VENKATESH M	MECH	KIA INDIA PRIVATE LIMITED No.151-2 Erramanchi, Penukonda, Anantapur District-515164	3,30,587
159	2019-2020	VIGNESH S	MECH	Team Lease O:5, Annai Velankanni Nagar, Pattunool Chatram Sriperumbudur, Kanchipuram,, Chennai - 602105,	2,02,032
160	2019-2020	YUVARAJ S	MECH	LS Automotive India Pvt ltd, Survey Nos.280,281,292,340/1B5, Poonamalee-Gudapakkam Village, Poonamalee Taluk, Thiruvallur District-600 124,	2,22,308
161	2019-2020	ABDULSALAM A	MECH	VERSO3D No.313, Apeejay house, 39/12 Haddows Road, Nungambakkam, Chennai-600006	2,16,000
162	2019-2020	ASHOK KUMAR M	MECH	KIA INDIA PRIVATE LIMITED No.151-2 Erramanchi,	3,30,587




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				Penukonda, Anantapur District-515164	
163	2019-2020	ASWIN R	MECH	Team Lease O:5,Annai Velankanni Nagar, Pattunool Chatram Sriperumbudur,Kanchi uram,, Chennai - 602105, Tamil Nadu, India	2,02,032
164	2019-2020	HARI S	MECH	LS Automotive India Pvt Ltd, Survey Nos.280,281,292,340/1B5, Poonamalee-Gudapakkam Village, Poonamalee Taluk, Thiruvallur District-600 124, Tamilnadu, India	2,22,308
165	2019-2020	IRSHATH AHAMED T	MECH	VERSO3D No.313,Apeejay house,39/12 Haddows Road,Nungambakkam,Che nnai-600006	2,16,000
166	2019-2020	JAYAKANTH R	MECH	KIA INDIA PRIVATE LIMITED No.151-2 Erramanchi,Penukonda, Anantapur District-515164	3,30,587
167	2019-2020	KANNAN S	MECH	KIA INDIA PRIVATE LIMITED No.151-2 Erramanchi,Penukonda, Anantapur District-515164	3,30,587
168	2019-2020	KIRAN K	MECH	Team Lease O:5,Annai Velankanni Nagar, Pattunool Chatram Sriperumbudur,Kanchi uram,, Chennai - 602105, Tamil Nadu, India	2,02,032



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169	2019-2020	KOUSIGAN E	MECH	LS Automotive India Pvt Ltd, Survey Nos.280,281,292,340/1B5, Poonamalee-Gudapakkam Village, Poonamalee Taluk, Thiruvallur District-600 124, Tamilnadu, India	2,22,308
170	2019-2020	LOKESH JE	MECH	VERSO3D No.313,Apeejay house,39/12 Haddows Road,Nungambakkam,Che nnai-600006	2,16,000
171	2019-2020	MANIGANDAN C	MECH	LS Automotive India Pvt Ltd, Survey Nos.280,281,292,340/1B5, Poonamalee-Gudapakkam Village, Poonamalee Taluk, Thiruvallur District-600 124,	2,22,308
172	2019-2020	MOHAMED MUZAMIL H	MECH	KIA INDIA PRIVATE LIMITED No.151-2 Erramanchi, Penukonda, Anantapur District-515164	3,30,587
173	2019-2020	NETHAJI S	MECH	VERSO3D No.313,Apeejay house,39/12 Haddows Road,Nungambakkam,Che nnai-600006	2,16,000
174	2019-2020	PRAKASH N	MECH	Team Lease O:5,Annai Velankanni Nagar, Pattunool Chatram Sriperumbudur,Kanchip uram,, Chennai - 602105,	2,02,032
175	2019-2020	PRITHIVIRAJ C	MECH	VERSO3D No.313,Apeejay	2,16,000



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				house,39/12 Haddows Road,Nungambakkam,Chennai-600006	
176	2019-2020	RAMESH A	MECH	Team Lease O:5,Annai Velankanni Nagar, Pattunool Chatram Sriperumbudur,Kanchipuram,, Chennai - 602105,	2,02,032
177	2019-2020	SELVAGANAPATHY C	MECH	KIA INDIA PRIVATE LIMITED No.151-2 Erramanchi, Penukonda, Anantapur District-515164	3,30,587
178	2019-2020	SHANMUGAVELAN P	MECH	VERSO3D No.313,Apeejay house,39/12 Haddows Road, Nungambakkam, Chennai-600006	2,16,000
179	2019-2020	SURYA N	MECH	KIA INDIA PRIVATE LIMITED No.151-2 Erramanchi, Penukonda, Anantapur District-515164	3,30,587
180	2019-2020	TAMILARASAN R	MECH	VERSO3D No.313,Apeejay house,39/12 Haddows Road, Nungambakkam, Chennai-600006	2,16,000
181	2019-2020	VINOTHKUMAR U	MECH	Team Lease O:5,Annai Velankanni Nagar, Pattunool Chatram Sriperumbudur,Kanchipuram,, Chennai - 602105,	2,02,032
182	2019-2020	YUVARAJ K	MECH	KIA INDIA PRIVATE LIMITED No.151-2 Erramanchi,	3,30,587




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				Penukonda, Anantapur District-515164	
183	2019-2020	AJITH.E	MBA	ELTA TECHNOLOGIES No.D 30, 3rd Main Road, Sector 2, 9th Street, Ambattur Industrial Estate, Chennai - 600058	2,56,000
184	2019-2020	AJITH KUMAR.A	MBA	Prochant DLF IT Park, Block 3,Ground Floor,1/124, Mount poonamalee Road, Post , Nandambakkam, Chennai,-600089	2,40,000
185	2019-2020	AMAL RAJ.C	MBA	Sutherland Global Services Tower 1-B, DLF IT Park, 1/124, Shivaji Gardens, Mount Poonamallee Rd, opp. Moonlight Bus Stop, Ramapuram, Chennai	3,00,000
186	2019-2020	BHAVANI.K	MBA	Sutherland Global Services Tower 1-B, DLF IT Park, 1/124, Shivaji Gardens, Mount Poonamallee Rd, opp. Moonlight Bus Stop, Ramapuram, Chennai	3,00,000
187	2019-2020	EPISA.S	MBA	ELTA TECHNOLOGIES No.D 30, 3rd Main Road, Sector 2, 9th Street, Ambattur Industrial Estate, Chennai - 600058	2,56,000
188	2019-2020	GOVARATHNAM.V	MBA	Prochant DLF IT Park, Block 3,Ground Floor,1/124, Mount poonamalee Road, Post , Nandambakkam, Chennai, Tamilnadu-600089	2,40,000
189	2019-2020	INDHU.G.S	MBA	Sutherland Global	3,00,000



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				Services Tower 1-B, DLF IT Park, 1/124, Shivaji Gardens, Mount Poonamallee Rd, opp. Moonlight Bus Stop, Ramapuram, Chennai, Tamil Nadu 600089	
190	2019-2020	JAYACHANDRAN.M	MBA	ELTA TECHNOLOGIES No.D 30, 3rd Main Road, Sector 2, 9th Street, Ambattur Industrial Estate, Chennai - 600058	2,56,000
191	2019-2020	KATHIRVEL.K	MBA	Sutherland Global Services Tower 1-B, DLF IT Park, 1/124, Shivaji Gardens, Mount Poonamallee Rd, opp. Moonlight Bus Stop, Ramapuram, Chennai, Tamil Nadu 600089	3,00,000
192	2019-2020	KOTHANDAN.V	MBA	ELTA TECHNOLOGIES No.D 30, 3rd Main Road, Sector 2, 9th Street, Ambattur Industrial Estate, Chennai - 600058	2,56,000
193	2019-2020	LOKESH NARAYANAN. R	MBA	Sutherland Global Services Tower 1-B, DLF IT Park, 1/124, Shivaji Gardens, Mount Poonamallee Rd, opp. Moonlight Bus Stop, Ramapuram, Chennai	3,00,000
194	2019-2020	MONISHA.K	MBA	Prochant DLF IT Park, Block 3,Ground Floor,1/124, Mount poonamalee Road, Post , Nandambakkam, Chennai, Tamilnadu-600089	2,40,000
195	2019-2020	MONISHA.V	MBA		3,00,000



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				Sutherland Global Services Tower 1-B, DLF IT Park, 1/124, Shivaji Gardens, Mount Poonamallee Rd, opp. Moonlight Bus Stop, Ramapuram, Chennai, Tamil Nadu 600089	
196	2019-2020	NELSON.M	MBA	Sutherland Global Services Tower 1-B, DLF IT Park, 1/124, Shivaji Gardens, Mount Poonamallee Rd, opp. Moonlight Bus Stop, Ramapuram, Chennai, Tamil Nadu 600089	3,00,000
197	2019-2020	NIVETHA.S	MBA	Sutherland Global Services Tower 1-B, DLF IT Park, 1/124, Shivaji Gardens, Mount Poonamallee Rd, opp. Moonlight Bus Stop, Ramapuram, Chennai, Tamil Nadu 600089	3,00,000
198	2019-2020	PRADEEP KUMAR.K	MBA	ELTA TECHNOLOGIES No.D 30, 3rd Main Road, Sector 2, 9th Street, Ambattur Industrial Estate, Chennai - 600058	2,56,000
199	2019-2020	PREETHIL	MBA	Sutherland Global Services Tower 1-B, DLF IT Park, 1/124, Shivaji Gardens, Mount Poonamallee Rd, opp. Moonlight Bus Stop, Ramapuram, Chennai, Tamil Nadu 600089	3,00,000
200	2019-2020	RAM YERAPPA	MBA	Prochant DLF IT Park, Block 3,Ground Floor,1/124, Mount poonamalee Road,	2,40,000



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Thirupachur, Thiruvallur - 631 203



SRI VENKATESWARA

COLLEGE OF ENGINEERING AND TECHNOLOGY

Thirupachur-631203, Tiruvallur TK & DT
Approved by AICTE New Delhi & Affiliated to Anna University, Chennai
(A Telugu Minority Institution)

				Post , Nandambakkam, Chennai, Tamilnadu-600089	
201	2019-2020	REENA.P	MBA	ELTA TECHNOLOGIES No.D 30, 3rd Main Road, Sector 2, 9th Street, Ambattur Industrial Estate, Chennai - 600058	2,56,000
202	2019-2020	ROHINI.A	MBA	Sutherland Global Services Tower 1-B, DLF IT Park, 1/124, Shivaji Gardens, Mount Poonamallee Rd, opp. Moonlight Bus Stop, Ramapuram, Chennai, Tamil Nadu 600089	3,00,000
203	2019-2020	SANDHEEP.M	MBA	Prochant DLF IT Park, Block 3,Ground Floor,1/124, Mount poonamalee Road, Post , Nandambakkam, Chennai, Tamilnadu-600089	2,40,000
204	2019-2020	SARAVANA.A	MBA	Prochant DLF IT Park, Block 3,Ground Floor,1/124, Mount poonamalee Road, Post , Nandambakkam, Chennai, Tamilnadu-600089	2,40,000
205	2019-2020	SARAVANAN.Y	MBA	ELTA TECHNOLOGIES No.D 30, 3rd Main Road, Sector 2, 9th Street, Ambattur Industrial Estate, Chennai - 600058	2,56,000
206	2019-2020	SATHISH.S	MBA	Prochant DLF IT Park, Block 3,Ground	2,40,000



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				Floor,1/124, Mount poonamalee Road, Post , Nandambakkam, Chennai, Tamilnadu-600089	
207	2019-2020	SHAGANA.K	MBA	Sutherland Global Services Tower 1-B, DLF IT Park, 1/124, Shivaji Gardens, Mount Poonamallee Rd, opp. Moonlight Bus Stop, Ramapuram, Chennai	3,00,000
208	2019-2020	SUBHASHINI.S	MBA	Sutherland Global Services Tower 1-B, DLF IT Park, 1/124, Shivaji Gardens, Mount Poonamallee Rd, opp. Moonlight Bus Stop, Ramapuram, Chennai	3,00,000
209	2019-2020	SUNDAR RAJ.J	MBA	Sutherland Global Services Tower 1-B, DLF IT Park, 1/124, Shivaji Gardens, Mount Poonamallee Rd, opp. Moonlight Bus Stop, Ramapuram, Chennai	3,00,000
210	2019-2020	SURYA. C	MBA	ELTA TECHNOLOGIES No.D 30, 3rd Main Road, Sector 2, 9th Street, Ambattur Industrial Estate, Chennai - 600058	2,56,000
211	2019-2020	TAMILARASI.K	MBA	Prochant DLF IT Park, Block 3,Ground Floor,1/124, Mount poonamalee Road, Post , Nandambakkam, Chennai, Tamilnadu-600089	2,40,000
212	2019-2020	TAMIL SELVI.K	MBA	Sutherland Global Services Tower 1-B, DLF IT Park, 1/124, Shivaji	3,00,000



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				Gardens, Mount Poonamallee Rd, opp. Moonlight Bus Stop, Ramapuram, Chennai	
213	2019-2020	THULASIRAM. NP	MBA	Sutherland Global Services Tower 1-B, DLF IT Park, 1/124, Shivaji Gardens, Mount Poonamallee Rd, opp. Moonlight Bus Stop, Ramapuram, Chennai	3,00,000
214	2019-2020	VELMURUGAN.G	MBA	ELTA TECHNOLOGIES No.D 30, 3rd Main Road, Sector 2, 9th Street, Ambattur Industrial Estate, Chennai - 600058	2,56,000
215	2019-2020	VIMALA.R	MBA	Sutherland Global Services Tower 1-B, DLF IT Park, 1/124, Shivaji Gardens, Mount Poonamallee Rd, opp. Moonlight Bus Stop, Ramapuram, Chennai	3,00,000
216	2019-2020	VISHALI.D	MBA	ELTA TECHNOLOGIES No.D 30, 3rd Main Road, Sector 2, 9th Street, Ambattur Industrial Estate, Chennai - 600058	2,56,000
217	2019-2020	VISHANTH.M	MBA	Prochant DLF IT Park, Block 3,Ground Floor,1/124, Mount poonamallee Road, Post , Nandambakkam, Chennai, Tamilnadu-600089	2,40,000
218	2019-2020	YUVARANI.S	MBA	Sutherland Global Services Tower 1-B, DLF IT Park, 1/124, Shivaji Gardens, Mount Poonamallee Rd, opp. Moonlight Bus Stop,	3,00,000



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				Ramapuram, Chennai, Tamil Nadu 600089	
219	2019-2020	ARUNA V E	MCA	Collabera Technologies Pvt.Ltd. Apex Plaza, 3rd Floor, Nungambakkam High Road, Nungambakkam, Chennai - 600034	2,24,000
220	2019-2020	BAVANI R	MCA	CGI Information Systems and Management Consultants Pvt. Ltd. e-City, Tower 2, No.95/1 & 95/2 Electronics City , Phase-I Banglore-560100	3,50,004
221	2019-2020	CHANDIRA DEVI R	MCA	CGI Information Systems and Management Consultants Pvt. Ltd. e-City, Tower 2, No.95/1 & 95/2 Electronics City , Phase-I Banglore-560100	3,50,004
222	2019-2020	DINISH KUMAR K	MCA	Prochant DLF IT Park, Block 3,Ground Floor,1/124, Mount poonamalee Road, Post , Nandambakkam Chennai, Tamilnadu-600089	2,40,000
223	2019-2020	DIVYA S	MCA	Sutherland Global Services Tower 1-B, DLF IT Park, 1/124, Shivaji Gardens, Mount Poonamallee Rd, opp. Moonlight Bus Stop, Ramapuram, Chennai, Tamil Nadu 600089	3,00,000
224	2019-2020	JEGOVANISHI S	MCA	Collabera Technologies Pvt.Ltd.	2,24,000



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				Apex Plaza, 3rd Floor, Nungambakkam High Road, Nungambakkam, Chennai - 600034	
225	2019-2020	KALAIMOZHIR	MCA	CGI Information Systems and Management Consultants Pvt. Ltd. e-City, Tower 2, No.95/1 & 95/2 Electronics City , Phase-I Banglore-560100	3,50,004
226	2019-2020	KANAKA S	MCA	Prochant DLF IT Park, Block 3,Ground Floor,1/124, Mount poonamalee Road, Post , Nandambakkam, Chennai, Tamilnadu-600089	2,40,000
227	2019-2020	KIRUBAKARAN S	MCA	AGS Health Private Limited No.4, Canara Bank road,Chennai-600113	2,04,000
228	2019-2020	LATHA V	MCA	Collabera Technologies Pvt.Ltd. Apex Plaza, 3rd Floor, Nungambakkam High Road, Nungambakkam, Chennai - 600034	2,24,000
229	2019-2020	MADHAN A GOPAL T	MCA	Sutherland Global Services Tower 1-B, DLF IT Park, 1/124, Shivaji Gardens, Mount Poonamallee Rd, opp. Moonlight Bus Stop, Ramapuram, Chennai, Tamil Nadu 600089	3,00,000
230	2019-2020	MAYTHINI M	MCA	Prochant DLF IT Park, Block 3,Ground Floor,1/124,	2,40,000



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				Mount poonamalee Road, Post , Nandambakkam, Chennai, Tamilnadu-600089	
231	2019-2020	MINNALOLIL	MCA	AGS Health Private Limited No.4, Canara Bank road,Chennai-600113	2,04,000
232	2019-2020	MOHANSUNDARI S	MCA	Sutherland Global Services Tower 1-B, DLF IT Park, 1/124, Shivaji Gardens, Mount Poonamallee Rd, opp. Moonlight Bus Stop, Ramapuram, Chennai	3,00,000
233	2019-2020	MONIKA D	MCA	Prochant DLF IT Park, Block 3,Ground Floor,1/124, Mount poonamalee Road, Post , Nandambakkam, Chennai, Tamilnadu-600089	2,40,000
234	2019-2020	MUGILAN A K	MCA	Sutherland Global Services Tower 1-B, DLF IT Park, 1/124, Shivaji Gardens, Mount Poonamallee Rd, opp. Moonlight Bus Stop, Ramapuram, Chennai, Tamil Nadu 600089	3,00,000
235	2019-2020	PALLVALI P	MCA	Sutherland Global Services Tower 1-B, DLF IT Park, 1/124, Shivaji Gardens, Mount Poonamallee Rd, opp. Moonlight Bus Stop, Ramapuram, Chennai, Tamil Nadu 600089	3,00,000
236	2019-2020	PAVITHRA S	MCA	CGI Information Systems and Management	3,50,004




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				Consultants Pvt. Ltd. e-City, Tower 2, No.95/1 & 95/2 Electronics City , Phase-I Banglore-560100	
237	2019-2020	PREM KUMAR S	MCA	AGS Health Private Limited No.4, Canara Bank road,Chennai-600113	2,04,000
238	2019-2020	PRIYA J	MCA	TEMINOS SEZ-Unit-II , Level 7, Building,No.H06,HiTech City2 Phoenix info city, Hyderabad, Telangana-500081	3,58,221
239	2019-2020	RAMYA N	MCA	AGS Health Private Limited No.4, Canara Bank road,Chennai-600113	2,04,000
240	2019-2020	SANTHANA LAKSHMI V	MCA	CGI Information Systems and Management Consultants Pvt. Ltd. e-City, Tower 2, No.95/1 & 95/2 Electronics City , Phase-I Banglore-560100	3,50,004
241	2019-2020	SARANYA R	MCA	Prochant DLF IT Park, Block 3,Ground Floor,1/124, Mount poonamalee Road, Post , Nandambakkam, Chennai	2,40,000
242	2019-2020	SASTHA KUMAR P	MCA	TEMINOS SEZ-Unit-II , Level 7, Building,No.H06,HiTech City2 Phoenix info city, Hyderabad, Telangana-500081	3,58,221
243	2019-2020	SATHISH KUMAR A S	MCA	Sutherland Global Services Tower 1-B, DLF IT Park, 1/124, Shivaji Gardens, Mount Poonamallee Rd, opp.	3,00,000




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				Moonlight Bus Stop, Ramapuram, Chennai	
244	2019-2020	SATHYA V D	MCA	AGS Health Private Limited No.4, Canara Bank road,Chennai-600113	2,04,000
245	2019-2020	SUJITHA K	MCA	TEMINOS SEZ-Unit-II , Level 7, Building,No.H06,HiTech City2 Phoenix info city, Hyderabad, Telangana-500081	3,58,221
246	2019-2020	TAMILSELVI N	MCA	Prochant DLF IT Park, Block 3,Ground Floor,1/124, Mount poonamalee Road, Post , Nandambakkam, Chennai	2,40,000
247	2019-2020	TAMIZHVANAN R	MCA	AGS Health Private Limited No.4, Canara Bank road,Chennai-600113	2,04,000
248	2019-2020	THARANI M	MCA	Prochant DLF IT Park, Block 3,Ground Floor,1/124, Mount poonamalee Road, Post , Nandambakkam, Chennai, Tamilnadu-600089	2,40,000
249	2019-2020	VANMATHI D S	MCA	Sutherland Global Services Tower 1-B, DLF IT Park, 1/124, Shivaji Gardens, Mount Poonamallee Rd, opp. Moonlight Bus Stop, Ramapuram, Chennai, Tamil Nadu 600089	3,00,000
250	2019-2020	VINITHA E	MCA	CGI Information Systems and Management Consultants Pvt. Ltd.	3,50,004



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				e-City, Tower 2, No.95/1 & 95/2 Electronics City , Phase-I Bangalore-560100	
251	2019-2020	YUVARANI P	MCA	TEMINOS SEZ-Unit-II , Level 7, Building,No.H06,HiTech City2 Phoenix info city, Hyderabad, Telangana-500081	3,58,221
252	2019-2020	RAJESH R	M.E CSE	Collabera Technologies Pvt.Ltd. Apex Plaza, 3rd Floor, Nungambakkam High Road, Nungambakkam, Chennai - 600034	2,24,000
253	2019-2020	SANGEETHA S	M.E CSE	Collabera Technologies Pvt.Ltd. Apex Plaza, 3rd Floor, Nungambakkam High Road, Nungambakkam, Chennai - 600034	2,24,000
254	2019-2020	VINODHINI A	M.E CSE	Collabera Technologies Pvt.Ltd. Apex Plaza, 3rd Floor, Nungambakkam High Road, Nungambakkam, Chennai - 600034	2,24,000
255	2019-2020	BHARATH M	M.E PED	Sutherland Global Services Tower 1-B, DLF IT Park, 1/124, Shivaji Gardens, Mount Poonamallee Rd, opp. Moonlight Bus Stop, Ramapuram, Chennai, Tamil Nadu 600089	3,00,000
256	2019-2020	MATHIAS RAJ M	M.E PED	Sutherland Global Services Tower 1-B, DLF IT Park, 1/124, Shivaji Gardens, Mount Poonamallee Rd, opp. Moonlight Bus Stop,	3,00,000



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				Ramapuram, Chennai, Tamil Nadu 600089	
257	2019-2020	ABIRAMI S	M.E VLSI	Collabera Technologies Pvt.Ltd. Apex Plaza, 3rd Floor, Nungambakkam High Road, Nungambakkam, Chennai - 600034	2,24,000
258	2019-2020	BARANI KUMARI R	M.E VLSI	Sutherland Global Services Tower 1-B, DLF IT Park, 1/124, Shivaji Gardens, Mount Poonamallee Rd, opp. Moonlight Bus Stop, Ramapuram, Chennai, Tamil Nadu 600089	3,00,000
259	2019-2020	NANDHINI O	M.E VLSI	Collabera Technologies Pvt.Ltd. Apex Plaza, 3rd Floor, Nungambakkam High Road, Nungambakkam, Chennai - 600034	2,24,000
260	2019-2020	NISHA PRIYADHARSHINI V	M.E VLSI	Sutherland Global Services Tower 1-B, DLF IT Park, 1/124, Shivaji Gardens, Mount Poonamallee Rd, opp. Moonlight Bus Stop, Ramapuram, Chennai, Tamil Nadu 600089	3,00,000
261	2019-2020	PREETHIMA S	M.E VLSI	Collabera Technologies Pvt.Ltd. Apex Plaza, 3rd Floor, Nungambakkam High Road, Nungambakkam, Chennai - 600034	2,24,000
262	2019-2020	SWATHI G	M.E VLSI	Collabera Technologies Pvt.Ltd. Apex Plaza, 3rd Floor,	2,24,000




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MST REBAR SERVICES

REBAR DETAILING & ESTIMATION

Q43, Kumaran Street, Cheyyar - 604 407, Tamilnadu, India.

04182-224267/68

senthil@mstrebarservices.com

www.mstrebarservices.com

Date:10/03/2020

Sri: Hariharan K

No 298, Pillayar koil street, Madathukuapam Senu PO, Tiruvallur 631203,

Referred by: VUAY (Rebar Detailer)

Dear Sir,

The management is pleased to appoint you as Rebar Detaller&Estimator wef 15-12-2020 on the following terms and conditions:

1. That you will be paid a consolidated salary of Rs 16,500/- per month.
2. Your appointment shall be subject to termination of either side by giving one month notice or payment of salary in lieu thereof in the event of your resignation the management may accept the same with immediate effect withstanding one month notice period
3. That during the continuance of your employment and thereafter you will keep all secrets and not divulge to any person, fem or company, such secrets or confidential information of any description which may have been obtained by you concerning the business of your company by virtue of your employment in the company.
4. If your performance is not found to be satisfactory or up to the mark or you lack efficiency, your service shall be liable. to be terminated forthwith without any notice whatsoever.
5. The company reserves the right to terminate your services without notice on the ground of:
 - Breach of policy, misconduct or unsatisfactory performance, insobriety, addiction to drugs, dis-obedience, disorderly behavior, indiscipline, absence from duty without permission, neglect of duty or any other conduct which a director or one of the managers of the company certifies in writing to be certificates to the business or interest of the company or its associates. Such certificates will be final and binding in all respects.
 - Absence for a continuous period of 8 days without prior approval of your superior including overstay of leave training
6. Casual and sick leave: Yearly 14 casual holidays allowed. (Allowable: monthly maxim 2 days/CL must be informed 5 days before) Also you would be allowed 7 days sick leaves every year. A medical certificate from a registered medical practitioner must be submitted after avoiding sick leave. ("Weekly off will be 1" & 3" or 2 & 4th Saturdays only 1
7. Your services shall be governed by the rules of the company presently in operation or that may be brought into force from time and also subject to the company's rules and regulations.
8. You will require to acceptably carrying out all the duties & responsibilities assigned to you by your manager and other person as authorized by the company to assign such duties

Please confirm the acceptance of the appointment, on the terms and conditions stated here in above. We have pleasure in welcoming you in our company and sincerely hope that your close collaboration will prove mutually beneficial.

Yours faithfully, (For MST REBAR SERVICES)

PRINCIPAL

**Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203**

(Project-Co Coordinator/Branch Head)



Declaration by Sri/Smt. Hariharan K: The above terms of appointment has been read over to me in English and the same have fully understood by me. I do here by accept all the terms and conditions of the appointment.

#Old No-122/2, New No - 44/3, Little Mount Road (Near Vijaya Bank) Saidapet,
Chennai - 600 015, Phone - 044-22351844.

TIN No : 33941223375

Cell : 9382668894
Ph : 044-25920333

KUMARAN METALS

DEALERS IN : ALL KINDS OF METALS, IRON STEEL PLASTIC SCRAB

Office No. 249, J.J.Nagar, Korukkupet, Chennai - 600 021.
Godown : 106, Velan Nagar, E.H. Road, Korukkupet, Chennai-600 021.

Ref

Date

Mr.Prakash Raj R

02-01-2020

Chennai.

Subject: offer letter for the post of "Quality engineer"

Dear Mr.Prakash Raj R,

Thank you for the keen interest you have shown in our organization. Consequent to your application and the subsequent discussions you had with us, we are pleased to appoint you as Quality engineer - Billing with kumaran metals .

We appreciate your entrepreneurial instincts and welcome your decision to join this organization. We are sure that not only will you contribute in your field of expertise but also help build this organization to be a Global Player. In doing so, together we will preserve the Core Values that we stand for.

You would be paid a gross stipend of Rs. 15,000 per month (payable on a prorated basis depending on the duration of training).

Kindly sign a copy of this letter in acceptance of the above mentioned terms and conditions and return the same for our records. It is our hope that you will work to your level best to improve the efficiency and performance of this company. Congratulations and best wishes.

Yours faithfully



For KUMARAN METALS
[Signature]
Proprietor
Authorized Signatory.

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senthil@mstrebarservices.com

www.mstrebarservices.com

3

Date: 10/03/2020

Sri: Prithivirajan N

no 6158 kamarajar salai tnhb iyyapakkam chennai - 600077,

Referred by: VUAY (Rebar Detailer)

Dear Sir,

The management is pleased to appoint you as Rebar Detaller&Estimator wef 15-12-2020 on the following terms and conditions:

1. That you will be paid a consolidated salary of Rs 16,500/- per month.
2. Your appointment shall be subject to termination of either side by giving one month notice or payment of salary in lieu thereof in the event of your resignation the management may accept the same with immediate effect withstanding one month notice period
3. That during the continuance of your employment and thereafter you will keep all secrets and not divulge to any person, fem or company, such secrets or confidential information of any description which may have been obtained by you concerning the business of your company by virtue of your employment in the company.
- 4.If your performance is not found to be satisfactory or up to the mark or you lack efficiency, your service shall be liable. to be terminated forthwith without any notice whatsoever.
- 5.The company reserves the right to terminate your services without notice on the ground of:
 - Breach of policy, misconduct or unsatisfactory performance, insobriety, addiction to drugs, dis-obedience, disorderly behavior, indiscipline, absence from duty without permission, neglect of duty or any other conduct which a director or one of the managers of the company certifies in writing to be certificates to the business or interest of the company or its associates. Such certificates will be final and binding in all respects.
 - Absence for a continuous period of 8 days without prior approval of your superior including overstay of leave training
6. Casual and sick leave: Yearly 14 casual holidays allowed. (Allowable: monthly maxim 2 days/CL must be informed 5 days before) Also you would be allowed 7 days sick leaves every year. A medical certificate from a registered medical practitioner must be submitted after avoding sick leave.("Weekly off will be 1" & 3" or 2 & 4th Saturdays only 1
7. Your services shall be governed by the rules of the company presently in operation or that may be brought into force from time and also subject to the company's rules and regulations.
- 8.You will require to acceptably carrying out all the duties & responsibilities assigned to you by your manager and other person as authorized by the company to assign such duties

Please confirm the acceptance of the appointment, on the terms and conditions stated here in above. We have pleasure in welcoming you in our company and sincerely hope that your close collaboration will prove mutually beneficial.

Yours faithfully, (For MST REBAR SERVICES)

(Project-Co Coordinator/ Branch Head)

PRINCIPAL

Sri Venkateswara College of Engineering and Technology, Thirupachur, Thiruvallur - 631 203



Declaration by Sri/Smt.....The above terms of appointment has been read over to me in English and I have fully understood by me. I do here by accept all the terms and conditions of the appointment.

#Old No-122/2, New No - 44/3, Little Mount Road (Near Vijaya Bank) Saidapet, Chennai - 600 015, Phone - 044-22351844.

TIN No : 33941223375

Cell : 938266894
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Office No. 249, J.J.Nagar, Korukkupet, Chennai - 600 021.
Godown : 106, Velan Nagar, E.H. Road, Korukkupet, Chennai-600 021.

Ref

Date

Mr.Raghuvyaas S

02-01-2020

Karur.

Subject: offer letter for the post of "Quality engineer"

Dear Mr. Raghuvyaas S,

Thank you for the keen interest you have shown in our organization. Consequent to your application and the subsequent discussions you had with us, we are pleased to appoint you as Quality engineer - Billing with kumaran metals .

We appreciate your entrepreneurial instincts and welcome your decision to join this organization. We are sure that not only will you contribute in your field of expertise but also help build this organization to be a Global Player. In doing so, together we will preserve the Core Values that we stand for.

You would be paid a gross stipend of Rs. 15,000 per month (payable on a prorated basis depending on the duration of training).

Kindly sign a copy of this letter in acceptance of the above mentioned terms and conditions and return the same for our records. It is our hope that you will work to your level best to improve the efficiency and performance of this company. Congratulations and best wishes.

Yours faithfully

For KUMARAN METALS

J. Venkateswara
Proprietor
Authorized Signatory.

PRINCIPAL

Sri Venkateswara College of
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Thirupachur, Thiruvallur - 631 203





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Q43,Kumaran Street, Cheyyar - 604 407.Tamilnadu, India.

senthil@mstrebarservices.com

www.mstrebarservices.com

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Date: 10/03/2020

Sri: Sakthivel V

No 41 ambedkar street ,Gandhi nagar ,Pattabiram ,Chennai 600072,
Referred by: VUAY (Rebar Detailer)

Dear Sir,

The management is pleased to appoint you as Rebar Detaller&Estimator wef 15-12-2020 on the following terms and conditions:

1. That you will be paid a consolidated salary of Rs 16,500/- per month.
2. Your appointment shall be subject to termination of either side by giving one month notice or payment of salary in lieu thereof in the event of your resignation the management may accept the same with immediate effect withstanding one month notice period
3. That during the continuance of your employment and thereafter you will keep all secrets and not divulge to any person, fem or company, such secrets or confidential information of any description which may have been obtained by you concerning the business of your company by virtue of your employment in the company.
- 4.If your performance is not found to be satisfactory or up to the mark or you lack efficiency, your service shall be liable. to be terminated forthwith without any notice whatsoever.
- 5.The company reserves the right to terminate your services without notice on the ground of:
 - Breach of policy, misconduct or unsatisfactory performance, insobriety, addiction to drugs, dis-obedience, disorderly behavior, indiscipline, absence from duty without permission, neglect of duty or any other conduct which a director or one of the managers of the company certifies in writing to be certificates to the business or interest of the company or its associates. Such certificates will be final and binding in all respects.
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- 8.You will require to acceptably carrying out all the duties & responsibilities assigned to you by your manager and other person as authorized by the company to assign such duties

Please confirm the acceptance of the appointment, on the terms and conditions stated here in above. We have pleasure in welcoming you in our company and sincerely hope that your close collaboration will prove mutually beneficial.



Yours faithfully, (For MST REBAR SERVICES)


PRINCIPAL
Sri Venkateswara College of
Engineering and Tech
(Project-Co Coordinator/Branch Head Thiruvai)

Declaration by Sri/Smt.....The above terms of appointment has been read over to me in English and the same have fully understood by me. I do here by accept all the terms and conditions of the appointment.

#Old No-122/2, New No - 44/3, Little Mount Road (Near Vijaya Bank) Saidapet,
Chennai - 600 015, Phone - 044-22351844.

6



MST REBAR SERVICES

REBAR DETAILING & ESTIMATION

Q43,Kumaran Street, Cheyyar - 604 407.Tamilnadu, India.

04182-224267/68

senthil@mstrebarservices.com

www.mstrebarservices.com

Date: 10/03/2020

Sri: Udhaya Kumar V

No 657,kambar street,karimedu Anna nagar, Avadi IAF,Chennai-600055,

Referred by: VUAY (Rebar Detailer)

Dear Sir,

The management is pleased to appoint you as Rebar Detaller&Estimator wef 15-12-2020 on the following terms and conditions:

1. That you will be paid a consolidated salary of Rs 16,500/- per month.
2. Your appointment shall be subject to termination of either side by giving one month notice or payment of salary in lieu thereof in the event of your resignation the management may accept the same with immediate effect withstanding one month notice period
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Please confirm the acceptance of the appointment, on the terms and conditions stated here in above. We have pleasure in welcoming you in our company and sincerely hope that your close collaboration will prove mutually beneficial.



Yours faithfully, (For MST REBARSERVICES)

[Signature]
(Project-Co Coordinator/Branch Head)

PRINCIPAL

**Sri Venkateswara College of Engineering and Technology,
Thirupachur, Thiruyallur - 631 203**

Declaration by Smt. Udhaya Kumar. The above terms of appointment has been read over to me in English and the same have fully understood by me. I do here by accept all the terms and conditions of the appointment.

#Old No-122/2, New No - 44/3, Little Mount Road (Near Vijaya Bank) Saidapet, Chennai - 600 015, Phone - 044-22351844.

TIN No : 33941223375

Cell : 9382668894
Ph : 044-25920333

KUMARAN METALS

DEALERS IN : ALL KINDS OF METALS, IRON STEEL PLASTIC SCRAB

Office No. 249, J.J.Nagar, Korukkupet, Chennai - 600 021.
Godown : 106, Velan Nagar, E.H. Road, Korukkupet, Chennai-600 021.

Ref :

Date

Mr.Balaji

02-01-2020

Madurai.

Subject: offer letter for the post of "Quality engineer"

Dear Mr. Balaji,

Thank you for the keen interest you have shown in our organization. Consequent to your application and the subsequent discussions you had with us, we are pleased to appoint you as Quality engineer - Billing with kumaran metals .

We appreciate your entrepreneurial instincts and welcome your decision to join this organization. We are sure that not only will you contribute in your field of expertise but also help build this organization to be a Global Player. In doing so, together we will preserve the Core Values that we stand for.

You would be paid a gross stipend of Rs. 15,000 per month (payable on a prorated basis depending on the duration of training).

Kindly sign a copy of this letter in acceptance of the above mentioned terms and conditions and return the same for our records. It is our hope that you will work to your level best to improve the efficiency and performance of this company. Congratulations and best wishes.

Yours faithfully

For KUMARAN METALS



Proprietor
Authorized Signatory.



PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203



04182-224267/68

MST REBAR SERVICES

REBAR DETAILING & ESTIMATION
Q43,Kumaran Street, Cheyyar - 604 407.Tamilnadu, India.

senthil@mstrebarservices.com

www.mstrebarservices.com

Date: 10/03/2020

Sri: Kalaiyaran S,

no 127 dhesignadhan puram power line, Vyasarpadi, Chennai 600039

Referred by: VUAY (Rebar Detailer)

Dear Sir,

The management is pleased to appoint you as Rebar Detaller&Estimator wef 15-12-2020 on the following terms and conditions:

1. That you will be paid a consolidated salary of Rs 16,500/- per month.
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Please confirm the acceptance of the appointment, on the terms and conditions stated here in above. We have pleasure in welcoming you in our company and sincerely hope that your close collaboration will prove mutually



Yours faithfully, (For MST REBARSERVICE

[Signature]
PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203
(Project-Co Coordinator)

Declaration by Shri/Smt. *Kalaiyaran S*.....The above terms of appointment has been read over to me in English and the same have fully understood by me. I do here by accept all the terms and conditions of the appointment.

#Old No-122/2, New No - 44/3, Little Mount Road (Near Vijaya Bank) Saidapet,
Chennai - 600 015, Phone - 044-22351844.



04182-224267/68

MST REBAR SERVICES

REBAR DETAILING & ESTIMATION

Q43, Kumaran Street, Cheyyar - 604 407, Tamilnadu, India.

senthil@mstrebarservices.com

www.mstrebarservices.com

Date: 10/03/2020

Sri: Ram Kumar K

No 1298, Kamarajar street, Papanchathiram, Chennai -600123,
Referred by: VUAY (Rebar Detailer)

Dear Sir,

The management is pleased to appoint you as Rebar Detaller&Estimator wef 15-12-2020 on the following terms and conditions:

1. That you will be paid a consolidated salary of Rs 16,500/- per month.
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Please confirm the acceptance of the appointment, on the terms and conditions stated here in above. We have pleasure in welcoming you in our company and sincerely hope that your close collaboration will prove mutually beneficial

Yours faithfully, (For MST REBAR SERVICES)

PRINCIPAL

Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

(Project-Co Coordinator)

Declaration By Sri/Smt. R. Ram Kumar The above terms of appointment has been read over to me in English and the same have fully understood by me. I do here by accept all the terms and conditions of the appointment.

#Old No-122/2, New No - 44/3, Little Mount Road (Near Vijaya Bank) Saidapet,
Chennai - 600 015, Phone - 044-22351844.

TIN No : 33941223375

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KUMARAN METALS

DEALERS IN : ALL KINDS OF METALS, IRON STEEL PLASTIC SCRAB

Office No. 249, J.J.Nagar, Korukkupet, Chennai - 600 021.
Godown : 106, Velan Nagar, E.H. Road, Korukkupet, Chennai-600 021.

Ref :

Date.....

Mr.Sarath Kumar K

02-01-2020

Coimbatore.

Subject: offer letter for the post of "Quality engineer"

Dear Mr. Sarath Kumar K,

Thank you for the keen interest you have shown in our organization. Consequent to your application and the subsequent discussions you had with us, we are pleased to appoint you as Quality engineer - Billing with kumaran metals .

We appreciate your entrepreneurial instincts and welcome your decision to join this organization. We are sure that not only will you contribute in your field of expertise but also help build this organization to be a Global Player. In doing so, together we will preserve the Core Values that we stand for.

You would be paid a gross stipend of Rs. 15,000 per month (payable on a prorated basis depending on the duration of training).

Kindly sign a copy of this letter in acceptance of the above mentioned terms and conditions and return the same for our records. It is our hope that you will work to your level best to improve the efficiency and performance of this company. Congratulations and best wishes.

Yours faithfully

For KUMARAN METALS

Authorized Signatory.

PRINCIPAL

Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203





MST REBAR SERVICES

REBAR DETAILING & ESTIMATION

Q43, Kumaran Street, Cheyyar - 604 407, Tamilnadu, India.

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04182-224267/68

senthil@mstrebarservices.com

www.mstrebarservices.com

Date: 10/03/2020

Sri: Sathish E

No 432 8th street saraswathi nagar, Thirumullaivoil ,Chennai 600062,

Referred by: VUAY (Rebar Detailer)

Dear Sir,

The management is pleased to appoint you as Rebar Detaller&Estimator wef 15-12-2020 on the following terms and conditions:

1. That you will be paid a consolidated salary of Rs 16,500/- per month.
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Please confirm the acceptance of the appointment, on the terms and conditions stated here in above. We have pleasure in welcoming you in our company and sincerely hope that your close collaboration will prove mutually beneficial.

Yours faithfully, (For MST REBAR SERVICES) **PRINCIPAL**

(Project-Co Coordinator)

Sri Venkateswara College of Engineering and Technology,
Thirupachur, Thiruvallur - 631 203



Declaration by Sri/ Smt. Sathish E.....The above terms of appointment has been read over to me in English and the same have fully understood by me. I do here by accept all the terms and conditions of the appointment.

#Old No-122/2, New No - 44/3, Little Mount Road (Near Vijaya Bank) Saidapet,
Chennai - 600 015, Phone - 044-22351844.



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MST REBAR SERVICES

REBAR DETAILING & ESTIMATION

Q43,Kumaran Street, Cheyyar - 604 407.Tamilnadu, India.

senthil@mstrebarservices.com

www.mstrebarservices.com

Date: 10/03/2020

Sri: Suresh Kumar S

no 66/f4 cvd Civilian Quatress ptms, IAF post ,Avadi ,Ch-55,
Referred by: VUAY (Rebar Detailer)

Dear Sir,

The management is pleased to appoint you as Rebar Detaller&Estimator wef 15-12-2020 on the following terms and conditions:

1. That you will be paid a consolidated salary of Rs 16,500/- per month.
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Yours faithfully, (For MST REBAR SERVICES)

(Project-Co Coordinator/Branch Head)

PRINCIPAL

Sri Venkateswara College of
Engineering and Technology.

Thiruvallur - 631 203



Declaration by Shri/Smt.....The above terms of appointment has been read over to me in English and the
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#Old No-122/2, New No - 44/3, Little Mount Road (Near Vijaya Bank) Saidapet,
Chennai - 600 015, Phone - 044-22351844.



MST REBAR SERVICES

REBAR DETAILING & ESTIMATION

Q43,Kumaran Street, Cheyyar - 604 407.Tamilnadu, India.

04182-224267/68

senthil@mstrebarservices.com

www.mstrebarservices.com

13

Date: 10/03/2020

Sri: Vijay M

No 17 Tech garden second street ,Perambur ,Chennai-600011.,

Referred by: VUAY (Rebar Detailer)

Dear Sir,

The management is pleased to appoint you as Rebar Detaller&Estimator wef 15-12-2020 on the following terms and conditions:

1. That you will be paid a consolidated salary of Rs 16,500/- per month.
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Yours faithfully, (For MST REBAR SERVICES)

PRINCIPAL

Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203


(Project-Co Coordinator/Branch Head)



Declaration of Shri/Smt.....The above terms of appointment has been read over to me in English and the same have fully understood by me. I do here by accept all the terms and conditions of the appointment.

#Old No-122/2, New No - 44/3, Little Mount Road (Near Vijaya Bank) Saidapet,
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14

TIN No : 33941223375

Cell : 9382666894
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KUMARAN METALS

DEALERS IN : ALL KINDS OF METALS, IRON STEEL PLASTIC SCRAB

Office No. 249, J.J.Nagar, Korukkupet, Chennai - 600 021.
Godown : 106, Velan Nagar, E.H. Road, Korukkupet, Chennai-600 021.

Ref :

Date.....

Mr.Vishal K

02-01-2020

Ranipet.

Subject: offer letter for the post of "Quality engineer"

Dear Mr. Vishal K,

Thank you for the keen interest you have shown in our organization. Consequent to your application and the subsequent discussions you had with us, we are pleased to appoint you as Quality engineer - Billing with kumaran metals .


We appreciate your entrepreneurial instincts and welcome your decision to join this organization. We are sure that not only will you contribute in your field of expertise but also help build this organization to be a Global Player. In doing so, together we will preserve the Core Values that we stand for.

You would be paid a gross stipend of Rs. 15,000 per month (payable on a prorated basis depending on the duration of training).

Kindly sign a copy of this letter in acceptance of the above mentioned terms and conditions and return the same for our records. It is our hope that you will work to your level best to improve the efficiency and performance of this company. Congratulations and best wishes.

Yours faithfully

For KUMARAN METALS


Proprietor
Authorized Signatory.

PRINCIPAL

Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203





Temenos Offer

JANUARY 20 ,2020 (MM/DD/YYYY)

Dear **Abitha S**

469, Kongiammam Nagar, Nandambakkam
Chennai-600120

It gives us immense pleasure in inviting you to join Kony India Pvt Ltd as one of its valuable members. We believe that organizations grow and flourish fuelled by the enthusiasm and energy of the people, who are willing to invest in to the future. We are sure that with your joining, we will be adding to our organization's strengths of competence, commitment and customer orientation.

1.Position: **Software Engineer**

2.Band: **A**

3.Job Family: **Technical**

4.Department: **Development-product**

5.Reporting to: **Priya Sugandh**

6.Job Description: **KEY RESPONSIBILITIES**

- Own the design, development, testing and shipping of features in the banking space.
- Collaborate with other members on the team to effectively deliver high quality features.
- Ability to hold a high bar on quality of everything which we release.
- . Do design and code reviews for peers.
- Continually look for ways to improve our engineering systems and processes

7.Date of joining: **July 3, 2020 (MM/DD/YYYY)**

8.Probation: There will be a standard 6-month probationary period at the end of which the probationary period will automatically terminate unless intimated to you otherwise.

9.Termination: During probation one month notice and After probation, three months notice must be given should either party wish to terminate employment. However, any misdemeanor or misconduct will justify immediate dismissal without notice or compensation.

10. Working Hours: 8 hours per day, 5 days per week (Mon to Fri). Working hours may be subject to change following business requirements.

11. Place of work: SEZ - Unit II,Level 7, Building No.H06, Hi-Tech City2 Phoenix Info City, Hyderabad, TELANGANA 500081 IND. You may however be required to take up assignments with subsidiaries of the group and/or our clients, which



PRINCIPAL
Sri Venkateswara College of Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

may include travel within India or abroad.

12. Vacation: Grant of leave will be governed by the provision of Leave Policy prevailing in Temenos India. You will be eligible for 12 days each of Paid Casual leave, Sick leave and 15 days of Privilege leave for every calendar year. There is a provision to accumulate privilege leave, subject to a maximum limit of 60 days. Apart from this you will also be entitled to statutory public holidays.

13. Insurance: You will be entitled to the standard group medical insurance cover taken out by the company. It includes Group Medclaim (GMC), Personal Accident (PAC) and Group Term Life (GTL).

14. Confidentiality: All matters, information or work undertaken by you in the course of your employment are confidential and you shall not release to third parties or make known any such matters, information or work without the prior written consent of the company.

15. Company's Procedures: Temenos has a Group Policy for staff that contains the company's operating rules and procedures. You shall abide to them.

16. Training: You will be provided adequate classroom training and the duration of training would be purely based on the business requirement. Based on the business requirement, period of training will vary or get extended. Your confirmation and continuation of employment will be primarily based on your performance in the training and your meeting the training criteria during and at the end of training. The criteria will be decided based on the type of training. During the Training / probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training / employment can be terminated by the Company with one week notice.

17. Training Agreement : At the time of joining, you need to sign the the Training Agreement, which stipulates a condition that you have to serve the company for a minimum period of two (2) years after the Training period. Failing which you will be required to reimburse the company an amount of INR 300,000/- (Rupees Three Lakhs Only) towards the cost of Training/Training Certification and all other costs related to training.

18. Passport: You will need to produce the photocopy of the passport or receipt for having applied for the same.

19. Background Checks: The company at its sole discretion may conduct background checks, prior to or after your joining service in Temenos, verify your identity, the address you reside in, your educational qualifications and details to your prior employment/s, if any, as mentioned in your application form / Offer Annexure, and conduct any criminal checks / records. You expressly consent to the company for conducting such background checks. You will be required to furnish documents as specified in "Offer Annexure" towards the background checks.

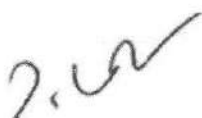
20. Validity of the Offer: Offer of employment is subject to the following

a. Clearance by the company doctor based on the "medical examination".

b. In case you do not communicate your acceptance of the offer or do not join duties on the date mentioned above, the offer contained in this letter shall stand automatically cancelled, unless specifically extended by Temenos India, in writing or by email.

Please acknowledge your offer acceptance in Cornerstone to indicate your agreement to these terms and consideration of employment. Formal Letter of Employment will replace this letter after you have joined Temenos India.

Yours sincerely,



T. Sethu Rathinam
Vice President – Human Resources



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ANNEXURE I - Salary Structure

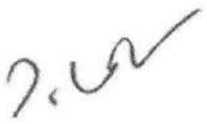
Your salary structure would be as indicated below:

Salary Components	INR Per Annum
A - Gross Salary	
Basic	180,000.00
HRA	55,000.00
Basket of Allowance	65,000.00
Total (A)	290,000.00
B - Other benefits	
Employer's contribution to Provident Fund (12% on Basic) as per law	33,000.00
Contribution to Gratuity as per law	13,221.00
Superannuation*	17,500.00
Insurance Benefit	4,500.00
C - Short Term incentive*	
Short Term incentive*	As per applicable Short Term Incentive(STI) plan
Total Compensation (A+B)	358,221.00

* **Short Term Incentive (STI):** The percentage of STI eligibility is based on the Band. The actual STI payment is subject to company performance and individual performance.

Please note that the payment of variable compensation is based on the sole discretion of the management. In case of disputes, management reserves the right to make a final decision.

Yours sincerely,



T. Sethu Rathinam
Vice President – Human Resources




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CGI Information Systems and Management Consultants Pvt. Ltd.
Regd. Office: e.city, Tower 2, No.95/1 & 95/2,
Electronic City, Phase I (West)
Bangalore – 560 100. India
Tel +91-80-6642 2222 | Fax +91-80-6642 1200
cgi.com

CIN: U72200KA1990PTC019138

Personal and Confidential
Jan 06, 2020

Ms. Aishwarya G
No36h Ganapathy nagar, surapet main road, Puthagaram
Chennai 600099

Dear Aishwarya G,

I am delighted to offer you a role at CGI where we strive to create an environment in which we enjoy working together and, as owners, contribute to building a company we can be proud of. We are very excited about the prospect of having you join us, and look forward to welcoming you.

As part of the leading top 5 independent information technology companies in the world, there are many opportunities for growth and development, both individually and as part of a large professional community. I hope you will choose to be part of our CGI Global Community, a team of extraordinary people building a company that reflects their aspirations and is supported by our shared vision and values.

We are offering you the position of **Software Engineer** and your Gross Compensation is **INR 350,004/-**

We will communicate to you the details of joining location, venue, date and time, basis business priorities. Your appointment will be effective on your joining date. If you do not confirm your acceptance within three working days, this offer will be withdrawn.

- To confirm your acceptance of this offer, you are required to communicate via email to your assigned Recruiter's CGI e-mail id and confirm your joining date. If you have questions, write to cgirecruitment.india@cgi.com
- Your reporting time on the joining date is 8:30 a.m. Kindly note that it is important to be on time to complete the joining formalities
- On your joining date, please bring the originals and one set of photocopies of the documents mentioned in Annexure-A
- Please contact us at 080-4194 0000 (Monday to Friday between 9:30 a.m. to 5:30 p.m.) or via the above-mentioned email-Id for any queries regarding your employment offer.

The terms and conditions governing your employment are as under:

- Your employment with the Company is at all times subject to you having and maintaining a valid work permit from the Government of India (if applicable). A copy of the work permit needs to be furnished by you on the date of on boarding failing which you will not be permitted to join
- You will be on Probation for a period of six (6) months from the date of appointment. You will be confirmed as a permanent employee at the end of the period of probation by a letter of confirmation, if your conduct and performance in the appointed position are found satisfactory during the period of probation. The Company shall have the right to extend the Probationary Period for a further period of six (6) months or a part thereof. The Probationary Period shall be deemed to have been extended unless notified otherwise in writing
- On joining, you will be part of various training programs devised by the Company to help you prepare for assignments as part of your employment with the Company. You acknowledge that the Company may incur considerable expenses to impart such training programs and consequently, you agree to serve the Company for a period of two (2) years effective from your date of appointment and execute a service agreement with the Company upon request. You will also have to sign the Employment Agreement with the Company
- You will be eligible for a performance revision as per company policy

HR/16/1371



Contd...2...
Principal

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• **Base Compensation Components:**

Designation	: Software Engineer	
Effective	: January 6, 2020	
Pay Components	Pay Components	Pay Components
Basic (Inclusive of D.A.)	21,500	258,000
Flexible Compensation Plan ¹	4,053	48,636
Base Compensation	25,553	306,636
Provident Fund <i>Company Contribution</i>	2,580	30,960
Gratuity Fund Contribution	1,034	12,408
Gross Compensation	29,167	350,004

In addition to the above you are eligible for:

- Group Medical Insurance, Group Personal Accident Insurance and Group Term Insurance
- CGI will contribute towards **Share Purchase Plan (SPP)** upto 3.0% of Base Compensation ; matching your contribution. It puts into practice company's philosophy of intrapreneurship through ownership. All regular full-time members are invited to participate upon their hiring. Only those members who enroll for this benefit are eligible for receiving the company contribution & will need to contribute an equal amount on a monthly basis towards the purchase of CGI shares
- **Target Profit Participation Plan (PPP)** at 2.0% of Base Compensation on pro rata basis. It is designed to encourage high-performance work culture. Actual PPP payouts are based on performance of CGI, performance of Business Units and performance of Individuals. All regular members employed as of June 30th of the reference fiscal year (Oct-Sept) are eligible. The Corporate guidelines of PPP may be amended from time to time

Eligible members will be paid statutory bonus as per the provisions of the Payment of Bonus Act, 1965. Where members are eligible for both statutory bonus as well as the PPP, the company shall deduct from the PPP allocated to a member the amount of statutory bonus payable under the Act for such corresponding period and the difference will be paid as the actual PPP

Note:

Flexible Compensation Plan¹: Option includes components like Meal vouchers, conveyance, NPS, LTA, etc.

The tax liability arising out of the above payments now or in the future, due to changes in income tax provision shall be borne by you.

I look forward to your acceptance of this offer and to welcoming you to our team. I am confident that in this new role, you will make a valuable contribution to CGI and our continued success.

Yours sincerely

**For CGI Information Systems and
Management Consultants Pvt. Ltd.,**



**Sudhir Subbaraman
Senior Vice President**

I have read the terms and conditions of employment and the contents of the employment agreement and in token of my acceptance; I duly acknowledge the receipt of the letter of employment.

Please sign below to confirm that you agree with the terms and conditions stated in this letter.


Signature & Date




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Date: 30th January 2020

Ms. Alamelu D
215, Mariamman Kovil street,
Pattarai perumbudur,
Thiruvallur -631203.

Dear Alamelu D,

Welcome to CSS. With reference to your discussions with us, we understand that you are the kind of person that we are looking for to play a key role in helping to drive the business toward achieving its market potential and with such understanding, we are pleased to extend an offer of employment on the terms and conditions as stated here in.

Upon your joining the Company, you would be designated as **Trainee**. Please read these Terms and Conditions and signify your acceptance by signing at the designated space below.

TERMS AND CONDITIONS:

- Gross Cost to Company:** The position includes a gross CTC of INR 2,75,000/- (Rupees Two Lakhs Seventy Five Thousand only) per annum, before deductions, as explained further in Annexure 1.
- Annual Guaranteed Compensation.** Your Annual Guaranteed Compensation will be Rs. 2,61,250 (Rupees Two Lakh and Sixty One Thousand Two Hundred Fifty Only).
- Annual Variable Compensation.** Depending on your and company's performance, you would be entitled for an Annual Variable Compensation maximum of Rs. 13,750/- (Rupees Thirteen Thousand and Seven Hundred Fifty Only). The Annual Variable Compensation shall be calculated on the Basic and HRA for each grade of employee and at the percentage mentioned in the Employee Hand Book which you can access in company's Intranet portal 'HIVE'. On your joining the company, you undertake to go through company's intranet and get familiar with all the applicable policies and processes of the company.
- Other Benefits.** Upon you joining the Company, you will be positioned as Grade JL 1B in the Company which entitles you to certain other benefits. The details are enclosed in Annexure 1.
- Medical Insurance:** In accordance with the Company's policy, you and your family (one spouse & maximum 2 Children) will be covered under a Medical Insurance scheme, the benefits of which are enclosed in Annexure 1.
- Location:** Your initial place of work will be **Chennai**. However, your services are transferable, and you may be assigned after reasonable notice to any location in India or abroad where the Company or any one of its associates or customers, conducts business. While on transfer, you will be governed by the rules, regulations and conditions of service of that location.



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Tel:91 44 66322000 ,www.csscorp.com

7. **Annual Leave:** You will be entitled to twenty-four (24) working days of leave per annum subject to prior approval by your reporting manager of the Company. On your joining, kindly refer to the Company's leave policy for further details in this regard. By agreeing to these terms and conditions, you agree to visit Company's intranet at periodic intervals and get familiarized with all the then applicable policies of the Company and any failure to do so shall not be an excuse not to comply with the same.
8. **E-mail ID & Contact Details:** You will need to communicate your personal e-mail ID, at the time of joining, such e-mail ID, so communicated by you, can be treated as the authenticated (without limiting the rights of the Company to notify / communicate to you through any other mode or e-mail IDs) e-mail address for any communication from you. You will also keep us informed in writing of any change in your residential address, civil or marital status and such other matters.
9. **Relocation:** If you are stationed outside of **Chennai**, upon you joining the Company, you will be reimbursed expenses of your relocation to **Chennai** from your current location as per the details enclosed in Annexure 2.
10. **Transport Facility:** In accordance with the Company's policy, company transport facility is available only for certain grades of employees working in US & UK time zones. If you wish to use this facility, a subsidized amount based on the distance would be deducted from your monthly salary. More details would be provided upon your joining.
11. **Medically fit:** This employment is subject to you being medically fit and the Company shall also conduct a background and reference check as per Company policy. In the event the results of such checks are unsatisfactory on any account or if any information or declaration given by you to the Company proves to be false or if you are found to have wilfully suppressed any material information, your services will be terminated immediately without prior notice. Further, you will be liable to payback all the expenses incurred by the Company as mentioned in Clause 14.
12. **Probation:** You will be on probation for a period of six (6) months from the date of you joining the services of the Company, which may be extended by the Company at its discretion, including but not limited to for reasons such as non-completion of training(s) to the reasonable satisfaction of the Company. At the end of the probation period, your services with the Company would be confirmed subject to your performance meeting the requisite standards. During the probation period, either party may terminate employment by giving one (1) month notice in writing or one (1) month of gross CTC in lieu of notice. However, the Company reserves the right not to accept payment in lieu of the said notice and at its sole discretion enforce the notice period.
13. **Termination:** Post confirmation of employment, your services may be terminated by either party by giving sixty (60) days' written notice or two (2) months gross CTC in lieu of notice. However, the Company reserves the right not to accept payment in lieu of the said notice and at its sole discretion enforce the notice period.
14. **Return of benefits:** For any reason, should you cease to be an employee of the Company within one (1) year of your joining date, you shall be liable to payback immediately all the expenses incurred by the Company including but not limited to joining bonus, notice period buy-out cost, training cost, relocation expenses, any brokerage commission / fee, certification costs etc. Without prejudice to any other rights of the Company, such liabilities shall be considered as a due from you and recoverable / deductible from any payments payable by the Company to you. However, the Company reserves the right not to accept payment in lieu of notice and at its sole discretion enforce the notice period.



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15. **Unauthorized absence:** Unauthorized absence or absence without permission from duty for a continuous period of five (5) working days would make you lose your lien on employment. In such case, Company reserves its right to terminate your employment without any further notice. In addition, you will be liable to payback all the expenses incurred by the Company up to the effective date of termination.
16. **Secrecy:** During the period of your employment, you will work honestly, faithfully, diligently, and efficiently for the growth of the Company. You are expected to maintain utmost secrecy in regards to the affairs of the Company and shall keep confidential, any information, instruments, documents, etc., relating to the Company that may come to your professional knowledge as an employee of the Company. You will also be required to sign a Proprietary Information and Inventions agreement on joining.
17. **Activities:** During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not take up (whether part time or otherwise) any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the Company. Also, you shall not commit / involve (whether directly or indirectly) in any act or omission (whether intentional or reckless or negligent or otherwise) which prejudices the interest(s) / goodwill of the Company. You shall not publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products, services or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the explicit written permission from the Company. Any breach thereof, shall be deemed to be a violation of the Company policies and would be treated in accordance with clause 22 of the terms of this offer and policies of the Company then in force.
18. **Assets and Materials furnished by Company:** Company shall own all assets, materials / equipment it provides to you. You shall return all assets, documents, files, materials / equipment upon the earlier of the termination of your services or Company's request for return of such assets, materials, etc. You shall be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge. Non compliance to return of company's assets would entail serious action for the recovery of such asset(s), both by civil and criminal action.
19. **Non-Solicitation:** For a period of one (1) year after termination of your employment with the company, you shall refrain from soliciting for rendering your services in any capacity to any client or customers for which you have performed services as an employee of the Company during the twelve (12) months prior to your separation from the Company. During the term of your employment with the Company and for a period of twelve (12) months thereon, you shall not solicit, entice the employees, agents, any other personnel, and contractors of the Company to terminate their employment with the Company / join with any other organization / firm. For the purpose of this para, the expressions client or customers mean those with whom you have interacted or dealt with by virtue of your employment with the Company, during the term of your employment with the Company.
20. **Work Done For Hire:** All work product(s), tangible / intangible properties prepared or developed or conceived by you, during the term of your employment with the Company, shall be considered works made for hire owned exclusively by Company. You shall not have any rights (of whatsoever nature) in the intellectual property right (of any kind including but not limited to the right to be identified as author and the right of ownership etc) prepared or developed or conceived in connection with your services to Company. You agree to, both during and after the term of your employment with the Company, execute all papers, including without limitation copyright applications, patent applications, declarations, oaths, assignments of priority rights, and powers of attorney, which the Company and/or



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its customers may deem necessary or desirable in order to protect the rights and interests in any work products and such other deliverables. In addition, you hereby irrevocably designate and appoint the Company and/or its customers as your agent and attorney-in-fact to execute any such papers on your behalf, and to take any and all actions as the Company may deem necessary or desirable in order to protect its rights and interests in any work products or deliverables. To the extent any such work products and/or deliverables is (for any reason whatsoever) determined not to be "work made for hire," You hereby irrevocably and exclusively assign, transfer and convey to the Company and/or its customers all intellectual property rights, in and to any and all such work products and deliverables.

21. **Governing Agreement:** If you have [executed / to execute] any agreement(s) in connection with the Company then your services shall also be governed by such applicable agreement(s). With respect to any subject matter(s) / issue(s), if any conflict arises between this Offer Letter and any such applicable agreement(s) then the respective provision(s) in such agreement(s) shall prevail over this Offer Letter.
22. **Tax:** All payments due payable to you by the Company shall be subject to deduction of all applicable taxes / levies, as per the prevailing statutory provisions.
23. **Termination for breach:** CSS Corp reserves its right to terminate your employment on grounds of breach of policy, misconduct or where your performance has been found to be unsatisfactory.
24. **Code of Conduct:** Any violation of the above mentioned or any other Company procedures and policies would attract action as per Company's disciplinary policy in force, including and up to termination of employment. In the event of termination by Company on account of breach of disciplinary policy, the Company will not be liable to payback any amount in lieu of notice. You shall conduct yourself in conformity with the code of conduct of the Company, as in force from time to time, a copy of which would be provided to you at the time of your joining and can also be viewed in Company's intranet. Further, you shall carryout the instructions in letter & spirit, given by your superiors and shall not disobey the instructions given. You would be given the required opportunity to discuss with your superiors and raise your concerns before the appropriate forums within the organization and you shall not discuss or air your views (which may cause loss to the image and reputation of the Company) in public.
25. **Retirement:** You will retire on the last day of the month in which you complete sixty (60) years of age.
26. **Personal Indebtedness:** Company shall not be responsible for any personal indebtedness or other liabilities incurred by you, during the term of your employment with the Company. You understand and accept that you shall have no authority to pledge the credit of the Company to any person or entity without necessary written authorization from the designated Official of the Company.
27. **General:** The above terms and conditions are based on Company policies and other rules currently applicable in India and are subject to amendments, regulations of the Company as shall be in force. Only those authorized by a specific power of attorney may sign legal documents, representing the Company. In all service matters, including those not specifically covered here, such as Travel, Leave, Retirement, etc., you will be governed by the rules/policies of the Company framed from time to time.



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We look forward to having you on board on or before **05-June-2020**. As a token of acceptance of this offer letter, please sign the duplicate copy attached and return to the Company or confirm your acceptance by e-mail to **Sowmya.Pasupuleti@csscorp.com** before **04-June -2020** else, this Offer letter stands void.

The undersigned accepts the above employment offer, agrees that it contains the terms of employment with CSS, and that there are no other terms, expressed or implied. By accepting this offer of employment, the undersigned is acknowledging that no prior employment obligations or other contractual restrictions exist which preclude employment with CSS. It is further understood that this offer is confidential and disclosure outside of the undersigned's family or financial, accounting, and/or legal advisers may result in termination of employment or withdrawal of this offer.

For CSS Corp Private Limited



Name: Anthony David Sudhakar D
Title: Associate Director – HR (TA)



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May 05, 2020

Arul Vinayagam

No.34, Manthaveli street,
Punnapakam, Thiruvallur-602021.

Subject: Employment Letter

Dear Arul Vinayagam,

We are pleased to inform that you have been selected for employment with us as **Associate Consultant (GCM Level GCM 1)**. Your total emoluments are **Rs. 340000/-** per annum, as described in Annexure A.

You will be on training for a period of one year, or any other period as the Company deems necessary, from the date of commencement of your service and you will be required to sign a separate agreement, by way of which you agree to remain in the employment of the Company during such period of training, and for a period of one year thereafter (hereinafter referred to as "the period"). Such agreement will also form part of your employment terms with the Company.

On successful completion of training, your services will be confirmed in writing by the Company and thereafter, subject to any other agreement or understanding between you and the Company, either party can terminate this employment agreement by providing a written notice or payment of basic pay of 90 days, to the other party. The notice period shall be 30 days during training period and 90 days thereafter. This offer is subject to your satisfactory completion background verification. Your retention in the company's employment will be subject to your continued medical fitness. The company reserves the right to ask you to undergo medical examination as and when considered necessary.

You are requested to be available for your virtual onboarding on **May 05, 2020** at 10.00 am and your work location will be **Chennai**.

This offer letter is subject to completion of below mentioned Terms and Conditions: -

You shall successfully complete and submit the Graduation/Diploma/Post-Graduate certificate from your college/university with a minimum percentage of 60% or higher within 90 days from your date of joining the company, further there should be no standing backlog.

If you fail to successfully complete your exams as mentioned above and/or to submit the above-mentioned documents in timely manner, this offer stands automatically withdrawn without any further consent from you. The company reserves right to modify the terms and conditions as and when needed.

The Company shall conduct reference checks/ background checks and drug test through a third-party agency at its sole discretion to verify and authenticate the details and all the documents furnished by you to the Company. By accepting this offer, you agree to abide by all Atos|Syntel policies and procedures as well as the terms and conditions annexed hereto.

Campus Hire Induction Program

As you are selected through direct Campus Hire Recruitment, you will undergo Campus Hire Induction Program which is required to train and develop your skills that are essential and suitable for your job role. This program is normally expected to be for a fixed duration as per the business requirement. There would be multiple assessments conducted throughout the program at regular intervals and you are required to score the ascertained passing percentage in the assessments. Failure to score the ascertain passing percentage, Atos | Syntel reserves the right to terminate your employment.



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Any communication regarding your terms of employment, or compensation must be in writing and signed by an authorized human resource ("HR") representative of Atos|Syntel. You agree that no commitments have been made by the Company that are not expressly contained in this letter. No other communication, document, etc. will be binding or effective unless expressly agreed to in writing and signed by an authorized HR representative of Syntel Pvt. Ltd.

You may be assigned and / or deputed to any other location / subsidiary / affiliated companies / divisions / associates whenever the Company may deem fit. Failure to report to an assignment will be grounds for disciplinary action, including but not limited to termination of employment.

Please return the acceptance copy (attached) after affixing your full signature in token of your formal acceptance of the terms and conditions of employment offered herein.

We take this opportunity to welcome you into Atos|Syntel family and look forward to a very fruitful association with you.

Yours sincerely

For SYNTEL PRIVATE LTD,



Adarsh Krishna
Deputy General Manager




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January 10, 2020

To,

Balaji V S

**plot no 657,kambar street,karimedu anna nagar, avadi iaf,
chennai-600055**

Dear Balaji V S,

We are pleased to extend an offer of employment to join **Prodapt Solutions Private Limited**, herein referred as Prodapt, as **Associate Software Engineer** at our offices in Chennai, India.

As previously discussed with you during the interview process, this position is primarily for your employment in India, and both domestic and international travel may be expected from you. Your initial place of employment will be Chennai.

We would like you to start work on or about **March 02, 2020** or earlier, if at all possible, and your employment conditions are as follows:

1. Salary: Your starting salary and allowances will be at the rate of **INR 330000** per annum, as identified in Schedule A;
2. This offer is valid for a period of five (5) days from the date of this letter within which period of time you must accept the same, in writing. **This offer is also conditional upon receipt of the documents listed below no later than the day your employment with the company commences.**

Please note that you must present the original documents for verification purposes:

- a. Signed copy of the hiring letter and Employment Agreement
- b. Permanent Account Number (PAN) card or copy of PAN application
- c. Relieving certificate from your former employer
- d. Duly attested copy of birth certificate/school leaving certificate for verification of personal data OR duly attested photocopy of the relevant pages of your passport evidencing details such as date of birth, place of residence, photograph, etc.
- e. Duly attested copies of academic and professional certificates
- f. Eight (8) recent passport sized photographs
- g. Last pay slip drawn or compensation page from last employer
- h. Photocopies of passport



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Prodapt Solutions Private Limited
Prince Infocity II, 4th Floor, No. 283/4, Rajiv Gandhi
Salai (OMR), Kandanchavadi, Chennai - 600096 INDIA.
CIN: U30007TN1999PTC041798

T: +91 44 4903 3000 | F: +91 44 4903 3010
www.prodapt.com | info@prodapt.com

You must present a PAN card or a copy of PAN application in order to commence employment with Prodapt

Your acceptance of this letter requires that you begin employment within 2 days of acceptance. If for whatever reason you are unable to join within 2 days, you must contact the undersigned immediately to arrive at a mutually convenient date. Failure to accept the offer or failure to report to work in the stated or agreed timeline with the required documentation, as listed in item 2 above, will result in an automatic withdrawal of this offer and employment cannot commence unless changes to stated timeline are specifically approved by the undersigned.

Your employment is subject to the company rules, policies and regulations, which may be amended from time to time, at the sole discretion of Prodapt Solutions.

Prodapt's standard working week is 45 hours and will generally be between the hours of 9:15 am to 6:15 pm Monday to Friday, including 1 hour for lunch. As a professional, you will be expected to work the hours per week necessary for the successful conclusion of your assigned tasks and to meet all required deadlines.

Your individual compensation package is confidential between you and the company and should not be disclosed to any person or entity without the prior written consent of Prodapt.

Information relating to company secrets, inventions, Intellectual Capital, ideas, etc., is confidential and will be protected by you to safeguard Prodapt's business interests.

Your employment is conditional to your signing the detailed employment agreement that is attached with this offer letter. This consists of: Protection of company confidential information; non-compete and non-solicitation conditions; general terms and conditions relating to employment.

Any falsification of information you provide in your job application, or concealment of material facts, or disclosure of your employment terms to other employees either directly or indirectly shall result in immediate termination of your services.

Prodapt has the right to transfer your employment or services to any affiliate, group entity or any lawful transferee/assignee of Prodapt's business, subject to compliance with applicable laws.

Please notify Prodapt of your acceptance of the terms and conditions of this offer of employment as stated in the offer letter and employment agreement via email to your recruiter and the HR Team at dl-oba@prodapt.com.



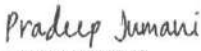

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On your first day of employment with us, you should also bring a signed copy of this letter and the employment agreement with you.

Prodapt is a rapidly growing organization and we seek to attract and retain the most talented professionals whose contributions will make a significant difference in our success. We look forward to working with you.

Yours sincerely,

DocuSigned by:

6E42F559D43D44F...

Pradeep Jumani (e-sign)
Assistant Vice President - Human Resources

For and on behalf of Prodapt Solutions Pvt Limited




PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203



Temenos Offer

JANUARY 20 ,2020 (MM/DD/YYYY)

Dear **Chandru Prakash J**
No.67, Thirumalai Nagar, 20th Street,
Suraper main road,
Vinayagapuram, ch-600099.

It gives us immense pleasure in inviting you to join Kony India Pvt Ltd as one of its valuable members. We believe that organizations grow and flourish fuelled by the enthusiasm and energy of the people, who are willing to invest in to the future. We are sure that with your joining, we will be adding to our organization's strengths of competence, commitment and customer orientation.

1.Position: **Software Engineer**

2.Band: **A**

3.Job Family: **Technical**

4.Department: **Development-product**

5.Reporting to: **Priya Sugandh**

6.Job Description: **KEY RESPONSIBILITIES**

Own the design, development, testing and shipping of features in the banking space.
Collaborate with other members on the team to effectively deliver high quality features.
Ability to hold a high bar on quality of everything which we release.
. Do design and code reviews for peers.
Continually look for ways to improve our engineering systems and processes

7.Date of joining: **July 3, 2020 (MM/DD/YYYY)**

8. Probation: There will be a standard 6-month probationary period at the end of which the probationary period will automatically terminate unless intimated to you otherwise.

9. Termination: During probation one month notice and After probation, three months notice must be given should either party wish to terminate employment. However, any misdemeanor or misconduct will justify immediate dismissal without notice or compensation.

10. Working Hours: 8 hours per day, 5 days per week (Mon to Fri). Working hours may be subject to change following business requirements.

11. Place of work: SEZ - Unit II,Level 7,Building No.H06, HiTech City2 Phoenix Info City, Hyderabad, TELANGANA 500081 IND. You may however be required to take up assignments with subsidiaries of the group and/or our clients, which



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may include travel within India or abroad.

12. Vacation: Grant of leave will be governed by the provision of Leave Policy prevailing in Temenos India. You will be eligible for 12 days each of Paid Casual leave, Sick leave and 15 days of Privilege leave for every calendar year. There is a provision to accumulate privilege leave, subject to a maximum limit of 60 days. Apart from this you will also be entitled to statutory public holidays.

13. Insurance: You will be entitled to the standard group medical insurance cover taken out by the company. It includes Group Medclaim (GMC), Personal Accident (PAC) and Group Term Life (GTL).

14. Confidentiality: All matters, information or work undertaken by you in the course of your employment are confidential and you shall not release to third parties or make known any such matters, information or work without the prior written consent of the company.

15. Company's Procedures: Temenos has a Group Policy for staff that contains the company's operating rules and procedures. You shall abide to them.

16. Training: You will be provided adequate classroom training and the duration of training would be purely based on the business requirement. Based on the business requirement, period of training will vary or get extended. Your confirmation and continuation of employment will be primarily based on your performance in the training and your meeting the training criteria during and at the end of training. The criteria will be decided based on the type of training. During the Training / probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training / employment can be terminated by the Company with one week notice.

17. Training Agreement : At the time of joining, you need to sign the the Training Agreement, which stipulates a condition that you have to serve the company for a minimum period of two (2) years after the Training period. Failing which you will be required to reimburse the company an amount of INR 300,000/- (Rupees Three Lakhs Only) towards the cost of Training/Training Certification and all other costs related to training.

18. Passport: You will need to produce the photocopy of the passport or receipt for having applied for the same.

19. Background Checks: The company at its sole discretion may conduct background checks, prior to or after your joining service in Temenos, verify your identity, the address you reside in, your educational qualifications and details to your prior employment/s, if any, as mentioned in your application form / Offer Annexure, and conduct any criminal checks / records. You expressly consent to the company for conducting such background checks. You will be required to furnish documents as specified in "Offer Annexure" towards the background checks.

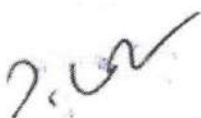
20. Validity of the Offer: Offer of employment is subject to the following

a. Clearance by the company doctor based on the "medical examination".

b. In case you do not communicate your acceptance of the offer or do not join duties on the date mentioned above, the offer contained in this letter shall stand automatically cancelled, unless specifically extended by Temenos India, in writing or by email.

Please acknowledge your offer acceptance in Cornerstone to indicate your agreement to these terms and consideration of employment. Formal Letter of Employment will replace this letter after you have joined Temenos India.

Yours sincerely,




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T. Sethu Rathinam
Vice President – Human Resources

ANNEXURE I - Salary Structure

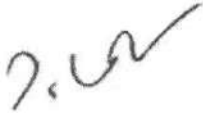
Your salary structure would be as indicated below:

Salary Components	INR Per Annum
A - Gross Salary	
Basic	180,000.00
HRA	55,000.00
Basket of Allowance	65,000.00
Total (A)	290,000.00
B - Other benefits	
Employer's contribution to Provident Fund (12% on Basic) as per law	33,000.00
Contribution to Gratuity as per law	13,221.00
Superannuation*	17,500.00
Insurance Benefit	4,500.00
C - Short Term incentive*	
Short Term incentive*	As per applicable Short Term Incentive(STI) plan
Total Compensation (A+B)	358,221.00

* **Short Term Incentive (STI):** The percentage of STI eligibility is based on the Band. The actual STI payment is subject to company performance and individual performance.

Please note that the payment of variable compensation is based on the sole discretion of the management. In case of disputes, management reserves the right to make a final decision.

Yours sincerely,



T. Sethu Rathinam
Vice President – Human Resources



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SUTHERLAND®

Appointment Letter

College Name: Sri Venkateswara College Of Engineering and Technology

Date: 05-March-2020

Dear **Dravid S,**

Congratulations! We welcome you to the family of Sutherland!

With reference to the discussions you had with us, we are pleased to Appoint with us as **Associate-Voice** in the Company. Please note that this position is pending a favorable background verification and reference check. You are requested to join us **on or before July 01, 2020** on the following terms and conditions.

Your place of posting will be initially at Chennai. However, during your employment with us you may be posted or transferred/attached to any other units/companies/ offices or clients of The Sutherland Group either in India or Abroad at the sole discretion of the Management.

Your emoluments by way of Annual Cost to the Company are **Rs. 250000/- per annum (Rupees Two Lakh Fifty Thousand Only).**

You shall report to **Hemanth Kumar** of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.

You may be required to work in shift system of the company as intimated to you from time to time.

You are governed by the "Sutherland's Code of Conduct as updated from time to time" of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.

This is a contract for employment at will. You would be on probation for a period of 6 months and either party can terminate this contract of employment in 15 days advance notice or pay salary in lieu of the same to the other party. On completion of 6 months, your services will be deemed to be confirmed automatically unless informed otherwise in writing.

On confirmation, either party can terminate this contract for employment by giving 60 days advance notice or pay salary in lieu of the same to the other party. You understand and agree that if you do not complete the notice period the Company may be subject to losses or irreparable damages. Hence, the Company may, at its sole discretion, reject payment in lieu of notice period, and require you to complete the notice period in accordance with the employment contract, including any changes/amendments to the notice period, duly communicated to you without you having objected to the same within one month of such communication. If you fail to do so, the Company shall be entitled to sue you for specific performance of the contract as also claim ascertained damages.

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The company reserves the right to terminate your employment on grounds of unauthorized absence from duty, non-performance, misconduct, fraud, negligence, theft, willful violation of the company rules, misappropriation, imprisonment or censure by a court of law or as it may deem fit in the instant case and will not pay any notice pay.

During the period of your employment with us, you will not work directly or indirectly for any other person, firm, company or organization or engage yourself with any trade or business whether with or without remuneration in any capacity without the prior written permission of the company.

You will maintain utmost secrecy of the affairs or works of the company and should not divulge any information of the company by any mode of communication to any other person or organization etc., during your employment with us or thereafter.

Your appointment is subject to that your self-declaration on medical fitness and you will have to maintain a state of overall sound health in order to be able to perform your Services per expected standards and continue employment in the Company.

All inventions, improvements and discoveries made solely by you or jointly while on duty need to be disclosed to the company and the company has the sole right, title and interest over such inventions, improvements, and discoveries and has the intellectual property rights over them.

You shall keep the company informed in writing, of any change in your address. Failing which any notice/letter sent by the company to your address mentioned above shall be sufficient for the purpose of this contract.

The Personal Information you provide to the Company in connection with your recruitment and subsequent employment will be used for the purpose of administering your employment with the Company in general and the Company's human resources in particular. You have the right to access and correct your own Personal Information which the Company has. Any request for Personal Information access and/or correction should be addressed to the Human Resources Department. You shall keep the company informed of any change in your present or permanent address or contact details (e-mail/ contact number).

You will automatically retire from the services of the company on attaining the age of 60 years.

Required Documents

Please bring the following original documents for verification with their photocopies, which would be retained for our records.

Photographs (Six passport size)

All educational certificates including mark sheets in full Relieving Letter & Service Certificate (If employed previously) Proof of Last drawn salary

Aadhar, Passport / Proof of Address

Form -16 along with earnings certificate for IT purpose

Sincerely,
For Sutherland



Thendral Rajendran
Associate Vice President - Talent Acquisition



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Sri Venkateswara College of Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

Ms. Gajalakshmi V
2/490a Balaji Nagar, Annex 1 PH Road ,Pakkam
Thiruninravur -602024

Dear Gajalakshmi V,

I am delighted to offer you a role at CGI where we strive to create an environment in which we enjoy working together and, as owners, contribute to building a company we can be proud of. We are very excited about the prospect of having you join us, and look forward to welcoming you.

As part of the leading top 5 independent information technology companies in the world, there are many opportunities for growth and development, both individually and as part of a large professional community. I hope you will choose to be part of our CGI Global Community, a team of extraordinary people building a company that reflects their aspirations and is supported by our shared vision and values.

We are offering you the position of **Software Engineer** and your Gross Compensation is **INR 350,004/-**

We will communicate to you the details of joining location, venue, date and time, basis business priorities. Your appointment will be effective on your joining date. If you do not confirm your acceptance within three working days, this offer will be withdrawn.

- To confirm your acceptance of this offer, you are required to communicate via email to your assigned Recruiter's CGI e-mail id and confirm your joining date. If you have questions, write to cgirecruitment.india@cgi.com
- Your reporting time on the joining date is 8:30 a.m. Kindly note that it is important to be on time to complete the joining formalities
- On your joining date, please bring the originals and one set of photocopies of the documents mentioned in Annexure-A
- Please contact us at 080-4194 0000 (Monday to Friday between 9:30 a.m. to 5:30 p.m.) or via the above-mentioned email-Id for any queries regarding your employment offer.

The terms and conditions governing your employment are as under:

- Your employment with the Company is at all times subject to you having and maintaining a valid work permit from the Government of India (if applicable). A copy of the work permit needs to be furnished by you on the date of on boarding failing which you will not be permitted to join
- You will be on Probation for a period of six (6) months from the date of appointment. You will be confirmed as a permanent employee at the end of the period of probation by a letter of confirmation, if your conduct and performance in the appointed position are found satisfactory during the period of probation. The Company shall have the right to extend the Probationary Period for a further period of six (6) months or a part thereof. The Probationary Period shall be deemed to have been extended unless notified otherwise in writing
- On joining, you will be part of various training programs devised by the Company to help you prepare for assignments as part of your employment with the Company. You acknowledge that the Company may incur considerable expenses to impart such training programs and consequently, you agree to serve the Company for a period of two (2) years effective from your date of appointment and execute a service agreement with the Company upon request. You will also have to sign the Employment Agreement with the Company
- You will be eligible for a performance revision as per company policy

HR/VD/64573



Contd...2...

- **Base Compensation Components:**

Designation	: Software Engineer	
Effective	: January 6, 2020	
Pay Components	Pay Components	Pay Components
Basic (Inclusive of D.A.)	21,500	258,000
Flexible Compensation Plan ¹	4,053	48,636
Base Compensation	25,553	306,636
Provident Fund <i>Company Contribution</i>	2,580	30,960
Gratuity Fund Contribution	1,034	12,408
Gross Compensation	29,167	350,004

In addition to the above you are eligible for:

- Group Medical Insurance, Group Personal Accident Insurance and Group Term Insurance
- CGI will contribute towards **Share Purchase Plan (SPP)** upto 3.0% of Base Compensation ; matching your contribution. It puts into practice company's philosophy of intrapreneurship through ownership. All regular full-time members are invited to participate upon their hiring. Only those members who enroll for this benefit are eligible for receiving the company contribution & will need to contribute an equal amount on a monthly basis towards the purchase of CGI shares
- Target **Profit Participation Plan (PPP)** at 2.0% of Base Compensation on pro rata basis. It is designed to encourage high-performance work culture. Actual PPP payouts are based on performance of CGI, performance of Business Units and performance of Individuals. All regular members employed as of June 30th of the reference fiscal year (Oct-Sept) are eligible. The Corporate guidelines of PPP may be amended from time to time

Eligible members will be paid statutory bonus as per the provisions of the Payment of Bonus Act, 1965. Where members are eligible for both statutory bonus as well as the PPP, the company shall deduct from the PPP allocated to a member the amount of statutory bonus payable under the Act for such corresponding period and the difference will be paid as the actual PPP

Note:

Flexible Compensation Plan¹: Option includes components like Meal vouchers, conveyance, NPS, LTA, etc.

The tax liability arising out of the above payments now or in the future, due to changes in income tax provision shall be borne by you.

I look forward to your acceptance of this offer and to welcoming you to our team. I am confident that in this new role, you will make a valuable contribution to CGI and our continued success.

Yours sincerely

**For CGI Information Systems and
Management Consultants Pvt. Ltd.,**



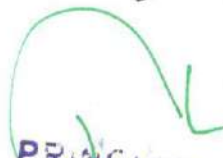
**Sudhir Subbaraman
Senior Vice President**

I have read the terms and conditions of employment and the contents of the employment agreement and in token of my acceptance; I duly acknowledge the receipt of the letter of employment.

Please sign below to confirm that you agree with the terms and conditions stated in this letter.

 01-06-20
Signature & Date




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Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

May 05, 2020

Gokul P

No. 2/164 Bajanai koil Street,
Thandalam, Sriperumbudur -602105.

Subject: Employment Letter

Dear Gokul P,

We are pleased to inform that you have been selected for employment with us as **Associate Consultant (GCM Level GCM 1)**. Your total emoluments are **Rs. 340000/-**per annum, as described in Annexure A.

You will be on training for a period of one year, or any other period as the Company deems necessary, from the date of commencement of your service and you will be required to sign a separate agreement, by way of which you agree to remain in the employment of the Company during such period of training, and for a period of one year thereafter (hereinafter referred to as "the period"). Such agreement will also form part of your employment terms with the Company.

On successful completion of training, your services will be confirmed in writing by the Company and thereafter, subject to any other agreement or understanding between you and the Company, either party can terminate this employment agreement by providing a written notice or payment of basic pay of 90 days, to the other party. The notice period shall be 30 days during training period and 90 days thereafter. This offer is subject to your satisfactory completion background verification. Your retention in the company's employment will be subject to your continued medical fitness. The company reserves the right to ask you to undergo medical examination as and when considered necessary.

You are requested to be available for your virtual onboarding on **May 05, 2020** at 10.00 am and your work location will be **Chennai**.

This offer letter is subject to completion of below mentioned Terms and Conditions: -

You shall successfully complete and submit the Graduation/Diploma/Post-Graduate certificate from your college/university with a minimum percentage of 60% or higher within 90 days from your date of joining the company, further there should be no standing backlog.

If you fail to successfully complete your exams as mentioned above and/or to submit the above-mentioned documents in timely manner, this offer stands automatically withdrawn without any further consent from you. The company reserves right to modify the terms and conditions as and when needed.

The Company shall conduct reference checks/ background checks and drug test through a third-party agency at its sole discretion to verify and authenticate the details and all the documents furnished by you to the Company. By accepting this offer, you agree to abide by all Atos|Syntel policies and procedures as well as the terms and conditions annexed hereto.

Campus Hire Induction Program

As you are selected through direct Campus Hire Recruitment, you will undergo Campus Hire Induction Program which is required to train and develop your skills that are essential and suitable for your job role. This program is normally expected to be for a fixed duration as per the business requirement. There would be multiple assessments conducted throughout the program at regular intervals and you are required to score the ascertained passing percentage in the assessments. Failure to score the ascertain passing percentage, Atos | Syntel reserves the right to terminate your employment.



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Thirupachur, Thiruvallur - 631 203

Any communication regarding your terms of employment, or compensation must be in writing and signed by an authorized human resource ("HR") representative of Atos|Syntel. You agree that no commitments have been made by the Company that are not expressly contained in this letter. No other communication, document, etc. will be binding or effective unless expressly agreed to in writing and signed by an authorized HR representative of Syntel Pvt. Ltd.

You may be assigned and / or deputed to any other location / subsidiary / affiliated companies / divisions / associates whenever the Company may deem fit. Failure to report to an assignment will be grounds for disciplinary action, including but not limited to termination of employment.

Please return the acceptance copy (attached) after affixing your full signature in token of your formal acceptance of the terms and conditions of employment offered herein.

We take this opportunity to welcome you into Atos|Syntel family and look forward to a very fruitful association with you.

Yours sincerely

For SYNTEL PRIVATE LTD,



Adarsh Krishna
Deputy General Manager



PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

Mr. Gukanathan S
40/43, Nethaji Nagar Main Street ,Tondiarpet
Chennai

Personal and Confidential
Jan 06, 2020

Dear **Gukanathan S,**

I am delighted to offer you a role at CGI where we strive to create an environment in which we enjoy working together and, as owners, contribute to building a company we can be proud of. We are very excited about the prospect of having you join us, and look forward to welcoming you.

As part of the leading top 5 independent information technology companies in the world, there are many opportunities for growth and development, both individually and as part of a large professional community. I hope you will choose to be part of our CGI Global Community, a team of extraordinary people building a company that reflects their aspirations and is supported by our shared vision and values.

We are offering you the position of **Software Engineer** and your Gross Compensation is **INR 350,004/-**

We will communicate to you the details of joining location, venue, date and time, basis business priorities. Your appointment will be effective on your joining date. If you do not confirm your acceptance within three working days, this offer will be withdrawn.

- To confirm your acceptance of this offer, you are required to communicate via email to your assigned Recruiter's CGI e-mail id and confirm your joining date. If you have questions, write to cgirecruitment.india@cgi.com
- Your reporting time on the joining date is 8:30 a.m. Kindly note that it is important to be on time to complete the joining formalities
- On your joining date, please bring the originals and one set of photocopies of the documents mentioned in Annexure-A
- Please contact us at 080-4194 0000 (Monday to Friday between 9:30 a.m. to 5:30 p.m.) or via the above-mentioned email-Id for any queries regarding your employment offer.

The terms and conditions governing your employment are as under:

- Your employment with the Company is at all times subject to you having and maintaining a valid work permit from the Government of India (if applicable). A copy of the work permit needs to be furnished by you on the date of on boarding failing which you will not be permitted to join
- You will be on Probation for a period of six (6) months from the date of appointment. You will be confirmed as a permanent employee at the end of the period of probation by a letter of confirmation, if your conduct and performance in the appointed position are found satisfactory during the period of probation. The Company shall have the right to extend the Probationary Period for a further period of six (6) months or a part thereof. The Probationary Period shall be deemed to have been extended unless notified otherwise in writing
- On joining, you will be part of various training programs devised by the Company to help you prepare for assignments as part of your employment with the Company. You acknowledge that the Company may incur considerable expenses to impart such training programs and consequently, you agree to serve the Company for a period of two (2) years effective from your date of appointment and execute a service agreement with the Company upon request. You will also have to sign the Employment Agreement with the Company
- You will be eligible for a performance revision as per company policy



 Contd...2...

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• **Base Compensation Components:**

Designation	: Software Engineer	
Effective	: January 6, 2020	
Pay Components	Pay Components	Pay Components
Basic (Inclusive of D.A.)	21,500	258,000
Flexible Compensation Plan ¹	4,053	48,636
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Provident Fund <i>Company Contribution</i>	2,580	30,960
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Gross Compensation	29,167	350,004

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- CGI will contribute towards **Share Purchase Plan (SPP)** upto 3.0% of Base Compensation ; matching your contribution. It puts into practice company's philosophy of intrapreneurship through ownership. All regular full-time members are invited to participate upon their hiring. Only those members who enroll for this benefit are eligible for receiving the company contribution & will need to contribute an equal amount on a monthly basis towards the purchase of CGI shares
- Target **Profit Participation Plan (PPP)** at 2.0% of Base Compensation on pro rata basis. It is designed to encourage high-performance work culture. Actual PPP payouts are based on performance of CGI, performance of Business Units and performance of Individuals. All regular members employed as of June 30th of the reference fiscal year (Oct-Sept) are eligible. The Corporate guidelines of PPP may be amended from time to time

Eligible members will be paid statutory bonus as per the provisions of the Payment of Bonus Act, 1965. Where members are eligible for both statutory bonus as well as the PPP, the company shall deduct from the PPP allocated to a member the amount of statutory bonus payable under the Act for such corresponding period and the difference will be paid as the actual PPP

Note:

Flexible Compensation Plan¹: Option includes components like Meal vouchers, conveyance, NPS, LTA, etc.

The tax liability arising out of the above payments now or in the future, due to changes in income tax provision shall be borne by you.

I look forward to your acceptance of this offer and to welcoming you to our team. I am confident that in this new role, you will make a valuable contribution to CGI and our continued success.

Yours sincerely

**For CGI Information Systems and
Management Consultants Pvt. Ltd.,**

Sudhir Subbaraman
Senior Vice President

I have read the terms and conditions of employment and the contents of the employment agreement and in token of my acceptance; I duly acknowledge the receipt of the letter of employment.

Please sign below to confirm that you agree with the terms and conditions stated in this letter.




Signature & Date
PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203



Temenos Offer

JANUARY 20 ,2020 (MM/DD/YYYY)

Dear **Haringdon R**

No 2/467, Gummidipoondi Taluk, GNT Road
Arambakkam, Tiruvallur Dist. – 601 201.

It gives us immense pleasure in inviting you to join Kony India Pvt Ltd as one of its valuable members. We believe that organizations grow and flourish fuelled by the enthusiasm and energy of the people, who are willing to invest in to the future. We are sure that with your joining, we will be adding to our organization's strengths of competence, commitment and customer orientation.

1. Position: **Software Engineer**

2. Band: **A**

3. Job Family: **Technical**

4. Department: **Development-product**

5. Reporting to: **Priya Sugandh**

6. Job Description: **KEY RESPONSIBILITIES**

Own the design, development, testing and shipping of features in the banking space.
Collaborate with other members on the team to effectively deliver high quality features.
Ability to hold a high bar on quality of everything which we release.
. Do design and code reviews for peers.
Continually look for ways to improve our engineering systems and processes

7. Date of joining: **July 3, 2020 (MM/DD/YYYY)**

8. Probation: There will be a standard 6-month probationary period at the end of which the probationary period will automatically terminate unless intimated to you otherwise.

9. Termination: During probation one month notice and After probation, three months notice must be given should either party wish to terminate employment. However, any misdemeanor or misconduct will justify immediate dismissal without notice or compensation.

10. Working Hours: 8 hours per day, 5 days per week (Mon to Fri). Working hours may be subject to change following business requirements.

11. Place of work: SEZ - Unit II, Level 7, Building No.H06, HiTech City2 Phoenix Info City, Hyderabad, TELANGANA 500081 IND. You may however be required to take up assignments with subsidiaries of the group and/or our clients, which



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may include travel within India or abroad.

12. Vacation: Grant of leave will be governed by the provision of Leave Policy prevailing in Temenos India. You will be eligible for 12 days each of Paid Casual leave, Sick leave and 15 days of Privilege leave for every calendar year. There is a provision to accumulate privilege leave, subject to a maximum limit of 60 days. Apart from this you will also be entitled to statutory public holidays.

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16. Training: You will be provided adequate classroom training and the duration of training would be purely based on the business requirement. Based on the business requirement, period of training will vary or get extended. Your confirmation and continuation of employment will be primarily based on your performance in the training and your meeting the training criteria during and at the end of training. The criteria will be decided based on the type of training. During the Training / probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training / employment can be terminated by the Company with one week notice.

17. Training Agreement : At the time of joining, you need to sign the the Training Agreement, which stipulates a condition that you have to serve the company for a minimum period of two (2) years after the Training period. Failing which you will be required to reimburse the company an amount of INR 300,000/- (Rupees Three Lakhs Only) towards the cost of Training/Training Certification and all other costs related to training.

18. Passport: You will need to produce the photocopy of the passport or receipt for having applied for the same.

19. Background Checks: The company at its sole discretion may conduct background checks, prior to or after your joining service in Temenos, verify your identity, the address you reside in, your educational qualifications and details to your prior employment/s, if any, as mentioned in your application form / Offer Annexure, and conduct any criminal checks / records. You expressly consent to the company for conducting such background checks. You will be required to furnish documents as specified in "Offer Annexure" towards the background checks.

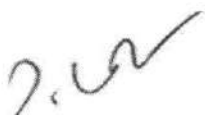
20. Validity of the Offer: Offer of employment is subject to the following

a. Clearance by the company doctor based on the "medical examination".

b. In case you do not communicate your acceptance of the offer or do not join duties on the date mentioned above, the offer contained in this letter shall stand automatically cancelled, unless specifically extended by Temenos India, in writing or by email.

Please acknowledge your offer acceptance in Cornerstone to indicate your agreement to these terms and consideration of employment. Formal Letter of Employment will replace this letter after you have joined Temenos India.

Yours sincerely,



T. Sethu Rathinam
Vice President – Human Resources



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ANNEXURE I - Salary Structure

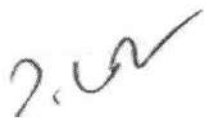
Your salary structure would be as indicated below:

Salary Components	INR Per Annum
A - Gross Salary	
Basic	180,000.00
HRA	55,000.00
Basket of Allowance	65,000.00
Total (A)	290,000.00
B - Other benefits	
Employer's contribution to Provident Fund (12% on Basic) as per law	33,000.00
Contribution to Gratuity as per law	13,221.00
Superannuation*	17,500.00
Insurance Benefit	4,500.00
C - Short Term incentive*	
Short Term incentive*	As per applicable Short Term Incentive(STI) plan
Total Compensation (A+B)	358,221.00

* **Short Term Incentive (STI):** The percentage of STI eligibility is based on the Band. The actual STI payment is subject to company performance and individual performance.

Please note that the payment of variable compensation is based on the sole discretion of the management. In case of disputes, management reserves the right to make a final decision.

Yours sincerely,



T. Sethu Rathinam
Vice President – Human Resources




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SUTHERLAND®

Appointment Letter

College Name: Sri Venkateswara College Of Engineering and Technology

Date: 05-March-2020

Dear **Indumathy S,**

Congratulations! We welcome you to the family of Sutherland!

With reference to the discussions you had with us, we are pleased to Appoint with us as **Associate-Voice** in the Company. Please note that this position is pending a favorable background verification and reference check. You are requested to join us **on or before July 01, 2020** on the following terms and conditions.

Your place of posting will be initially at Chennai. However, during your employment with us you may be posted or transferred/attached to any other units/companies/ offices or clients of The Sutherland Group either in India or Abroad at the sole discretion of the Management.

Your emoluments by way of Annual Cost to the Company are **Rs. 250000/- per annum (Rupees Two Lakh Fifty Thousand Only)**.

You shall report to **Hemanth Kumar** of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.

You may be required to work in shift system of the company as intimated to you from time to time.

You are governed by the "Sutherland's Code of Conduct as updated from time to time" of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.

This is a contract for employment at will. You would be on probation for a period of 6 months and either party can terminate this contract of employment in 15 days advance notice or pay salary in lieu of the same to the other party. On completion of 6 months, your services will be deemed to be confirmed automatically unless informed otherwise in writing.

On confirmation, either party can terminate this contract for employment by giving 60 days advance notice or pay salary in lieu of the same to the other party. You understand and agree that if you do not complete the notice period the Company may be subject to losses or irreparable damages. Hence, the Company may, at its sole discretion, reject payment in lieu of notice period, and require you to complete the notice period in accordance with the employment contract, including any changes/amendments to the notice period, duly communicated to you without you having objected to the same within one month of such communication. If you fail to do so, the Company shall be entitled to sue you for specific performance of the contract as also claim ascertained damages.



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The company reserves the right to terminate your employment on grounds of unauthorized absence from duty, non-performance, misconduct, fraud, negligence, theft, willful violation of the company rules, misappropriation, imprisonment or censure by a court of law or as it may deem fit in the instant case and will not pay any notice pay.

During the period of your employment with us, you will not work directly or indirectly for any other person, firm, company or organization or engage yourself with any trade or business whether with or without remuneration in any capacity without the prior written permission of the company.

You will maintain utmost secrecy of the affairs or works of the company and should not divulge any information of the company by any mode of communication to any other person or organization etc., during your employment with us or thereafter.

Your appointment is subject to that your self-declaration on medical fitness and you will have to maintain a state of overall sound health in order to be able to perform your Services per expected standards and continue employment in the Company.

All inventions, improvements and discoveries made solely by you or jointly while on duty need to be disclosed to the company and the company has the sole right, title and interest over such inventions, improvements, and discoveries and has the intellectual property rights over them.

You shall keep the company informed in writing, of any change in your address. Failing which any notice/letter sent by the company to your address mentioned above shall be sufficient for the purpose of this contract.

The Personal Information you provide to the Company in connection with your recruitment and subsequent employment will be used for the purpose of administering your employment with the Company in general and the Company's human resources in particular. You have the right to access and correct your own Personal Information which the Company has. Any request for Personal Information access and/or correction should be addressed to the Human Resources Department. You shall keep the company informed of any change in your present or permanent address or contact details (e-mail/ contact number).

You will automatically retire from the services of the company on attaining the age of 60 years.

Required Documents

Please bring the following original documents for verification with their photocopies, which would be retained for our records.

Photographs (Six passport size)

All educational certificates including mark sheets in full Relieving Letter & Service Certificate (If employed previously) Proof of Last drawn salary

Aadhar, Passport / Proof of Address

Form -16 along with earnings certificate for IT purpose

Sincerely,
For Sutherland



Thendral Rajendran
Associate Vice President - Talent Acquisition



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May 05, 2020

Ishwarya A

No.8/84 Harchandrapuram road,
Thiruvallur chinnammappettai,
Tiruvallur -631210.

Subject: Employment Letter

Dear Ishwarya A,

We are pleased to inform that you have been selected for employment with us as **Associate Consultant (GCM Level GCM 1)**. Your total emoluments are **Rs. 340000/-** per annum, as described in Annexure A.

You will be on training for a period of one year, or any other period as the Company deems necessary, from the date of commencement of your service and you will be required to sign a separate agreement, by way of which you agree to remain in the employment of the Company during such period of training, and for a period of one year thereafter (hereinafter referred to as "the period"). Such agreement will also form part of your employment terms with the Company.

On successful completion of training, your services will be confirmed in writing by the Company and thereafter, subject to any other agreement or understanding between you and the Company, either party can terminate this employment agreement by providing a written notice or payment of basic pay of 90 days, to the other party. The notice period shall be 30 days during training period and 90 days thereafter. This offer is subject to your satisfactory completion background verification. Your retention in the company's employment will be subject to your continued medical fitness. The company reserves the right to ask you to undergo medical examination as and when considered necessary.

You are requested to be available for your virtual onboarding on **May 05, 2020** at 10.00 am and your work location will be **Chennai**.

This offer letter is subject to completion of below mentioned Terms and Conditions: -

You shall successfully complete and submit the Graduation/Diploma/Post-Graduate certificate from your college/university with a minimum percentage of 60% or higher within 90 days from your date of joining the company, further there should be no standing backlog.

If you fail to successfully complete your exams as mentioned above and/or to submit the above-mentioned documents in timely manner, this offer stands automatically withdrawn without any further consent from you. The company reserves right to modify the terms and conditions as and when needed.

The Company shall conduct reference checks/ background checks and drug test through a third-party agency at its sole discretion to verify and authenticate the details and all the documents furnished by you to the Company. By accepting this offer, you agree to abide by all Atos|Syntel policies and procedures as well as the terms and conditions annexed hereto.

Campus Hire Induction Program

As you are selected through direct Campus Hire Recruitment, you will undergo Campus Hire Induction Program which is required to train and develop your skills that are essential and suitable for your job role. This program is normally expected to be for a fixed duration as per the business requirement. There would be multiple assessments conducted throughout the program at regular intervals and you are required to score the ascertained passing percentage in the assessments. Failure to score the ascertain passing percentage, Atos | Syntel reserves the right to terminate your employment.



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Thirupachur, Thiruvallur - 631 203

Any communication regarding your terms of employment, or compensation must be in writing and signed by an authorized human resource ("HR") representative of Atos|Syntel. You agree that no commitments have been made by the Company that are not expressly contained in this letter. No other communication, document, etc. will be binding or effective unless expressly agreed to in writing and signed by an authorized HR representative of Syntel Pvt. Ltd.

You may be assigned and / or deputed to any other location / subsidiary / affiliated companies / divisions / associates whenever the Company may deem fit. Failure to report to an assignment will be grounds for disciplinary action, including but not limited to termination of employment.

Please return the acceptance copy (attached) after affixing your full signature in token of your formal acceptance of the terms and conditions of employment offered herein.

We take this opportunity to welcome you into Atos|Syntel family and look forward to a very fruitful association with you.

Yours sincerely

For SYNTEL PRIVATE LTD,



Adarsh Krishna
Deputy General Manager




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Temenos Offer

JANUARY 20 ,2020 (MM/DD/YYYY)

Dear **Jesy B**

No. E/39, Thidir Nagar, Kannabiran Street,
Mosur Village,Arakkonam – 631 004.

It gives us immense pleasure in inviting you to join Kony India Pvt Ltd as one of its valuable members. We believe that organizations grow and flourish fuelled by the enthusiasm and energy of the people, who are willing to invest in to the future. We are sure that with your joining, we will be adding to our organization’s strengths of competence, commitment and customer orientation.

1.Position: **Software Engineer**

2. Band: **A**

3.Job Family: **Technical**

4.Department: **Development-product**

5.Reporting to: **Priya Sugandh**

6.Job Description: **KEY RESPONSIBILITIES**

- Own the design, development, testing and shipping of features in the banking space.
- Collaborate with other members on the team to effectively deliver high quality features.
- Ability to hold a high bar on quality of everything which we release.
- Do design and code reviews for peers.
- Continually look for ways to improve our engineering systems and processes

7.Date of joining: **July 3, 2020 (MM/DD/YYYY)**

8. Probation: There will be a standard 6-month probationary period at the end of which the probationary period will automatically terminate unless intimated to you otherwise.

9. Termination: During probation one month notice and After probation, three months notice must be given should either party wish to terminate employment. However, any misdemeanor or misconduct will justify immediate dismissal without notice or compensation.

10. Working Hours: 8 hours per day, 5 days per week (Mon to Fri). Working hours may be subject to change following business requirements.

11. Place of work: SEZ - Unit II,Level 7,Building No.H06, HiTech City2 Phoenix Info City, Hyderabad, TELANGANA 500081 IND. You may however be required to take up assignments with subsidiaries of the group and/or our elients, which



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may include travel within India or abroad.

12. Vacation: Grant of leave will be governed by the provision of Leave Policy prevailing in Temenos India. You will be eligible for 12 days each of Paid Casual leave, Sick leave and 15 days of Privilege leave for every calendar year. There is a provision to accumulate privilege leave, subject to a maximum limit of 60 days. Apart from this you will also be entitled to statutory public holidays.

13. Insurance: You will be entitled to the standard group medical insurance cover taken out by the company. It includes Group Medclaim (GMC), Personal Accident (PAC) and Group Term Life (GTL).

14. Confidentiality: All matters, information or work undertaken by you in the course of your employment are confidential and you shall not release to third parties or make known any such matters, information or work without the prior written consent of the company.

15. Company's Procedures: Temenos has a Group Policy for staff that contains the company's operating rules and procedures. You shall abide to them.

16. Training: You will be provided adequate classroom training and the duration of training would be purely based on the business requirement. Based on the business requirement, period of training will vary or get extended. Your confirmation and continuation of employment will be primarily based on your performance in the training and your meeting the training criteria during and at the end of training. The criteria will be decided based on the type of training. During the Training / probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training / employment can be terminated by the Company with one week notice.

17. Training Agreement : At the time of joining, you need to sign the the Training Agreement, which stipulates a condition that you have to serve the company for a minimum period of two (2) years after the Training period. Failing which you will be required to reimburse the company an amount of INR 300,000/- (Rupees Three Lakhs Only) towards the cost of Training/Training Certification and all other costs related to training.

18. Passport: You will need to produce the photocopy of the passport or receipt for having applied for the same.

19. Background Checks: The company at its sole discretion may conduct background checks, prior to or after your joining service in Temenos, verify your identity, the address you reside in, your educational qualifications and details to your prior employment/s, if any, as mentioned in your application form / Offer Annexure, and conduct any criminal checks / records. You expressly consent to the company for conducting such background checks. You will be required to furnish documents as specified in "Offer Annexure" towards the background checks.

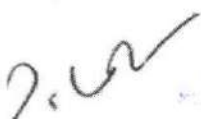
20. Validity of the Offer: Offer of employment is subject to the following

a. Clearance by the company doctor based on the "medical examination".

b. In case you do not communicate your acceptance of the offer or do not join duties on the date mentioned above, the offer contained in this letter shall stand automatically cancelled, unless specifically extended by Temenos India, in writing or by email.

Please acknowledge your offer acceptance in Cornerstone to indicate your agreement to these terms and consideration of employment. Formal Letter of Employment will replace this letter after you have joined Temenos India.

Yours sincerely,



T. Sethu Rathinam
Vice President – Human Resources



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ANNEXURE I - Salary Structure

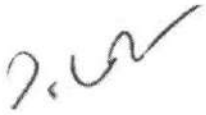
Your salary structure would be as indicated below:

Salary Components	INR Per Annum
A - Gross Salary	
Basic	180,000.00
HRA	55,000.00
Basket of Allowance	65,000.00
Total (A)	290,000.00
B - Other benefits	
Employer's contribution to Provident Fund (12% on Basic) as per law	33,000.00
Contribution to Gratuity as per law	13,221.00
Superannuation*	17,500.00
Insurance Benefit	4,500.00
C - Short Term incentive*	
Short Term incentive*	As per applicable Short Term Incentive(STI) plan
Total Compensation (A+B)	358,221.00

* **Short Term Incentive (STI):** The percentage of STI eligibility is based on the Band. The actual STI payment is subject to company performance and individual performance.

Please note that the payment of variable compensation is based on the sole discretion of the management. In case of disputes, management reserves the right to make a final decision.

Yours sincerely,



T. Sethu Rathinam
Vice President – Human Resources




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Engineering and Technology,
Thirupachur, Thiruvallur - 631 203



SUTHERLAND®

Appointment Letter

College Name: Sri Venkateswara College Of Engineering and Technology

Date: 05-March-2020

Dear **Kavitha R,**

Congratulations! We welcome you to the family of Sutherland!

With reference to the discussions you had with us, we are pleased to Appoint with us as **Associate-Voice** in the Company. Please note that this position is pending a favorable background verification and reference check. You are requested to join us **on or before July 01, 2020** on the following terms and conditions.

Your place of posting will be initially at Chennai. However, during your employment with us you may be posted or transferred/attached to any other units/companies/ offices or clients of The Sutherland Group either in India or Abroad at the sole discretion of the Management.

Your emoluments by way of Annual Cost to the Company are **Rs. 250000/- per annum (Rupees Two Lakh Fifty Thousand Only).**

You shall report to **Hemanth Kumar** of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.

You may be required to work in shift system of the company as intimated to you from time to time.

You are governed by the "Sutherland's Code of Conduct as updated from time to time" of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.

This is a contract for employment at will. You would be on probation for a period of 6 months and either party can terminate this contract of employment in 15 days advance notice or pay salary in lieu of the same to the other party. On completion of 6 months, your services will be deemed to be confirmed automatically unless informed otherwise in writing.

On confirmation, either party can terminate this contract for employment by giving 60 days advance notice or pay salary in lieu of the same to the other party. You understand and agree that if you do not complete the notice period the Company may be subject to losses or irreparable damages. Hence, the Company may, at its sole discretion, reject payment in lieu of notice period, and require you to complete the notice period in accordance with the employment contract, including any changes/amendments to the notice period, duly communicated to you without you having objected to the same within one month of such communication. If you fail to do so, the Company shall be entitled to sue you for specific performance of the contract as also claim ascertained damages.



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The company reserves the right to terminate your employment on grounds of unauthorized absence from duty, non-performance, misconduct, fraud, negligence, theft, willful violation of the company rules, misappropriation, imprisonment or censure by a court of law or as it may deem fit in the instant case and will not pay any notice pay.

During the period of your employment with us, you will not work directly or indirectly for any other person, firm, company or organization or engage yourself with any trade or business whether with or without remuneration in any capacity without the prior written permission of the company.

You will maintain utmost secrecy of the affairs or works of the company and should not divulge any information of the company by any mode of communication to any other person or organization etc., during your employment with us or thereafter.

Your appointment is subject to that your self-declaration on medical fitness and you will have to maintain a state of overall sound health in order to be able to perform your Services per expected standards and continue employment in the Company.

All inventions, improvements and discoveries made solely by you or jointly while on duty need to be disclosed to the company and the company has the sole right, title and interest over such inventions, improvements, and discoveries and has the intellectual property rights over them.

You shall keep the company informed in writing, of any change in your address. Failing which any notice/letter sent by the company to your address mentioned above shall be sufficient for the purpose of this contract.

The Personal Information you provide to the Company in connection with your recruitment and subsequent employment will be used for the purpose of administering your employment with the Company in general and the Company's human resources in particular. You have the right to access and correct your own Personal Information which the Company has. Any request for Personal Information access and/or correction should be addressed to the Human Resources Department. You shall keep the company informed of any change in your present or permanent address or contact details (e-mail/ contact number).

You will automatically retire from the services of the company on attaining the age of 60 years.

Required Documents

Please bring the following original documents for verification with their photocopies, which would be retained for our records.

Photographs (Six passport size)

All educational certificates including mark sheets in full Relieving Letter & Service Certificate (If employed previously) Proof of Last drawn salary

Aadhar, Passport / Proof of Address

Form -16 along with earnings certificate for IT purpose

Sincerely,
For Sutherland



Thendral Rajendran
Associate Vice President - Talent Acquisition



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Thirupachur, Thiruvallur - 631 203

May 05, 2020

Kaviya D

No.49.Pillaiya Kovil street,
Mettupalayam, Sendreyanpalayam
Thiruvallur -602002.

Subject: Employment Letter

Dear Kaviya D,

We are pleased to inform that you have been selected for employment with us as **Associate Consultant (GCM Level GCM 1)**. Your total emoluments are **Rs. 340000/-per annum**, as described in Annexure A.

You will be on training for a period of one year, or any other period as the Company deems necessary, from the date of commencement of your service and you will be required to sign a separate agreement, by way of which you agree to remain in the employment of the Company during such period of training, and for a period of one year thereafter (hereinafter referred to as "the period"). Such agreement will also form part of your employment terms with the Company.

On successful completion of training, your services will be confirmed in writing by the Company and thereafter, subject to any other agreement or understanding between you and the Company, either party can terminate this employment agreement by providing a written notice or payment of basic pay of 90 days, to the other party. The notice period shall be 30 days during training period and 90 days thereafter. This offer is subject to your satisfactory completion background verification. Your retention in the company's employment will be subject to your continued medical fitness. The company reserves the right to ask you to undergo medical examination as and when considered necessary.

You are requested to be available for your virtual onboarding on **May 05,2020** at 10.00 am and your work location will be **Chennai**.

This offer letter is subject to completion of below mentioned Terms and Conditions: -

You shall successfully complete and submit the Graduation/Diploma/Post-Graduate certificate from your college/university with a minimum percentage of 60% or higher within 90 days from your date of joining the company, further there should be no standing backlog.

If you fail to successfully complete your exams as mentioned above and/or to submit the above-mentioned documents in timely manner, this offer stands automatically withdrawn without any further consent from you. The company reserves right to modify the terms and conditions as and when needed.

The Company shall conduct reference checks/ background checks and drug test through a third-party agency at its sole discretion to verify and authenticate the details and all the documents furnished by you to the Company. By accepting this offer, you agree to abide by all Atos|Syntel policies and procedures as well as the terms and conditions annexed hereto.

Campus Hire Induction Program

As you are selected through direct Campus Hire Recruitment, you will undergo Campus Hire Induction Program which is required to train and develop your skills that are essential and suitable for your job role. This program is normally expected to be for a fixed duration as per the business requirement. There would be multiple assessments conducted throughout the program at regular intervals and you are required to score the ascertained passing percentage in the assessments. Failure to score the ascertain passing percentage, Atos | Syntel reserves the right to terminate your employment.



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Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

Any communication regarding your terms of employment, or compensation must be in writing and signed by an authorized human resource ("HR") representative of Atos|Syntel. You agree that no commitments have been made by the Company that are not expressly contained in this letter. No other communication, document, etc. will be binding or effective unless expressly agreed to in writing and signed by an authorized HR representative of Syntel Pvt. Ltd.

You may be assigned and / or deputed to any other location / subsidiary / affiliated companies / divisions / associates whenever the Company may deem fit. Failure to report to an assignment will be grounds for disciplinary action, including but not limited to termination of employment.

Please return the acceptance copy (attached) after affixing your full signature in token of your formal acceptance of the terms and conditions of employment offered herein.

We take this opportunity to welcome you into Atos|Syntel family and look forward to a very fruitful association with you.

Yours sincerely

For **SYNTEL PRIVATE LTD,**



Adarsh Krishna
Deputy General Manager



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Engineering and Technology,
Thirupachur, Thiruvallur - 631 203



CGI Information Systems and Management Consultants Pvt. Ltd.

Regd. Office: e.city, Tower 2, No.95/1 & 95/2,

Electronic City, Phase I (West)

Bangalore - 560 100, India

Tel +91-80-6642 2222 | Fax +91-80-6642 1200

cgi.com

CIN: U72200KA1990PTC019138

Personal and Confidential

Jan 06, 2020

Ms.Keerthana S

No. 36h Ganapathy nagar
surapet main road puthagaram
Chennai 600099

Dear Keerthana S ,

I am delighted to offer you a role at CGI where we strive to create an environment in which we enjoy working together and, as owners, contribute to building a company we can be proud of. We are very excited about the prospect of having you join us, and look forward to welcoming you.

As part of the leading top 5 independent information technology companies in the world, there are many opportunities for growth and development, both individually and as part of a large professional community. I hope you will choose to be part of our CGI Global Community, a team of extraordinary people building a company that reflects their aspirations and is supported by our shared vision and values.

We are offering you the position of **Software Engineer** and your Gross Compensation is **INR 350,004/-**

We will communicate to you the details of joining location, venue, date and time, basis business priorities. Your appointment will be effective on your joining date. If you do not confirm your acceptance within three working days, this offer will be withdrawn.

- To confirm your acceptance of this offer, you are required to communicate via email to your assigned Recruiter's CGI e-mail id and confirm your joining date. If you have questions, write to cgirecruitment.india@cgi.com
- Your reporting time on the joining date is 8:30 a.m. Kindly note that it is important to be on time to complete the joining formalities
- On your joining date, please bring the originals and one set of photocopies of the documents mentioned in Annexure-A
- Please contact us at 080-4194 0000 (Monday to Friday between 9:30 a.m. to 5:30 p.m.) or via the above-mentioned email-Id for any queries regarding your employment offer.

The terms and conditions governing your employment are as under:

- Your employment with the Company is at all times subject to you having and maintaining a valid work permit from the Government of India (if applicable). A copy of the work permit needs to be furnished by you on the date of on boarding failing which you will not be permitted to join
- You will be on Probation for a period of six (6) months from the date of appointment. You will be confirmed as a permanent employee at the end of the period of probation by a letter of confirmation, if your conduct and performance in the appointed position are found satisfactory during the period of probation. The Company shall have the right to extend the Probationary Period for a further period of six (6) months or a part thereof. The Probationary Period shall be deemed to have been extended unless notified otherwise in writing
- On joining, you will be part of various training programs devised by the Company to help you prepare for assignments as part of your employment with the Company. You acknowledge that the Company may incur considerable expenses to impart such training programs and consequently, you agree to serve the Company for a period of two (2) years effective from your date of appointment and execute a service agreement with the Company upon request. You will also have to sign the Employment Agreement with the Company
- You will be eligible for a performance revision as per company policy




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Contd...2...
Sri Venkateswara College of
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Thirupachur, Thiruvallur - 631 203

Experience the commitment.



• **Base Compensation Components:**

Designation	: Software Engineer	
Effective	: January 6, 2020	
Pay Components	Pay Components	Pay Components
Basic (Inclusive of D.A.)	21,500	258,000
Flexible Compensation Plan ¹	4,053	48,636
Base Compensation	25,553	306,636
Provident Fund <i>Company Contribution</i>	2,580	30,960
Gratuity Fund Contribution	1,034	12,408
Gross Compensation	29,167	350,004

In addition to the above you are eligible for:

- Group Medical Insurance, Group Personal Accident Insurance and Group Term Insurance
- CGI will contribute towards **Share Purchase Plan (SPP)** upto 3.0% of Base Compensation ; matching your contribution. It puts into practice company's philosophy of intrapreneurship through ownership. All regular full-time members are invited to participate upon their hiring. Only those members who enroll for this benefit are eligible for receiving the company contribution & will need to contribute an equal amount on a monthly basis towards the purchase of CGI shares
- **Target Profit Participation Plan (PPP)** at 2.0% of Base Compensation on pro rata basis. It is designed to encourage high-performance work culture. Actual PPP payouts are based on performance of CGI, performance of Business Units and performance of Individuals. All regular members employed as of June 30th of the reference fiscal year (Oct-Sept) are eligible. The Corporate guidelines of PPP may be amended from time to time

Eligible members will be paid statutory bonus as per the provisions of the Payment of Bonus Act, 1965. Where members are eligible for both statutory bonus as well as the PPP, the company shall deduct from the PPP allocated to a member the amount of statutory bonus payable under the Act for such corresponding period and the difference will be paid as the actual PPP

Note:

Flexible Compensation Plan¹: Option includes components like Meal vouchers, conveyance, NPS, LTA, etc.

The tax liability arising out of the above payments now or in the future, due to changes in income tax provision shall be borne by you.

I look forward to your acceptance of this offer and to welcoming you to our team. I am confident that in this new role, you will make a valuable contribution to CGI and our continued success.

Yours sincerely

**For CGI Information Systems and
Management Consultants Pvt. Ltd.,**

**Sudhir Subbaraman
Senior Vice President**

I have read the terms and conditions of employment and the contents of the employment agreement and in token of my acceptance; I duly acknowledge the receipt of the letter of employment.

Please sign below to confirm that you agree with the terms and conditions stated in this letter.

Signature & Date
PRINCIPAL
**Sri Venkateswara College of
Engineering and Technology,**
Thirupachur, Thiruvallur - 631 203

Offer Letter

Date: 08-Jul-2020

Name : Kirthiga R

Address: No.1, lakshimanan muthalai Street, korattur, Chennai -600080.

Dear Kirthiga R,

We are pleased to confirm your acceptance as a Software Developer with our Company. Please report to the Human Resources Department 20-Jul-2020 with the appropriate documents and completed forms.

Your duties and assignments for this position will be those described to you in your orientation with Shashank Shekhar. In addition you shall perform such other duties as are customarily associated with such position and as its authorized representative may from time to time require. You shall devote your full business efforts and time to the Company and agree to perform your duties faithfully and to the best of your ability.

You should be aware that your Apprenticeship with the Company may be terminated at any time without notice in case of breach of policies/ agreement signed with the Company. In case you wish to leave the company after completion of training period i.e. 12 months, 60 days notice will be applicable.

You will be further required to sign Non-disclosure Agreement at the time of acceptance.

You will be compensated Rs 18,500 INR (Eighteen Thousand Five Hundred Rupees) per month and will be paid in accordance with the Company's normal payroll practices and be subject to the usual, required withholding.

While employed hereunder, you will not be entitled to participate in the employee benefit plans maintained by the Company, if any. You will not be eligible for paid leave and paid holidays unless approved by your supervisor.

The Company will also reimburse you for reasonable and documented travel, entertainment or other expenses incurred by you in the furtherance of or in connection with the performance of your duties in accordance with the Company's expense reimbursement policy as in effect from time to time.



COLLABERA TECHNOLOGIES PVT. LTD.
(CIN: U74200GJ1998PTC035036)
Regd. office: Collabera House, 3rd Floor,
Gotri Sevasi Road, Gotri, Vadodara - 390021, India
+91-265-2302313 www.collabera.com


PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

Governing Law:

This Agreement is governed by the laws of India in force and the Parties to the Agreement irrevocably and unconditionally submit to the exclusive jurisdiction of the Vadodara courts.

You acknowledge and agree that you are executing this letter voluntarily and without any duress or undue influence by the Company or anyone else. You further acknowledge and agree that you have carefully read this letter and that you understand the terms, consequences and binding effect of this letter.

To indicate your acceptance of the Company 's offer, please sign and date this letter in the space provided below, and return it to the address indicated below. A duplicate original is enclosed for your records. We hope that this offer will be favorably received and we look forward to working with you at Collabera Technologies Pvt Ltd. Your start date of training is, 08-Jul-2021 which will continue for a period of 6 months. It can be extended as per mutual agreement.

Sincerely,

Collabera Technologies Pvt Ltd,

**DIMPLE
K SHAH** Digitally signed
by DIMPLE K
SHAH
Date: 2021.07.08
13:11:37 +05'30'

Authorised Signatory




PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

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SUTHERLAND

Appointment Letter

College Name: Sri Venkateswara College Of Engineering and Technology

Date: 05-March-2020

Dear **Krishnamoorthy K,**

Congratulations! We welcome you to the family of Sutherland!

With reference to the discussions you had with us, we are pleased to Appoint with us as **Associate-Voice** in the Company. Please note that this position is pending a favorable background verification and reference check. You are requested to join us **on or before July 01, 2020** on the following terms and conditions.

Your place of posting will be initially at Chennai. However, during your employment with us you may be posted or transferred/attached to any other units/companies/ offices or clients of The Sutherland Group either in India or Abroad at the sole discretion of the Management.

Your emoluments by way of Annual Cost to the Company are **Rs. 250000/- per annum (Rupees Two Lakh Fifty Thousand Only)**.

You shall report to **Hemanth Kumar** of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.

You may be required to work in shift system of the company as intimated to you from time to time.

You are governed by the "Sutherland's Code of Conduct as updated from time to time" of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.

This is a contract for employment at will. You would be on probation for a period of 6 months and either party can terminate this contract of employment in 15 days advance notice or pay salary in lieu of the same to the other party. On completion of 6 months, your services will be deemed to be confirmed automatically unless informed otherwise in writing.

On confirmation, either party can terminate this contract for employment by giving 60 days advance notice or pay salary in lieu of the same to the other party. You understand and agree that if you do not complete the notice period the Company may be subject to losses or irreparable damages. Hence, the Company may, at its sole discretion, reject payment in lieu of notice period, and require you to complete the notice period in accordance with the employment contract, including any changes/amendments to the notice period, duly communicated to you without you having objected to the same within one month of such communication. If you fail to do so, the Company shall be entitled to sue you for specific performance of the contract as also claim ascertained damages.



PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

The company reserves the right to terminate your employment on grounds of unauthorized absence from duty, non-performance, misconduct, fraud, negligence, theft, willful violation of the company rules, misappropriation, imprisonment or censure by a court of law or as it may deem fit in the instant case and will not pay any notice pay.

During the period of your employment with us, you will not work directly or indirectly for any other person, firm, company or organization or engage yourself with any trade or business whether with or without remuneration in any capacity without the prior written permission of the company.

You will maintain utmost secrecy of the affairs or works of the company and should not divulge any information of the company by any mode of communication to any other person or organization etc., during your employment with us or thereafter.

Your appointment is subject to that your self-declaration on medical fitness and you will have to maintain a state of overall sound health in order to be able to perform your Services per expected standards and continue employment in the Company.

All inventions, improvements and discoveries made solely by you or jointly while on duty need to be disclosed to the company and the company has the sole right, title and interest over such inventions, improvements, and discoveries and has the intellectual property rights over them.

You shall keep the company informed in writing, of any change in your address. Failing which any notice/letter sent by the company to your address mentioned above shall be sufficient for the purpose of this contract.

The Personal Information you provide to the Company in connection with your recruitment and subsequent employment will be used for the purpose of administering your employment with the Company in general and the Company's human resources in particular. You have the right to access and correct your own Personal Information which the Company has. Any request for Personal Information access and/or correction should be addressed to the Human Resources Department. You shall keep the company informed of any change in your present or permanent address or contact details (e-mail/ contact number).

You will automatically retire from the services of the company on attaining the age of 60 years.

Required Documents

Please bring the following original documents for verification with their photocopies, which would be retained for our records.

Photographs (Six passport size)

All educational certificates including mark sheets in full Relieving Letter & Service Certificate (If employed previously) Proof of Last drawn salary

Aadhar, Passport / Proof of Address

Form -16 along with earnings certificate for IT purpose

Sincerely,
For Sutherland



Thendral Rajendran
Associate Vice President - Talent Acquisition




PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

Offer Letter

Date: 08-Jul-2020

Name : Mahalakshmi M

Address: 132c Bharathi Nagar 2nd Street Villivakkam ,Chennai – 600049

Dear Mahalakshmi M,

We are pleased to confirm your acceptance as a Software Developer with our Company. Please report to the Human Resources Department 20-Jul-2020 with the appropriate documents and completed forms.

Your duties and assignments for this position will be those described to you in your orientation with Shashank Shekhar. In addition you shall perform such other duties as are customarily associated with such position and as its authorized representative may from time to time require. You shall devote your full business efforts and time to the Company and agree to perform your duties faithfully and to the best of your ability.

You should be aware that your Apprenticeship with the Company may be terminated at any time without notice in case of breach of policies/ agreement signed with the Company. In case you wish to leave the company after completion of training period i.e. 12 months, 60 days notice will be applicable.

You will be further required to sign Non-disclosure Agreement at the time of acceptance.

You will be compensated Rs 18,500 INR (Eighteen Thousand Five Hundred Rupees) per month and will be paid in accordance with the Company's normal payroll practices and be subject to the usual, required withholding.

While employed hereunder, you will not be entitled to participate in the employee benefit plans maintained by the Company, if any. You will not be eligible for paid leave and paid holidays unless approved by your supervisor.

The Company will also reimburse you for reasonable and documented travel, entertainment or other expenses incurred by you in the furtherance of or in connection with the performance of your duties in accordance with the Company's expense reimbursement policy as in effect from time to time.



PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

COLLABERA TECHNOLOGIES PVT. LTD.

(CIN: U74200GJ1998PTC035036)

Regd. office: Collabera House, 3rd Floor,
Gotri Sevasi Road, Gotri, Vadodara - 390021, India
+91-265-2302313 www.collabera.com

Governing Law:

This Agreement is governed by the laws of India in force and the Parties to the Agreement irrevocably and unconditionally submit to the exclusive jurisdiction of the Vadodara courts.

You acknowledge and agree that you are executing this letter voluntarily and without any duress or undue influence by the Company or anyone else. You further acknowledge and agree that you have carefully read this letter and that you understand the terms, consequences and binding effect of this letter.

To indicate your acceptance of the Company 's offer, please sign and date this letter in the space provided below and return it to the address indicated below. A duplicate original is enclosed for your records. We hope that this offer will be favorably received and we look forward to working with you at Collabera Technologies Pvt Ltd. Your start date of training is, 08-Jul-2021 which will continue for a period of 6 months. It can be extended as per mutual agreement.

Sincerely,

Collabera Technologies Pvt Ltd,

**DIMPLE
K SHAH** Digitally signed
by DIMPLE K
SHAH
Date: 2021.07.08
13:11:37 +05'30'

Authorised Signatory




PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
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May 05,2020

Mohanavalli T

No:151 jasmine nagar, melapedu,
Palavedu ,chennai-600055.

Subject: Employment Letter

Dear Mohanavalli T,

We are pleased to inform that you have been selected for employment with us as **Associate Consultant (GCM Level GCM 1)**. Your total emoluments are **Rs. 340000/-**per annum, as described in Annexure A.

You will be on training for a period of one year, or any other period as the Company deems necessary, from the date of commencement of your service and you will be required to sign a separate agreement, by way of which you agree to remain in the employment of the Company during such period of training, and for a period of one year thereafter (hereinafter referred to as "the period"). Such agreement will also form part of your employment terms with the Company.

On successful completion of training, your services will be confirmed in writing by the Company and thereafter, subject to any other agreement or understanding between you and the Company, either party can terminate this employment agreement by providing a written notice or payment of basic pay of 90 days, to the other party. The notice period shall be 30 days during training period and 90 days thereafter. This offer is subject to your satisfactory completion background verification. Your retention in the company's employment will be subject to your continued medical fitness. The company reserves the right to ask you to undergo medical examination as and when considered necessary.

You are requested to be available for your virtual onboarding on **May 05,2020** at 10.00 am and your work location will be **Chennai**.

This offer letter is subject to completion of below mentioned Terms and Conditions: -

You shall successfully complete and submit the Graduation/Diploma/Post-Graduate certificate from your college/university with a minimum percentage of 60% or higher within 90 days from your date of joining the company, further there should be no standing backlog.

If you fail to successfully complete your exams as mentioned above and/or to submit the above-mentioned documents in timely manner, this offer stands automatically withdrawn without any further consent from you. The company reserves right to modify the terms and conditions as and when needed.

The Company shall conduct reference checks/ background checks and drug test through a third-party agency at its sole discretion to verify and authenticate the details and all the documents furnished by you to the Company. By accepting this offer, you agree to abide by all Atos|Syntel policies and procedures as well as the terms and conditions annexed hereto.

Campus Hire Induction Program

As you are selected through direct Campus Hire Recruitment, you will undergo Campus Hire Induction Program which is required to train and develop your skills that are essential and suitable for your job role. This program is normally expected to be for a fixed duration as per the business requirement. There would be multiple assessments conducted throughout the program at regular intervals and you are required to score the ascertained passing percentage in the assessments. Failure to score the ascertain passing percentage, Atos | Syntel reserves the right to terminate your employment.



Signature
PRINCIPAL
Sri Venkateswara College of Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

Any communication regarding your terms of employment, or compensation must be in writing and signed by an authorized human resource ("HR") representative of Atos|Syntel. You agree that no commitments have been made by the Company that are not expressly contained in this letter. No other communication, document, etc. will be binding or effective unless expressly agreed to in writing and signed by an authorized HR representative of Syntel Pvt. Ltd.

You may be assigned and / or deputed to any other location / subsidiary / affiliated companies / divisions / associates whenever the Company may deem fit. Failure to report to an assignment will be grounds for disciplinary action, including but not limited to termination of employment.

Please return the acceptance copy (attached) after affixing your full signature in token of your formal acceptance of the terms and conditions of employment offered herein.

We take this opportunity to welcome you into Atos|Syntel family and look forward to a very fruitful association with you.

Yours sincerely

For SYNTEL PRIVATE LTD,



Adarsh Krishna
Deputy General Manager




PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

Offer Letter

Date: 08-Jul-2020

Name : Nagajothi K

Address: No.16 Pillayar Kovil Back Street, JCN Nagar , Poonamallee , Chennai – 56

Dear Nagajothi K,

We are pleased to confirm your acceptance as a Software Developer with our Company. Please report to the Human Resources Department 20-Jul-2020 with the appropriate documents and completed forms.

Your duties and assignments for this position will be those described to you in your orientation with Shashank Shekhar. In addition you shall perform such other duties as are customarily associated with such position and as its authorized representative may from time to time require. You shall devote your full business efforts and time to the Company and agree to perform your duties faithfully and to the best of your ability.

You should be aware that your Apprenticeship with the Company may be terminated at any time without notice in case of breach of policies/ agreement signed with the Company. In case you wish to leave the company after completion of training period i.e. 12 months, 60 days notice will be applicable.

You will be further required to sign Non-disclosure Agreement at the time of acceptance.

You will be compensated Rs 18,500 INR (Eighteen Thousand Five Hundred Rupees) per month and will be paid in accordance with the Company's normal payroll practices and be subject to the usual, required withholding.

While employed hereunder, you will not be entitled to participate in the employee benefit plans maintained by the Company, if any. You will not be eligible for paid leave and paid holidays unless approved by your supervisor.

The Company will also reimburse you for reasonable and documented travel, entertainment or other expenses incurred by you in the furtherance of or in connection with the performance of your duties in accordance with the Company's expense reimbursement policy as in effect from time to time.



PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

COLLABERA TECHNOLOGIES PVT. LTD.

(CIN: U74200GJ1998PTC035036)

Regd. office: Collabera House, 3rd Floor,
Gotri Sevasi Road, Gotri, Vadodara - 390021, India

+91-265-2302313 www.collabera.com

Governing Law:

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You acknowledge and agree that you are executing this letter voluntarily and without any duress or undue influence by the Company or anyone else. You further acknowledge and agree that you have carefully read this letter and that you understand the terms, consequences and binding effect of this letter.

To indicate your acceptance of the Company 's offer, please sign and date this letter in the space provided below and return it to the address indicated below. A duplicate original is enclosed for your records. We hope that this offer will be favorably received and we look forward to working with you at Collabera Technologies Pvt Ltd. Your start date of training is, 08-Jul-2021 which will continue for a period of 6 months. It can be extended as per mutual agreement.

Sincerely,

Collabera Technologies Pvt Ltd,

DIMPLE Digitally signed
by DIMPLE K
SHAH
K SHAH Date: 2021.07.08
13:11:37 +05'30'

Authorised Signatory



PRINCIPAL
Sri Venkateswara College of
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+91-265-2302313 www.collabera.com

Ms. Nikhitha A S
No. 147PTC Street, Annai
Anjugam Nagar,
Nandabakkam, kundrathur,
Chennai-69

Dear Nikhitha A S,

I am delighted to offer you a role at CGI where we strive to create an environment in which we enjoy working together and, as owners, contribute to building a company we can be proud of. We are very excited about the prospect of having you join us, and look forward to welcoming you.

As part of the leading top 5 independent information technology companies in the world, there are many opportunities for growth and development, both individually and as part of a large professional community. I hope you will choose to be part of our CGI Global Community, a team of extraordinary people building a company that reflects their aspirations and is supported by our shared vision and values.

We are offering you the position of **Software Engineer** and your Gross Compensation is **INR 350,004/-**

We will communicate to you the details of joining location, venue, date and time, basis business priorities. Your appointment will be effective on your joining date. If you do not confirm your acceptance within three working days, this offer will be withdrawn.

- To confirm your acceptance of this offer, you are required to communicate via email to your assigned Recruiter's CGI e-mail id and confirm your joining date. If you have questions, write to cgirecruitment.india@cgi.com
- Your reporting time on the joining date is 8:30 a.m. Kindly note that it is important to be on time to complete the joining formalities
- On your joining date, please bring the originals and one set of photocopies of the documents mentioned in Annexure-A
- Please contact us at 080-4194 0000 (Monday to Friday between 9:30 a.m. to 5:30 p.m.) or via the above-mentioned email-Id for any queries regarding your employment offer.

The terms and conditions governing your employment are as under:

- Your employment with the Company is at all times subject to you having and maintaining a valid work permit from the Government of India (if applicable). A copy of the work permit needs to be furnished by you on the date of on boarding failing which you will not be permitted to join
- You will be on Probation for a period of six (6) months from the date of appointment. You will be confirmed as a permanent employee at the end of the period of probation by a letter of confirmation, if your conduct and performance in the appointed position are found satisfactory during the period of probation. The Company shall have the right to extend the Probationary Period for a further period of six (6) months or a part thereof. The Probationary Period shall be deemed to have been extended unless notified otherwise in writing
- On joining, you will be part of various training programs devised by the Company to help you prepare for assignments as part of your employment with the Company. You acknowledge that the Company may incur considerable expenses to impart such training programs and consequently, you agree to serve the Company for a period of two (2) years effective from your date of appointment and execute a service agreement with the Company upon request. You will also have to sign the Employment Agreement with the Company
- You will be eligible for a performance revision as per company policy



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Sri Venkateswara College of Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

• **Base Compensation Components:**

Designation	: Software Engineer	
Effective	: January 6, 2020	
Pay Components	Pay Components	Pay Components
Basic (Inclusive of D.A.)	21,500	258,000
Flexible Compensation Plan ¹	4,053	48,636
Base Compensation	25,553	306,636
Provident Fund <i>Company Contribution</i>	2,580	30,960
Gratuity Fund Contribution	1,034	12,408
Gross Compensation	29,167	350,004

In addition to the above you are eligible for:

- Group Medical Insurance, Group Personal Accident Insurance and Group Term Insurance
- CGI will contribute towards **Share Purchase Plan (SPP)** upto 3.0% of Base Compensation ; matching your contribution. It puts into practice company's philosophy of intrapreneurship through ownership. All regular full-time members are invited to participate upon their hiring. Only those members who enroll for this benefit are eligible for receiving the company contribution & will need to contribute an equal amount on a monthly basis towards the purchase of CGI shares
- **Target Profit Participation Plan (PPP)** at 2.0% of Base Compensation on pro rata basis. It is designed to encourage high-performance work culture. Actual PPP payouts are based on performance of CGI, performance of Business Units and performance of Individuals. All regular members employed as of June 30th of the reference fiscal year (Oct-Sept) are eligible. The Corporate guidelines of PPP may be amended from time to time

Eligible members will be paid statutory bonus as per the provisions of the Payment of Bonus Act, 1965. Where members are eligible for both statutory bonus as well as the PPP, the company shall deduct from the PPP allocated to a member the amount of statutory bonus payable under the Act for such corresponding period and the difference will be paid as the actual PPP

Note:

Flexible Compensation Plan¹: Option includes components like Meal vouchers, conveyance, NPS, LTA, etc.

The tax liability arising out of the above payments now or in the future, due to changes in income tax provision shall be borne by you.

I look forward to your acceptance of this offer and to welcoming you to our team. I am confident that in this new role, you will make a valuable contribution to CGI and our continued success.

Yours sincerely

**For CGI Information Systems and
Management Consultants Pvt. Ltd.,**




**Sudhir Subbaraman
Senior Vice President**

I have read the terms and conditions of employment and the contents of the employment agreement and in token of my acceptance; I duly acknowledge the receipt of the letter of employment.

Please sign below to confirm that you agree with the terms and conditions stated in this letter.


Signature & Date




PRINCIPAL
**Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203**



Appointment Letter

College Name: Sri Venkateswara College Of Engineering and Technology

Date: 05-March-2020

Dear **Nivethitha S,**

Congratulations! We welcome you to the family of Sutherland!

With reference to the discussions you had with us, we are pleased to Appoint with us as **Associate-Voice** in the Company. Please note that this position is pending a favorable background verification and reference check. You are requested to join us **on or before July 01, 2020** on the following terms and conditions.

Your place of posting will be initially at Chennai. However, during your employment with us you may be posted or transferred/attached to any other units/companies/ offices or clients of The Sutherland Group either in India or Abroad at the sole discretion of the Management.

Your emoluments by way of Annual Cost to the Company are **Rs. 250000/- per annum (Rupees Two Lakh Fifty Thousand Only).**

You shall report to **Hemanth Kumar** of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.

You may be required to work in shift system of the company as intimated to you from time to time.

You are governed by the "Sutherland's Code of Conduct as updated from time to time" of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.

This is a contract for employment at will. You would be on probation for a period of 6 months and either party can terminate this contract of employment in 15 days advance notice or pay salary in lieu of the same to the other party. On completion of 6 months, your services will be deemed to be confirmed automatically unless informed otherwise in writing.

On confirmation, either party can terminate this contract for employment by giving 60 days advance notice or pay salary in lieu of the same to the other party. You understand and agree that if you do not complete the notice period the Company may be subject to losses or irreparable damages. Hence, the Company may, at its sole discretion, reject payment in lieu of notice period, and require you to complete the notice period in accordance with the employment contract, including any changes/amendments to the notice period, duly communicated to you without you having objected to the same within one month of such communication. If you fail to do so, the Company shall be entitled to sue you for specific performance of the contract as also claim ascertained damages.



PRINCIPAL
Sri Venkateswara College of
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Thirupachur, Thiruvallur - 631 203

The company reserves the right to terminate your employment on grounds of unauthorized absence from duty, non-performance, misconduct, fraud, negligence, theft, willful violation of the company rules, misappropriation, imprisonment or censure by a court of law or as it may deem fit in the instant case and will not pay any notice pay.

During the period of your employment with us, you will not work directly or indirectly for any other person, firm, company or organization or engage yourself with any trade or business whether with or without remuneration in any capacity without the prior written permission of the company.

You will maintain utmost secrecy of the affairs or works of the company and should not divulge any information of the company by any mode of communication to any other person or organization etc., during your employment with us or thereafter.

Your appointment is subject to that your self-declaration on medical fitness and you will have to maintain a state of overall sound health in order to be able to perform your Services per expected standards and continue employment in the Company.

All inventions, improvements and discoveries made solely by you or jointly while on duty need to be disclosed to the company and the company has the sole right, title and interest over such inventions, improvements, and discoveries and has the intellectual property rights over them.

You shall keep the company informed in writing, of any change in your address. Failing which any notice/letter sent by the company to your address mentioned above shall be sufficient for the purpose of this contract.

The Personal Information you provide to the Company in connection with your recruitment and subsequent employment will be used for the purpose of administering your employment with the Company in general and the Company's human resources in particular. You have the right to access and correct your own Personal Information which the Company has. Any request for Personal Information access and/or correction should be addressed to the Human Resources Department. You shall keep the company informed of any change in your present or permanent address or contact details (e-mail/ contact number).

You will automatically retire from the services of the company on attaining the age of 60 years.

Required Documents

Please bring the following original documents for verification with their photocopies, which would be retained for our records.

Photographs (Six passport size)

All educational certificates including mark sheets in full Relieving Letter & Service Certificate (If employed previously) Proof of Last drawn salary

Aadhar, Passport / Proof of Address

Form -16 along with earnings certificate for IT purpose

Sincerely,
For Sutherland



Thendral Rajendran
Associate Vice President - Talent Acquisition




PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

May 05,2020

Pavithra V

No: 105c srinivasa perumal Kovil street,
periya thoppu, Manali, Chennai-600068.

Subject: Employment Letter

Dear Pavithra V,

We are pleased to inform that you have been selected for employment with us as **Associate Consultant (GCM Level GCM 1)**. Your total emoluments are **Rs. 340000/-**per annum, as described in Annexure A.

You will be on training for a period of one year, or any other period as the Company deems necessary, from the date of commencement of your service and you will be required to sign a separate agreement, by way of which you agree to remain in the employment of the Company during such period of training, and for a period of one year thereafter (hereinafter referred to as "the period"). Such agreement will also form part of your employment terms with the Company.

On successful completion of training, your services will be confirmed in writing by the Company and thereafter, subject to any other agreement or understanding between you and the Company, either party can terminate this employment agreement by providing a written notice or payment of basic pay of 90 days, to the other party. The notice period shall be 30 days during training period and 90 days thereafter. This offer is subject to your satisfactory completion background verification. Your retention in the company's employment will be subject to your continued medical fitness. The company reserves the right to ask you to undergo medical examination as and when considered necessary.

You are requested to be available for your virtual onboarding on **May 05,2020** at 10.00 am and your work location will be **Chennai**.

This offer letter is subject to completion of below mentioned Terms and Conditions: -

You shall successfully complete and submit the Graduation/Diploma/Post-Graduate certificate from your college/university with a minimum percentage of 60% or higher within 90 days from your date of joining the company, further there should be no standing backlog.

If you fail to successfully complete your exams as mentioned above and/or to submit the above-mentioned documents in timely manner, this offer stands automatically withdrawn without any further consent from you. The company reserves right to modify the terms and conditions as and when needed.

The Company shall conduct reference checks/ background checks and drug test through a third-party agency at its sole discretion to verify and authenticate the details and all the documents furnished by you to the Company. By accepting this offer, you agree to abide by all Atos|Syntel policies and procedures as well as the terms and conditions annexed hereto.

Campus Hire Induction Program

As you are selected through direct Campus Hire Recruitment, you will undergo Campus Hire Induction Program which is required to train and develop your skills that are essential and suitable for your job role. This program is normally expected to be for a fixed duration as per the business requirement. There would be multiple assessments conducted throughout the program at regular intervals and you are required to score the ascertained passing percentage in the assessments. Failure to score the ascertain passing percentage, Atos | Syntel reserves the right to terminate your employment.



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Thirupachur, Thiruvallur - 631 203

Any communication regarding your terms of employment, or compensation must be in writing and signed by an authorized human resource ("HR") representative of Atos|Syntel. You agree that no commitments have been made by the Company that are not expressly contained in this letter. No other communication, document, etc. will be binding or effective unless expressly agreed to in writing and signed by an authorized HR representative of Syntel Pvt. Ltd.

You may be assigned and / or deputed to any other location / subsidiary / affiliated companies / divisions / associates whenever the Company may deem fit. Failure to report to an assignment will be grounds for disciplinary action, including but not limited to termination of employment.

Please return the acceptance copy (attached) after affixing your full signature in token of your formal acceptance of the terms and conditions of employment offered herein.

We take this opportunity to welcome you into Atos|Syntel family and look forward to a very fruitful association with you.

Yours sincerely

For SYNTEL PRIVATE LTD,



Adarsh Krishna
Deputy General Manager




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Thirupachur, Thiruvallur - 631 203



SUTHERLAND

Appointment Letter

College Name: Sri Venkateswara College Of Engineering and Technology

Date: 05-March-2020

Dear **Pavithra V**,

Congratulations! We welcome you to the family of Sutherland!

With reference to the discussions you had with us, we are pleased to Appoint with us as **Associate-Voice** in the Company. Please note that this position is pending a favorable background verification and reference check. You are requested to join us **on or before July 01, 2020** on the following terms and conditions.

Your place of posting will be initially at Chennai. However, during your employment with us you may be posted or transferred/attached to any other units/companies/ offices or clients of The Sutherland Group either in India or Abroad at the sole discretion of the Management.

Your emoluments by way of Annual Cost to the Company are **Rs. 250000/- per annum (Rupees Two Lakh Fifty Thousand Only)**.

You shall report to **Hemanth Kumar** of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.

You may be required to work in shift system of the company as intimated to you from time to time.

You are governed by the "Sutherland's Code of Conduct as updated from time to time" of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.

This is a contract for employment at will. You would be on probation for a period of 6 months and either party can terminate this contract of employment in 15 days advance notice or pay salary in lieu of the same to the other party. On completion of 6 months, your services will be deemed to be confirmed automatically unless informed otherwise in writing.

On confirmation, either party can terminate this contract for employment by giving 60 days advance notice or pay salary in lieu of the same to the other party. You understand and agree that if you do not complete the notice period the Company may be subject to losses or irreparable damages. Hence, the Company may, at its sole discretion, reject payment in lieu of notice period, and require you to complete the notice period in accordance with the employment contract, including any changes/amendments to the notice period, duly communicated to you without you having objected to the same within one month of such communication. If you fail to do so, the Company shall be entitled to sue you for specific performance of the contract as also claim ascertained damages.



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Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

The company reserves the right to terminate your employment on grounds of unauthorized absence from duty, non-performance, misconduct, fraud, negligence, theft, willful violation of the company rules, misappropriation, imprisonment or censure by a court of law or as it may deem fit in the instant case and will not pay any notice pay.

During the period of your employment with us, you will not work directly or indirectly for any other person, firm, company or organization or engage yourself with any trade or business whether with or without remuneration in any capacity without the prior written permission of the company.

You will maintain utmost secrecy of the affairs or works of the company and should not divulge any information of the company by any mode of communication to any other person or organization etc., during your employment with us or thereafter.

Your appointment is subject to that your self-declaration on medical fitness and you will have to maintain a state of overall sound health in order to be able to perform your Services per expected standards and continue employment in the Company.

All inventions, improvements and discoveries made solely by you or jointly while on duty need to be disclosed to the company and the company has the sole right, title and interest over such inventions, improvements, and discoveries and has the intellectual property rights over them.

You shall keep the company informed in writing, of any change in your address. Failing which any notice/letter sent by the company to your address mentioned above shall be sufficient for the purpose of this contract.

The Personal Information you provide to the Company in connection with your recruitment and subsequent employment will be used for the purpose of administering your employment with the Company in general and the Company's human resources in particular. You have the right to access and correct your own Personal Information which the Company has. Any request for Personal Information access and/or correction should be addressed to the Human Resources Department. You shall keep the company informed of any change in your present or permanent address or contact details (e-mail/ contact number).

You will automatically retire from the services of the company on attaining the age of 60 years.

Required Documents

Please bring the following original documents for verification with their photocopies, which would be retained for our records.

Photographs (Six passport size)

All educational certificates including mark sheets in full Relieving Letter & Service Certificate (If employed previously) Proof of Last drawn salary

Aadhar, Passport / Proof of Address

Form -16 along with earnings certificate for IT purpose

Sincerely,
For Sutherland



Thendral Rajendran
Associate Vice President - Talent Acquisition



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Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

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SUTHERLAND®

Appointment Letter

College Name: Sri Venkateswara College Of Engineering and Technology

Date: 05-March-2020

Dear **Poovizhi D,**

Congratulations! We welcome you to the family of Sutherland!

With reference to the discussions you had with us, we are pleased to Appoint with us as **Associate-Voice** in the Company. Please note that this position is pending a favorable background verification and reference check. You are requested to join us **on or before July 01, 2020** on the following terms and conditions.

Your place of posting will be initially at Chennai. However, during your employment with us you may be posted or transferred/attached to any other units/companies/ offices or clients of The Sutherland Group either in India or Abroad at the sole discretion of the Management.

Your emoluments by way of Annual Cost to the Company are **Rs. 250000/- per annum (Rupees Two Lakh Fifty Thousand Only)**.

You shall report to **Hemanth Kumar** of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.

You may be required to work in shift system of the company as intimated to you from time to time.

You are governed by the "Sutherland's Code of Conduct as updated from time to time" of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.

This is a contract for employment at will. You would be on probation for a period of 6 months and either party can terminate this contract of employment in 15 days advance notice or pay salary in lieu of the same to the other party. On completion of 6 months, your services will be deemed to be confirmed automatically unless informed otherwise in writing.

On confirmation, either party can terminate this contract for employment by giving 60 days advance notice or pay salary in lieu of the same to the other party. You understand and agree that if you do not complete the notice period the Company may be subject to losses or irreparable damages. Hence, the Company may, at its sole discretion, reject payment in lieu of notice period, and require you to complete the notice period in accordance with the employment contract, including any changes/amendments to the notice period, duly communicated to you without you having objected to the same within one month of such communication. If you fail to do so, the Company shall be entitled to sue you for specific performance of the contract as also claim ascertained damages.



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The company reserves the right to terminate your employment on grounds of unauthorized absence from duty, non-performance, misconduct, fraud, negligence, theft, willful violation of the company rules, misappropriation, imprisonment or censure by a court of law or as it may deem fit in the instant case and will not pay any notice pay.

During the period of your employment with us, you will not work directly or indirectly for any other person, firm, company or organization or engage yourself with any trade or business whether with or without remuneration in any capacity without the prior written permission of the company.

You will maintain utmost secrecy of the affairs or works of the company and should not divulge any information of the company by any mode of communication to any other person or organization etc., during your employment with us or thereafter.

Your appointment is subject to that your self-declaration on medical fitness and you will have to maintain a state of overall sound health in order to be able to perform your Services per expected standards and continue employment in the Company.

All inventions, improvements and discoveries made solely by you or jointly while on duty need to be disclosed to the company and the company has the sole right, title and interest over such inventions, improvements, and discoveries and has the intellectual property rights over them.

You shall keep the company informed in writing, of any change in your address. Failing which any notice/letter sent by the company to your address mentioned above shall be sufficient for the purpose of this contract.

The Personal Information you provide to the Company in connection with your recruitment and subsequent employment will be used for the purpose of administering your employment with the Company in general and the Company's human resources in particular. You have the right to access and correct your own Personal Information which the Company has. Any request for Personal Information access and/or correction should be addressed to the Human Resources Department. You shall keep the company informed of any change in your present or permanent address or contact details (e-mail/ contact number).

You will automatically retire from the services of the company on attaining the age of 60 years.

Required Documents

Please bring the following original documents for verification with their photocopies, which would be retained for our records.

Photographs (Six passport size)

All educational certificates including mark sheets in full Relieving Letter & Service Certificate (If employed previously) Proof of Last drawn salary

Aadhar, Passport / Proof of Address

Form -16 along with earnings certificate for IT purpose

Sincerely,
For Sutherland



Thendral Rajendran
Associate Vice President - Talent Acquisition



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**Sri Venkateswara College of
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Thirupachur, Thiruvallur - 631 203



Temenos Offer

JANUARY 20 ,2020 (MM/DD/YYYY)

Dear **preetha B**

No.62, Mariyamman Kovil Street,
Alambadi/Bhuvanagiri - 608602.

It gives us immense pleasure in inviting you to join Kony India Pvt Ltd as one of its valuable members. We believe that organizations grow and flourish fuelled by the enthusiasm and energy of the people, who are willing to invest in to the future. We are sure that with your joining, we will be adding to our organization’s strengths of competence, commitment and customer orientation.

1.Position: **Software Engineer**

2.Band: **A**

3.Job Family: **Technical**

4.Department: **Development-product**

5.Reporting to: **Priya Sugandh**

6.Job Description: **KEY RESPONSIBILITIES**

- Own the design, development, testing and shipping of features in the banking space.
- Collaborate with other members on the team to effectively deliver high quality features.
- Ability to hold a high bar on quality of everything which we release.
- . Do design and code reviews for peers.
- Continually look for ways to improve our engineering systems and processes

7.Date of joining: **July 3,2020 (MM/DD/YYYY)**

8.Probation: There will be a standard 6-month probationary period at the end of which the probationary period will automatically terminate unless intimated to you otherwise.

9.Termination: During probation one month notice and After probation, three months notice must be given should either party wish to terminate employment. However, any misdemeanor or misconduct will justify immediate dismissal without notice or compensation.

10. Working Hours: 8 hours per day, 5 days per week (Mon to Fri). Working hours may be subject to change following business requirements.

11. Place of work: SEZ - Unit II,Level 7,Building No.H06, HiTech City2 Phoenix Info City, Hyderabad, TELANGANA 500081 IND. You may however be required to take up assignments with subsidiaries of the group and/or our clients, which



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may include travel within India or abroad.

12. Vacation: Grant of leave will be governed by the provision of Leave Policy prevailing in Temenos India. You will be eligible for 12 days each of Paid Casual leave, Sick leave and 15 days of Privilege leave for every calendar year. There is a provision to accumulate privilege leave, subject to a maximum limit of 60 days. Apart from this you will also be entitled to statutory public holidays.

13. Insurance: You will be entitled to the standard group medical insurance cover taken out by the company. It includes Group Medclaim (GMC), Personal Accident (PAC) and Group Term Life (GTL).

14. Confidentiality: All matters, information or work undertaken by you in the course of your employment are confidential and you shall not release to third parties or make known any such matters, information or work without the prior written consent of the company.

15. Company's Procedures: Temenos has a Group Policy for staff that contains the company's operating rules and procedures. You shall abide to them.

16. Training: You will be provided adequate classroom training and the duration of training would be purely based on the business requirement. Based on the business requirement, period of training will vary or get extended. Your confirmation and continuation of employment will be primarily based on your performance in the training and your meeting the training criteria during and at the end of training. The criteria will be decided based on the type of training. During the Training / probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training / employment can be terminated by the Company with one week notice.

17. Training Agreement : At the time of joining, you need to sign the the Training Agreement, which stipulates a condition that you have to serve the company for a minimum period of two (2) years after the Training period. Failing which you will be required to reimburse the company an amount of INR 300,000/- (Rupees Three Lakhs Only) towards the cost of Training/Training Certification and all other costs related to training.

18. Passport: You will need to produce the photocopy of the passport or receipt for having applied for the same.

19. Background Checks: The company at its sole discretion may conduct background checks, prior to or after your joining service in Temenos, verify your identity, the address you reside in, your educational qualifications and details to your prior employment/s, if any, as mentioned in your application form / Offer Annexure, and conduct any criminal checks / records. You expressly consent to the company for conducting such background checks. You will be required to furnish documents as specified in "Offer Annexure" towards the background checks.

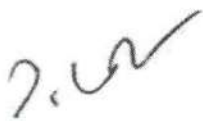
20. Validity of the Offer: Offer of employment is subject to the following

a. Clearance by the company doctor based on the "medical examination".

b. In case you do not communicate your acceptance of the offer or do not join duties on the date mentioned above, the offer contained in this letter shall stand automatically cancelled, unless specifically extended by Temenos India, in writing or by email.

Please acknowledge your offer acceptance in Cornerstone to indicate your agreement to these terms and consideration of employment. Formal Letter of Employment will replace this letter after you have joined Temenos India.

Yours sincerely,



T. Sethu Rathinam
Vice President – Human Resources



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ANNEXURE I - Salary Structure

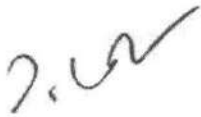
Your salary structure would be as indicated below:

Salary Components	INR Per Annum
A - Gross Salary	
Basic	180,000.00
HRA	55,000.00
Basket of Allowance	65,000.00
Total (A)	290,000.00
B - Other benefits	
Employer's contribution to Provident Fund (12% on Basic) as per law	33,000.00
Contribution to Gratuity as per law	13,221.00
Superannuation*	17,500.00
Insurance Benefit	4,500.00
C - Short Term incentive*	
Short Term incentive*	As per applicable Short Term Incentive(STI) plan
Total Compensation (A+B)	358,221.00

* **Short Term Incentive (STI):** The percentage of STI eligibility is based on the Band. The actual STI payment is subject to company performance and individual performance.

Please note that the payment of variable compensation is based on the sole discretion of the management. In case of disputes, management reserves the right to make a final decision.

Yours sincerely,



T. Sethu Rathinam
Vice President – Human Resources




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Thirupachur, Thiruvallur - 631 203

May 05, 2020

Ramya A

No:1/163 6th Street ganga nagar,
Maduravoyal ,Chennai -95.

Subject: Employment Letter

Dear Ramya A,

We are pleased to inform that you have been selected for employment with us as **Associate Consultant (GCM Level GCM 1)**. Your total emoluments are **Rs. 340000/-**per annum, as described in Annexure A.

You will be on training for a period of one year, or any other period as the Company deems necessary, from the date of commencement of your service and you will be required to sign a separate agreement, by way of which you agree to remain in the employment of the Company during such period of training, and for a period of one year thereafter (hereinafter referred to as "the period"). Such agreement will also form part of your employment terms with the Company.

On successful completion of training, your services will be confirmed in writing by the Company and thereafter, subject to any other agreement or understanding between you and the Company, either party can terminate this employment agreement by providing a written notice or payment of basic pay of 90 days, to the other party. The notice period shall be 30 days during training period and 90 days thereafter. This offer is subject to your satisfactory completion background verification. Your retention in the company's employment will be subject to your continued medical fitness. The company reserves the right to ask you to undergo medical examination as and when considered necessary.

You are requested to be available for your virtual onboarding on **May 05, 2020** at 10.00 am and your work location will be **Chennai**.

This offer letter is subject to completion of below mentioned Terms and Conditions: -

You shall successfully complete and submit the Graduation/Diploma/Post-Graduate certificate from your college/university with a minimum percentage of 60% or higher within 90 days from your date of joining the company, further there should be no standing backlog.

If you fail to successfully complete your exams as mentioned above and/or to submit the above-mentioned documents in timely manner, this offer stands automatically withdrawn without any further consent from you. The company reserves right to modify the terms and conditions as and when needed.

The Company shall conduct reference checks/ background checks and drug test through a third-party agency at its sole discretion to verify and authenticate the details and all the documents furnished by you to the Company. By accepting this offer, you agree to abide by all Atos|Syntel policies and procedures as well as the terms and conditions annexed hereto.

Campus Hire Induction Program

As you are selected through direct Campus Hire Recruitment, you will undergo Campus Hire Induction Program which is required to train and develop your skills that are essential and suitable for your job role. This program is normally expected to be for a fixed duration as per the business requirement. There would be multiple assessments conducted throughout the program at regular intervals and you are required to score the ascertained passing percentage in the assessments. Failure to score the ascertained passing percentage, Atos | Syntel reserves the right to terminate your employment.



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Any communication regarding your terms of employment, or compensation must be in writing and signed by an authorized human resource ("HR") representative of Atos|Syntel. You agree that no commitments have been made by the Company that are not expressly contained in this letter. No other communication, document, etc. will be binding or effective unless expressly agreed to in writing and signed by an authorized HR representative of Syntel Pvt. Ltd.

You may be assigned and / or deputed to any other location / subsidiary / affiliated companies / divisions / associates whenever the Company may deem fit. Failure to report to an assignment will be grounds for disciplinary action, including but not limited to termination of employment.

Please return the acceptance copy (attached) after affixing your full signature in token of your formal acceptance of the terms and conditions of employment offered herein.

We take this opportunity to welcome you into Atos|Syntel family and look forward to a very fruitful association with you.

Yours sincerely

For SYNTEL PRIVATE LTD,



Adarsh Krishna
Deputy General Manager



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Offer Letter

Date: 08-Jul-2020

Name : Rupan Kumar S

Address: 11/3 ,Samidoss street ,chinna sakkadu,Manali,Chennai-600068

Dear Rupan Kumar S,

We are pleased to confirm your acceptance as a Software Developer with our Company. Please report to the Human Resources Department 20-Jul-2020 with the appropriate documents and completed forms.

Your duties and assignments for this position will be those described to you in your orientation with Shashank Shekhar. In addition you shall perform such other duties as are customarily associated with such position and as its authorized representative may from time to time require. You shall devote your full business efforts and time to the Company and agree to perform your duties faithfully and to the best of your ability.

You should be aware that your Apprenticeship with the Company may be terminated at any time without notice in case of breach of policies/ agreement signed with the Company. In case you wish to leave the company after completion of training period i.e. 12 months, 60 days notice will be applicable.

You will be further required to sign Non-disclosure Agreement at the time of acceptance.

You will be compensated Rs 18,500 INR (Eighteen Thousand Five Hundred Rupees) per month and will be paid in accordance with the Company's normal payroll practices and be subject to the usual, required withholding.

While employed hereunder, you will not be entitled to participate in the employee benefit plans maintained by the Company, if any. You will not be eligible for paid leave and paid holidays unless approved by your supervisor.

The Company will also reimburse you for reasonable and documented travel, entertainment or other expenses incurred by you in the furtherance of or in connection with the performance of your duties in accordance with the Company's expense reimbursement policy as in effect from time to time.




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Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

COLLABERA TECHNOLOGIES PVT. LTD.

(CIN: U74200GJ1998PTC035036)

Regd. office: Collabera House, 3rd Floor,
Gotri Sevasi Road, Gotri, Vadodara - 390021, India

+91-265-2302313 www.collabera.com

Governing Law:

This Agreement is governed by the laws of India in force and the Parties to the Agreement irrevocably and unconditionally submit to the exclusive jurisdiction of the Vadodara courts.

You acknowledge and agree that you are executing this letter voluntarily and without any duress or undue influence by the Company or anyone else. You further acknowledge and agree that you have carefully read this letter and that you understand the terms, consequences and binding effect of this letter.

To indicate your acceptance of the Company 's offer, please sign and date this letter in the space provided below and return it to the address indicated below. A duplicate original is enclosed for your records. We hope that this offer will be favorably received and we look forward to working with you at Collabera Technologies Pvt Ltd. Your start date of training is, 08-Jul-2021 which will continue for a period of 6 months. It can be extended as per mutual agreement.

Sincerely,

Collabera Technologies Pvt Ltd,

DIMPLE
K SHAH
Digitally signed
by DIMPLE K
SHAH
Date: 2021.07.08
13:11:37 +05'30'

Authorised Signatory



PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

COLLABERA TECHNOLOGIES PVT. LTD.

(CIN: U74200GJ1998PTC035036)

Regd. office: Collabera House, 3rd Floor,
Gotri Sevasi Road, Gotri, Vadodara - 390021, India
+91-265-2302313 www.collabera.com



Date: 30th January 2020

Mr.Sabarisan P
215, Mariamman Kovil street,
Pattarai perumbudur,
Thiruvallur -631203.

Dear Sabarisan P,

Welcome to CSS. With reference to your discussions with us, we understand that you are the kind of person that we are looking for to play a key role in helping to drive the business toward achieving its market potential and with such understanding, we are pleased to extend an offer of employment on the terms and conditions as stated herein.

Upon your joining the Company, you would be designated as Trainee. Please read these Terms and Conditions and signify your acceptance by signing at the designated space below.

TERMS AND CONDITIONS:

1. **Gross Cost to Company:** The position includes a gross CTC of INR 2,75,000/- (Rupees Two Lakhs Seventy Five Thousand only) per annum, before deductions, as explained further in Annexure 1.
2. **Annual Guaranteed Compensation.** Your Annual Guaranteed Compensation will be Rs. 2,61,250 (Rupees Two Lakh and Sixty One Thousand Two Hundred Fifty Only).
3. **Annual Variable Compensation.** Depending on your and company's performance, you would be entitled for an Annual Variable Compensation maximum of Rs. 13,750/- (Rupees Thirteen Thousand and Seven Hundred Fifty Only). The Annual Variable Compensation shall be calculated on the Basic and HRA for each grade of employee and at the percentage mentioned in the Employee Hand Book which you can access in company's Intranet portal 'HIVE'. On your joining the company, you undertake to go through company's intranet and get familiar with all the applicable policies and processes of the company.
4. **Other Benefits.** Upon you joining the Company, you will be positioned as Grade JL 1B in the Company which entitles you to certain other benefits. The details are enclosed in Annexure 1.
5. **Medical Insurance:** In accordance with the Company's policy, you and your family (one spouse & maximum 2 Children) will be covered under a Medical Insurance scheme, the benefits of which are enclosed in Annexure 1.
6. **Location:** Your initial place of work will be Chennai. However, your services are transferable, and you may be assigned after reasonable notice to any location in India or abroad where the Company or any one of its associates or customers, conducts business. While on transfer, you will be governed by the rules, regulations and conditions of service of that location.



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Thirupachur, Thiruvallur - 631 203

CSS Corp Private Limited
CIN:U72900TN2000PTC115034

Regd Address : No-32 A&B, 6th Floor, Ambit IT Park, Industrial Estate, Ambattur, Chennai
Tel:91 44 66322000 ,www.csscorp.com

7. **Annual Leave:** You will be entitled to twenty-four (24) working days of leave per annum subject to prior approval by your reporting manager of the Company. On your joining, kindly refer to the Company's leave policy for further details in this regard. By agreeing to these terms and conditions, you agree to visit Company's intranet at periodic intervals and get familiarized with all the then applicable policies of the Company and any failure to do so shall not be an excuse not to comply with the same.
8. **E-mail ID & Contact Details:** You will need to communicate your personal e-mail ID, at the time of joining, such e-mail ID, so communicated by you, can be treated as the authenticated (without limiting the rights of the Company to notify / communicate to you through any other mode or e-mail IDs) e-mail address for any communication from you. You will also keep us informed in writing of any change in your residential address, civil or marital status and such other matters.
9. **Relocation:** If you are stationed outside of **Chennai**, upon you joining the Company, you will be reimbursed expenses of your relocation to **Chennai** from your current location as per the details enclosed in Annexure 2.
10. **Transport Facility:** In accordance with the Company's policy, company transport facility is available only for certain grades of employees working in US & UK time zones. If you wish to use this facility, a subsidized amount based on the distance would be deducted from your monthly salary. More details would be provided upon your joining.
11. **Medically fit:** This employment is subject to you being medically fit and the Company shall also conduct a background and reference check as per Company policy. In the event the results of such checks are unsatisfactory on any account or if any information or declaration given by you to the Company proves to be false or if you are found to have wilfully suppressed any material information, your services will be terminated immediately without prior notice. Further, you will be liable to payback all the expenses incurred by the Company as mentioned in Clause 14.
12. **Probation:** You will be on probation for a period of six (6) months from the date of you joining the services of the Company, which may be extended by the Company at its discretion, including but not limited to for reasons such as non-completion of training(s) to the reasonable satisfaction of the Company. At the end of the probation period, your services with the Company would be confirmed subject to your performance meeting the requisite standards. During the probation period, either party may terminate employment by giving one (1) month notice in writing or one (1) month of gross CTC in lieu of notice. However, the Company reserves the right not to accept payment in lieu of the said notice and at its sole discretion enforce the notice period.
13. **Termination:** Post confirmation of employment, your services may be terminated by either party by giving sixty (60) days' written notice or two (2) months gross CTC in lieu of notice. However, the Company reserves the right not to accept payment in lieu of the said notice and at its sole discretion enforce the notice period.
14. **Return of benefits:** For any reason, should you cease to be an employee of the Company within one (1) year of your joining date, you shall be liable to payback immediately all the expenses incurred by the Company including but not limited to joining bonus, notice period buy-out cost, training cost, relocation expenses, any brokerage commission / fee, certification costs etc. Without prejudice to any other rights of the Company, such liabilities shall be considered as a due from you and recoverable / deductible from any payments payable by the Company to you. However, the Company reserves the right not to accept payment in lieu of notice and at its sole discretion enforce the notice period.



CSS Corp Private Limited
CIN:U72900TN2000PTC115034

Registered Address : No-32 A&B, 6th Floor, Ambit IT Park, Industrial Estate, Ambattur, Chennai - 600033
Tel:91 44 66322000 ,www.csscorp.com


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15. **Unauthorized absence:** Unauthorized absence or absence without permission from duty for a continuous period of five (5) working days would make you lose your lien on employment. In such case, Company reserves its right to terminate your employment without any further notice. In addition, you will be liable to payback all the expenses incurred by the Company up to the effective date of termination.
16. **Secrecy:** During the period of your employment, you will work honestly, faithfully, diligently, and efficiently for the growth of the Company. You are expected to maintain utmost secrecy in regards to the affairs of the Company and shall keep confidential, any information, instruments, documents, etc., relating to the Company that may come to your professional knowledge as an employee of the Company. You will also be required to sign a Proprietary Information and Inventions agreement on joining.
17. **Activities:** During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not take up (whether part time or otherwise) any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the Company. Also, you shall not commit / involve (whether directly or indirectly) in any act or omission (whether intentional or reckless or negligent or otherwise) which prejudices the interest(s) / goodwill of the Company. You shall not publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products, services or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the explicit written permission from the Company. Any breach thereof, shall be deemed to be a violation of the Company policies and would be treated in accordance with clause 22 of the terms of this offer and policies of the Company then in force.
18. **Assets and Materials furnished by Company:** Company shall own all assets, materials / equipment it provides to you. You shall return all assets, documents, files, materials / equipment upon the earlier of the termination of your services or Company's request for return of such assets, materials, etc. You shall be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge. Non compliance to return of company's assets would entail serious action for the recovery of such asset(s), both by civil and criminal action.
19. **Non-Solicitation:** For a period of one (1) year after termination of your employment with the company, you shall refrain from soliciting for rendering your services in any capacity to any client or customers for which you have performed services as an employee of the Company during the twelve (12) months prior to your separation from the Company. During the term of your employment with the Company and for a period of twelve (12) months thereon, you shall not solicit, entice the employees, agents, any other personnel, and contractors of the Company to terminate their employment with the Company / join with any other organization / firm. For the purpose of this para, the expressions client or customers mean those with whom you have interacted or dealt with by virtue of your employment with the Company, during the term of your employment with the Company.
20. **Work Done For Hire:** All work product(s), tangible / intangible properties prepared or developed or conceived by you, during the term of your employment with the Company, shall be considered works made for hire owned exclusively by Company. You shall not have any rights (of whatsoever nature) in the intellectual property right (of any kind including but not limited to the right to be identified as author and the right of ownership etc) prepared or developed or conceived in connection with your services to Company. You agree to, both during and after the term of your employment with the Company, execute all papers, including without limitation copyright applications, patent applications, declarations, oaths, assignments of priority rights, and powers of attorney, which the Company and/or



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its customers may deem necessary or desirable in order to protect the rights and interests in any work products and such other deliverables. In addition, you hereby irrevocably designate and appoint the Company and/or its customers as your agent and attorney-in-fact to execute any such papers on your behalf, and to take any and all actions as the Company may deem necessary or desirable in order to protect its rights and interests in any work products or deliverables. To the extent any such work products and/or deliverables is (for any reason whatsoever) determined not to be "work made for hire," You hereby irrevocably and exclusively assign, transfer and convey to the Company and/or its customers all intellectual property rights, in and to any and all such work products and deliverables.

21. **Governing Agreement:** If you have [executed / to execute] any agreement(s) in connection with the Company then your services shall also be governed by such applicable agreement(s). With respect to any subject matter(s) / issue(s), if any conflict arises between this Offer Letter and any such applicable agreement(s) then the respective provision(s) in such agreement(s) shall prevail over this Offer Letter.
22. **Tax:** All payments due payable to you by the Company shall be subject to deduction of all applicable taxes / levies, as per the prevailing statutory provisions.
23. **Termination for breach:** CSS Corp reserves its right to terminate your employment on grounds of breach of policy, misconduct or where your performance has been found to be unsatisfactory.
24. **Code of Conduct:** Any violation of the above mentioned or any other Company procedures and policies would attract action as per Company's disciplinary policy in force, including and up to termination of employment. In the event of termination by Company on account of breach of disciplinary policy, the Company will not be liable to payback any amount in lieu of notice. You shall conduct yourself in conformity with the code of conduct of the Company, as in force from time to time, a copy of which would be provided to you at the time of your joining and can also be viewed in Company's intranet. Further, you shall carryout the instructions in letter & spirit, given by your superiors and shall not disobey the instructions given. You would be given the required opportunity to discuss with your superiors and raise your concerns before the appropriate forums within the organization and you shall not discuss or air your views (which may cause loss to the image and reputation of the Company) in public.
25. **Retirement:** You will retire on the last day of the month in which you complete sixty (60) years of age.
26. **Personal Indebtedness:** Company shall not be responsible for any personal indebtedness or other liabilities incurred by you, during the term of your employment with the Company. You understand and accept that you shall have no authority to pledge the credit of the Company to any person or entity without necessary written authorization from the designated Official of the Company.
27. **General:** The above terms and conditions are based on Company policies and other rules currently applicable in India and are subject to amendments, regulations of the Company as shall be in force. Only those authorized by a specific power of attorney may sign legal documents, representing the Company. In all service matters, including those not specifically covered here, such as Travel, Leave, Retirement, etc., you will be governed by the rules/policies of the Company framed from time to time.



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We look forward to having you on board on or before **05-June-2020**. As a token of acceptance of this offer letter, please sign the duplicate copy attached and return to the Company or confirm your acceptance by e-mail to Sowmya.Pasupuleti@csscorp.com before **04-June -2020** else, this Offer letter stands void.

The undersigned accepts the above employment offer, agrees that it contains the terms of employment with CSS, and that there are no other terms, expressed or implied. By accepting this offer of employment, the undersigned is acknowledging that no prior employment obligations or other contractual restrictions exist which preclude employment with CSS. It is further understood that this offer is confidential and disclosure outside of the undersigned's family or financial, accounting, and/or legal advisers may result in termination of employment or withdrawal of this offer.

For CSS Corp Private Limited

A.D. Sudhakar

Name: Anthony David Sudhakar D
Title: Associate Director – HR (TA)



(Signature)
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Tel:91 44 66322000 ,www.csscorp.com



Temenos Offer

JANUARY 20 ,2020 (MM/DD/YYYY)

Dear **Sanjay K**

No. 133, East Street, Edankondanpattu,
Ayekuppam post, Kurinjipadi,
Cuddalore – 607001.

It gives us immense pleasure in inviting you to join Kony India Pvt Ltd as one of its valuable members. We believe that organizations grow and flourish fuelled by the enthusiasm and energy of the people, who are willing to invest in to the future. We are sure that with your joining, we will be adding to our organization’s strengths of competence, commitment and customer orientation.

1. Position: **Software Engineer**

2. Band: **A**

3. Job Family: **Technical**

4. Department: **Development-product**

5. Reporting to: **Priya Sugandh**

6. Job Description: **KEY RESPONSIBILITIES**

- Own the design, development, testing and shipping of features in the banking space.
- Collaborate with other members on the team to effectively deliver high quality features.
- Ability to hold a high bar on quality of everything which we release.
- . Do design and code reviews for peers.
- Continually look for ways to improve our engineering systems and processes

7. Date of joining: **July 3, 2020 (MM/DD/YYYY)**

8. Probation: There will be a standard 6-month probationary period at the end of which the probationary period will automatically terminate unless intimated to you otherwise.

9. Termination: During probation one month notice and After probation, three months notice must be given should either party wish to terminate employment. However, any misdemeanor or misconduct will justify immediate dismissal without notice or compensation.

10. Working Hours: 8 hours per day, 5 days per week (Mon to Fri). Working hours may be subject to change following business requirements.

11. Place of work: SEZ - Unit II, Level 7, Building No.H06, HiTech City2 Phoenix Info City, Hyderabad, TELANGANA 500081 IND. You may however be required to take up assignments with subsidiaries of the group and/or our clients, which



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may include travel within India or abroad.

12. Vacation: Grant of leave will be governed by the provision of Leave Policy prevailing in Temenos India. You will be eligible for 12 days each of Paid Casual leave, Sick leave and 15 days of Privilege leave for every calendar year. There is a provision to accumulate privilege leave, subject to a maximum limit of 60 days. Apart from this you will also be entitled to statutory public holidays.

13. Insurance: You will be entitled to the standard group medical insurance cover taken out by the company. It includes Group Mediclaim (GMC), Personal Accident (PAC) and Group Term Life (GTL).

14. Confidentiality: All matters, information or work undertaken by you in the course of your employment are confidential and you shall not release to third parties or make known any such matters, information or work without the prior written consent of the company.

15. Company's Procedures: Temenos has a Group Policy for staff that contains the company's operating rules and procedures. You shall abide to them.

16. Training: You will be provided adequate classroom training and the duration of training would be purely based on the business requirement. Based on the business requirement, period of training will vary or get extended. Your confirmation and continuation of employment will be primarily based on your performance in the training and your meeting the training criteria during and at the end of training. The criteria will be decided based on the type of training. During the Training / probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training / employment can be terminated by the Company with one week notice.

17. Training Agreement : At the time of joining, you need to sign the the Training Agreement, which stipulates a condition that you have to serve the company for a minimum period of two (2) years after the Training period. Failing which you will be required to reimburse the company an amount of INR 300,000/- (Rupees Three Lakhs Only) towards the cost of Training/Training Certification and all other costs related to training.

18. Passport: You will need to produce the photocopy of the passport or receipt for having applied for the same.

19. Background Checks: The company at its sole discretion may conduct background checks, prior to or after your joining service in Temenos, verify your identity, the address you reside in, your educational qualifications and details to your prior employment/s, if any, as mentioned in your application form / Offer Annexure, and conduct any criminal checks / records. You expressly consent to the company for conducting such background checks. You will be required to furnish documents as specified in "Offer Annexure" towards the background checks.

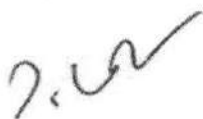
20. Validity of the Offer: Offer of employment is subject to the following

a. Clearance by the company doctor based on the "medical examination".

b. In case you do not communicate your acceptance of the offer or do not join duties on the date mentioned above, the offer contained in this letter shall stand automatically cancelled, unless specifically extended by Temenos India, in writing or by email.

Please acknowledge your offer acceptance in Cornerstone to indicate your agreement to these terms and consideration of employment. Formal Letter of Employment will replace this letter after you have joined Temenos India.

Yours sincerely,



T. Sethu Rathinam
Vice President – Human Resources



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ANNEXURE I - Salary Structure

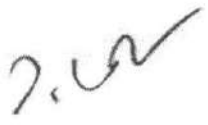
Your salary structure would be as indicated below:

Salary Components	INR Per Annum
A - Gross Salary	
Basic	180,000.00
HRA	55,000.00
Basket of Allowance	65,000.00
Total (A)	290,000.00
B - Other benefits	
Employer's contribution to Provident Fund (12% on Basic) as per law	33,000.00
Contribution to Gratuity as per law	13,221.00
Superannuation*	17,500.00
Insurance Benefit	4,500.00
C - Short Term incentive*	
Short Term incentive*	As per applicable Short Term Incentive(STI) plan
Total Compensation (A+B)	358,221.00

* **Short Term Incentive (STI):** The percentage of STI eligibility is based on the Band. The actual STI payment is subject to company performance and individual performance.

Please note that the payment of variable compensation is based on the sole discretion of the management. In case of disputes, management reserves the right to make a final decision.

Yours sincerely,



T. Sethu Rathinam
Vice President – Human Resources



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Offer Letter

Date: 08-Jul-2020

Name : Sathiya S

Address: No.16 Pillayar Kovil Back Street, JCN Nagar , Poonamallee , Chennai – 56

Dear Sathiya S,

We are pleased to confirm your acceptance as a Software Developer with our Company. Please report to the Human Resources Department 20-Jul-2020 with the appropriate documents and completed forms.

Your duties and assignments for this position will be those described to you in your orientation with Shashank Shekhar. In addition you shall perform such other duties as are customarily associated with such position and as its authorized representative may from time to time require. You shall devote your full business efforts and time to the Company and agree to perform your duties faithfully and to the best of your ability.

You should be aware that your Apprenticeship with the Company may be terminated at any time without notice in case of breach of policies/ agreement signed with the Company. In case you wish to leave the company after completion of training period i.e. 12 months, 60 days notice will be applicable.

You will be further required to sign Non-disclosure Agreement at the time of acceptance.

You will be compensated Rs 18,500 INR (Eighteen Thousand Five Hundred Rupees) per month and will be paid in accordance with the Company's normal payroll practices and be subject to the usual, required withholding.

While employed hereunder, you will not be entitled to participate in the employee benefit plans maintained by the Company, if any. You will not be eligible for paid leave and paid holidays unless approved by your supervisor.

The Company will also reimburse you for reasonable and documented travel, entertainment or other expenses incurred by you in the furtherance of or in connection with the performance of your duties in accordance with the Company's expense reimbursement policy as in effect from time to time.



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COLLABERA TECHNOLOGIES PVT. LTD.

(CIN: U74200GJ1998PTC035036)

Regd. office: Collabera House, 3rd Floor,
Gotri Sevasi Road, Gotri, Vadodara - 390021, India

+91-265-2302313 www.collabera.com

Governing Law:

This Agreement is governed by the laws of India in force and the Parties to the Agreement irrevocably and unconditionally submit to the exclusive jurisdiction of the Vadodara courts.

You acknowledge and agree that you are executing this letter voluntarily and without any duress or undue influence by the Company or anyone else. You further acknowledge and agree that you have carefully read this letter and that you understand the terms, consequences and binding effect of this letter.

To indicate your acceptance of the Company 's offer, please sign and date this letter in the space provided below and return it to the address indicated below. A duplicate original is enclosed for your records. We hope that this offer will be favorably received and we look forward to working with you at Collabera Technologies Pvt Ltd. Your start date of training is, 08-Jul-2021 which will continue for a period of 6 months. It can be extended as per mutual agreement.

Sincerely,

Collabera Technologies Pvt Ltd,

**DIMPLE
K SHAH** Digitally signed
by DIMPLE K
SHAH
Date: 2021.07.08
13:11:37 +05'30'

Authorised Signatory



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Thirupachur, Thiruvallur - 631 203

COLLABERA TECHNOLOGIES PVT. LTD.
(CIN: U74200GJ1998PTC035036)
Regd. office: Collabera House, 3rd Floor,
Gotri Sevasi Road, Gotri, Vadodara - 390021, India
+91-265-2302313 www.collabera.com

Offer Letter

Date: 08-Jul-2020

Name : Shalini G

Address: 11/3 ,Samidoss street ,Chinna sakkadu,Manali,Chennai-600068

Dear Shalini G,

We are pleased to confirm your acceptance as a Software Developer with our Company. Please report to the Human Resources Department 20-Jul-2020 with the appropriate documents and completed forms.

Your duties and assignments for this position will be those described to you in your orientation with Shashank Shekhar. In addition you shall perform such other duties as are customarily associated with such position and as its authorized representative may from time to time require. You shall devote your full business efforts and time to the Company and agree to perform your duties faithfully and to the best of your ability.

You should be aware that your Apprenticeship with the Company may be terminated at any time without notice in case of breach of policies/ agreement signed with the Company. In case you wish to leave the company after completion of training period i.e. 12 months, 60 days notice will be applicable.

You will be further required to sign Non-disclosure Agreement at the time of acceptance.

You will be compensated Rs 18,500 INR (Eighteen Thousand Five Hundred Rupees) per month and will be paid in accordance with the Company's normal payroll practices and be subject to the usual, required withholding.

While employed hereunder, you will not be entitled to participate in the employee benefit plans maintained by the Company, if any. You will not be eligible for paid leave and paid holidays unless approved by your supervisor.

The Company will also reimburse you for reasonable and documented travel, entertainment or other expenses incurred by you in the furtherance of or in connection with the performance of your duties in accordance with the Company's expense reimbursement policy as in effect from time to time.



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COLLABERA TECHNOLOGIES PVT. LTD.,

(CIN: U74200GJ1998PTC035036)

Regd. office: Collabera House, 3rd Floor,

Gotri Sevasi Road, Gotri, Vadodara - 390021, India

+91-265-2302313 www.collabera.com

Governing Law:

This Agreement is governed by the laws of India in force and the Parties to the Agreement irrevocably and unconditionally submit to the exclusive jurisdiction of the Vadodara courts.

You acknowledge and agree that you are executing this letter voluntarily and without any duress or undue influence by the Company or anyone else. You further acknowledge and agree that you have carefully read this letter and that you understand the terms, consequences and binding effect of this letter.

To indicate your acceptance of the Company 's offer, please sign and date this letter in the space provided below and return it to the address indicated below. A duplicate original is enclosed for your records. We hope that this offer will be favorably received and we look forward to working with you at Collabera Technologies Pvt Ltd. Your start date of training is, 08-Jul-2021 which will continue for a period of 6 months. It can be extended as per mutual agreement.

Sincerely,

Collabera Technologies Pvt Ltd,

**DIMPLE
K SHAH** Digitally signed
by DIMPLE K
SHAH
Date: 2021.07.08
13:11:37 +05'30'

Authorised Signatory



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Thirupachur, Thiruvallur - 631 203

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+91-265-2302313 www.collabera.com

May 05, 2020

Suman Raj R

No.35 Natarajan salai, Thirumalai Nagar,
Ramapuram, Chennai -89.

Subject: Employment Letter

Dear Suman Raj R,

We are pleased to inform that you have been selected for employment with us as **Associate Consultant (GCM Level GCM 1)**. Your total emoluments are **Rs. 340000/-** per annum, as described in Annexure A.

You will be on training for a period of one year, or any other period as the Company deems necessary, from the date of commencement of your service and you will be required to sign a separate agreement, by way of which you agree to remain in the employment of the Company during such period of training, and for a period of one year thereafter (hereinafter referred to as "the period"). Such agreement will also form part of your employment terms with the Company.

On successful completion of training, your services will be confirmed in writing by the Company and thereafter, subject to any other agreement or understanding between you and the Company, either party can terminate this employment agreement by providing a written notice or payment of basic pay of 90 days, to the other party. The notice period shall be 30 days during training period and 90 days thereafter. This offer is subject to your satisfactory completion background verification. Your retention in the company's employment will be subject to your continued medical fitness. The company reserves the right to ask you to undergo medical examination as and when considered necessary.

You are requested to be available for your virtual onboarding on **May 05, 2020** at 10.00 am and your work location will be **Chennai**.

This offer letter is subject to completion of below mentioned Terms and Conditions: -

You shall successfully complete and submit the Graduation/Diploma/Post-Graduate certificate from your college/university with a minimum percentage of 60% or higher within 90 days from your date of joining the company, further there should be no standing backlog.

If you fail to successfully complete your exams as mentioned above and/or to submit the above-mentioned documents in timely manner, this offer stands automatically withdrawn without any further consent from you. The company reserves right to modify the terms and conditions as and when needed.

The Company shall conduct reference checks/ background checks and drug test through a third-party agency at its sole discretion to verify and authenticate the details and all the documents furnished by you to the Company. By accepting this offer, you agree to abide by all Atos|Syntel policies and procedures as well as the terms and conditions annexed hereto.

Campus Hire Induction Program

As you are selected through direct Campus Hire Recruitment, you will undergo Campus Hire Induction Program which is required to train and develop your skills that are essential and suitable for your job role. This program is normally expected to be for a fixed duration as per the business requirement. There would be multiple assessments conducted throughout the program at regular intervals and you are required to score the ascertained passing percentage in the assessments. Failure to score the ascertain passing percentage, Atos | Syntel reserves the right to terminate your employment.



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Any communication regarding your terms of employment, or compensation must be in writing and signed by an authorized human resource ("HR") representative of Atos|Syntel. You agree that no commitments have been made by the Company that are not expressly contained in this letter. No other communication, document, etc. will be binding or effective unless expressly agreed to in writing and signed by an authorized HR representative of Syntel Pvt. Ltd.

You may be assigned and / or deputed to any other location / subsidiary / affiliated companies / divisions / associates whenever the Company may deem fit. Failure to report to an assignment will be grounds for disciplinary action, including but not limited to termination of employment.

Please return the acceptance copy (attached) after affixing your full signature in token of your formal acceptance of the terms and conditions of employment offered herein.

We take this opportunity to welcome you into Atos|Syntel family and look forward to a very fruitful association with you.

Yours sincerely

For **SYNTEL PRIVATE LTD,**



Adarsh Krishna
Deputy General Manager



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January 10, 2020

To,

Suralakshmi V

Plot No : 23, karkanji nagar sathyabama street, vyasarpadi-39

Dear Suralakshmi V,

We are pleased to extend an offer of employment to join **Prodapt Solutions Private Limited**, herein referred as Prodapt, as **Associate Software Engineer** at our offices in Chennai, India.

As previously discussed with you during the interview process, this position is primarily for your employment in India, and both domestic and international travel may be expected from you. Your initial place of employment will be Chennai.


We would like you to start work on or about **March 02, 2020** or earlier, if at all possible, and your employment conditions are as follows:

1. Salary: Your starting salary and allowances will be at the rate of **INR 330000 per annum**, as identified in Schedule A;
2. This offer is valid for a period of five (5) days from the date of this letter within which period of time you must accept the same, in writing. **This offer is also conditional upon receipt of the documents listed below no later than the day your employment with the company commences.**

Please note that you must present the original documents for verification purposes:

- a. Signed copy of the hiring letter and Employment Agreement
- b. Permanent Account Number (PAN) card or copy of PAN application
- c. Relieving certificate from your former employer
- d. Duly attested copy of birth certificate/school leaving certificate for verification of personal data OR duly attested photocopy of the relevant pages of your passport evidencing details such as date of birth, place of residence, photograph, etc.
- e. Duly attested copies of academic and professional certificates
- f. Eight (8) recent passport sized photographs
- g. Last pay slip drawn or compensation page from last employer
- h. Photocopies of passport




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Prodapt Solutions Private Limited
Prince Infocity II, 4th Floor, No. 283/4, Rajiv Gandhi
Salai (OMR), Kandanchavadi, Chennai - 600096 INDIA.
CIN: U30007TN1999PTC04798

T: +91 44 4903 3000 | F: +91 44 4903 3010
www.prodapt.com | info@prodapt.com



You must present a PAN card or a copy of PAN application in order to commence employment with Prodapt

Your acceptance of this letter requires that you begin employment within 2 days of acceptance. If for whatever reason you are unable to join within 2 days, you must contact the undersigned immediately to arrive at a mutually convenient date. Failure to accept the offer or failure to report to work in the stated or agreed timeline with the required documentation, as listed in item 2 above, will result in an automatic withdrawal of this offer and employment cannot commence unless changes to stated timeline are specifically approved by the undersigned.

Your employment is subject to the company rules, policies and regulations, which may be amended from time to time, at the sole discretion of Prodapt Solutions.

Prodapt's standard working week is 45 hours and will generally be between the hours of 9:15 am to 6:15 pm Monday to Friday, including 1 hour for lunch. As a professional, you will be expected to work the hours per week necessary for the successful conclusion of your assigned tasks and to meet all required deadlines.

Your individual compensation package is confidential between you and the company and should not be disclosed to any person or entity without the prior written consent of Prodapt.

Information relating to company secrets, inventions, Intellectual Capital, ideas, etc., is confidential and will be protected by you to safeguard Prodapt's business interests.

Your employment is conditional to your signing the detailed employment agreement that is attached with this offer letter. This consists of: Protection of company confidential information; non-compete and non-solicitation conditions; general terms and conditions relating to employment.

Any falsification of information you provide in your job application, or concealment of material facts, or disclosure of your employment terms to other employees either directly or indirectly shall result in immediate termination of your services.

Prodapt has the right to transfer your employment or services to any affiliate, group entity or any lawful transferee/assignee of Prodapt's business, subject to compliance with applicable laws.

Please notify Prodapt of your acceptance of the terms and conditions of this offer of employment as stated in the offer letter and employment agreement via email to your recruiter and the HR Team at dl-oba@prodapt.com.




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Thirupachur, Thiruvallur - 631 203



On your first day of employment with us, you should also bring a signed copy of this letter and the employment agreement with you.

Prodapt is a rapidly growing organization and we seek to attract and retain the most talented professionals whose contributions will make a significant difference in our success. We look forward to working with you.

Yours sincerely,

DocuSigned by:
Pradeep Jumani
8E42F55BD43D44F...

Pradeep Jumani (e-sign)
Assistant Vice President - Human Resources

For and on behalf of Prodapt Solutions Pvt Limited



[Handwritten Signature]
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Thirupachur, Thiruvallur - 631 203



Temenos Offer

JANUARY 20 ,2020 (MM/DD/YYYY)

Dear **Swathy Atchayaa B**

No. 2, Chivvada Colony, Chivvada,
Tiruvallur District – 631201.

It gives us immense pleasure in inviting you to join Kony India Pvt Ltd as one of its valuable members. We believe that organizations grow and flourish fuelled by the enthusiasm and energy of the people, who are willing to invest in to the future. We are sure that with your joining, we will be adding to our organization’s strengths of competence, commitment and customer orientation.

1.Position: **Software Engineer**

2.Band: **A**

3.Job Family: **Technical**

4.Department: **Development-product**

5.Reporting to: **Priya Sugandh**

6.Job Description: **KEY RESPONSIBILITIES**

- Own the design, development, testing and shipping of features in the banking space.
- Collaborate with other members on the team to effectively deliver high quality features.
- Ability to hold a high bar on quality of everything which we release.
- . Do design and code reviews for peers.
- Continually look for ways to improve our engineering systems and processes

7.Date of joining: **July 3, 2020 (MM/DD/YYYY)**

8. Probation: There will be a standard 6-month probationary period at the end of which the probationary period will automatically terminate unless intimated to you otherwise.

9. Termination: During probation one month notice and After probation, three months notice must be given should either party wish to terminate employment. However, any misdemeanor or misconduct will justify immediate dismissal without notice or compensation.

10. Working Hours: 8 hours per day, 5 days per week (Mon to Fri). Working hours may be subject to change following business requirements.

11. Place of work: SEZ - Unit II,Level 7,Building No.H06, HiTech City2 Phoenix Info City, Hyderabad, TELANGANA 500081 IND. You may however be required to take up assignments with subsidiaries of the group and/or our clients, which



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may include travel within India or abroad.

12. Vacation: Grant of leave will be governed by the provision of Leave Policy prevailing in Temenos India. You will be eligible for 12 days each of Paid Casual leave, Sick leave and 15 days of Privilege leave for every calendar year. There is a provision to accumulate privilege leave, subject to a maximum limit of 60 days. Apart from this you will also be entitled to statutory public holidays.

13. Insurance: You will be entitled to the standard group medical insurance cover taken out by the company. It includes Group Medclaim (GMC), Personal Accident (PAC) and Group Term Life (GTL).

14. Confidentiality: All matters, information or work undertaken by you in the course of your employment are confidential and you shall not release to third parties or make known any such matters, information or work without the prior written consent of the company.

15. Company's Procedures: Temenos has a Group Policy for staff that contains the company's operating rules and procedures. You shall abide to them.

16. Training: You will be provided adequate classroom training and the duration of training would be purely based on the business requirement. Based on the business requirement, period of training will vary or get extended. Your confirmation and continuation of employment will be primarily based on your performance in the training and your meeting the training criteria during and at the end of training. The criteria will be decided based on the type of training. During the Training / probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training / employment can be terminated by the Company with one week notice.

17. Training Agreement : At the time of joining, you need to sign the the Training Agreement, which stipulates a condition that you have to serve the company for a minimum period of two (2) years after the Training period. Failing which you will be required to reimburse the company an amount of INR 300,000/- (Rupees Three Lakhs Only) towards the cost of Training/Training Certification and all other costs related to training.

18. Passport: You will need to produce the photocopy of the passport or receipt for having applied for the same.

19. Background Checks: The company at its sole discretion may conduct background checks, prior to or after your joining service in Temenos, verify your identity, the address you reside in, your educational qualifications and details to your prior employment/s, if any, as mentioned in your application form / Offer Annexure, and conduct any criminal checks / records. You expressly consent to the company for conducting such background checks. You will be required to furnish documents as specified in "Offer Annexure" towards the background checks.

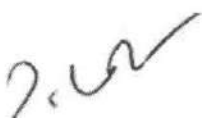
20. Validity of the Offer: Offer of employment is subject to the following

a. Clearance by the company doctor based on the "medical examination".

b. In case you do not communicate your acceptance of the offer or do not join duties on the date mentioned above, the offer contained in this letter shall stand automatically cancelled, unless specifically extended by Temenos India, in writing or by email.

Please acknowledge your offer acceptance in Cornerstone to indicate your agreement to these terms and consideration of employment. Formal Letter of Employment will replace this letter after you have joined Temenos India.

Yours sincerely,



T. Sethu Rathinam
Vice President – Human Resources



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ANNEXURE I - Salary Structure

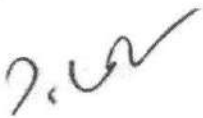
Your salary structure would be as indicated below:

Salary Components	INR Per Annum
A - Gross Salary	
Basic	180,000.00
HRA	55,000.00
Basket of Allowance	65,000.00
Total (A)	290,000.00
B - Other benefits	
Employer's contribution to Provident Fund (12% on Basic) as per law	33,000.00
Contribution to Gratuity as per law	13,221.00
Superannuation*	17,500.00
Insurance Benefit	4,500.00
C - Short Term incentive*	
Short Term incentive*	As per applicable Short Term Incentive(STI) plan
Total Compensation (A+B)	358,221.00

* **Short Term Incentive (STI):** The percentage of STI eligibility is based on the Band. The actual STI payment is subject to company performance and individual performance.

Please note that the payment of variable compensation is based on the sole discretion of the management. In case of disputes, management reserves the right to make a final decision.

Yours sincerely,



T. Sethu Rathinam
Vice President – Human Resources



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Offer Letter

Date: 08-Jul-2020

Name : Swetha M

Address: No.5 Paneerselvam street ,kavankarai ,Chennai -600066

Dear Swetha M,

We are pleased to confirm your acceptance as a Software Developer with our Company. Please report to the Human Resources Department 20-Jul-2020 with the appropriate documents and completed forms.

Your duties and assignments for this position will be those described to you in your orientation with Shashank Shekhar. In addition you shall perform such other duties as are customarily associated with such position and as its authorized representative may from time to time require. You shall devote your full business efforts and time to the Company and agree to perform your duties faithfully and to the best of your ability.

You should be aware that your Apprenticeship with the Company may be terminated at any time without notice in case of breach of policies/ agreement signed with the Company. In case you wish to leave the company after completion of training period i.e. 12 months, 60 days notice will be applicable.

You will be further required to sign Non-disclosure Agreement at the time of acceptance.

You will be compensated Rs 18,500 INR (Eighteen Thousand Five Hundred Rupees) per month and will be paid in accordance with the Company's normal payroll practices and be subject to the usual, required withholding.

While employed hereunder, you will not be entitled to participate in the employee benefit plans maintained by the Company, if any. You will not be eligible for paid leave and paid holidays unless approved by your supervisor.

The Company will also reimburse you for reasonable and documented travel, entertainment or other expenses incurred by you in the furtherance of or in connection with the performance of your duties in accordance with the Company's expense reimbursement policy as in effect from time to time.




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COLLABERA TECHNOLOGIES PVT. LTD.

(CIN: U74200GJ1998PTC035036)

Regd. office: Collabera House, 3rd Floor,
Gotri Sevasi Road, Gotri, Vadodara - 390021, India

+91-265-2302313 www.collabera.com

Governing Law:

This Agreement is governed by the laws of India in force and the Parties to the Agreement irrevocably and unconditionally submit to the exclusive jurisdiction of the Vadodara courts.

You acknowledge and agree that you are executing this letter voluntarily and without any duress or undue influence by the Company or anyone else. You further acknowledge and agree that you have carefully read this letter and that you understand the terms, consequences and binding effect of this letter.

To indicate your acceptance of the Company 's offer, please sign and date this letter in the space provided below and return it to the address indicated below. A duplicate original is enclosed for your records. We hope that this offer will be favorably received and we look forward to working with you at Collabera Technologies Pvt Ltd. Your start date of training is, 08-Jul-2021 which will continue for a period of 6 months. It can be extended as per mutual agreement.

Sincerely,

Collabera Technologies Pvt Ltd,

DIMPLE
K SHAH
Digitally signed
by DIMPLE K
SHAH
Date: 2021.07.08
13:11:37 +05'30'

Authorised Signatory



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Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

COLLABERA TECHNOLOGIES PVT. LTD.

(CIN: U74200GJ1998PTC035036)

Regd. office: Collabera House, 3rd Floor,
Gotri Sevasi Road, Gotri, Vadodara - 390021, India
+91-265-2302313 www.collabera.com

January 10, 2020

To,

Swetha M
Plot No : 238 Indra nagar Athipattu Chennai

Dear Swetha M,

We are pleased to extend an offer of employment to join **Prodapt Solutions Private Limited**, herein referred as Prodapt, as **Associate Software Engineer** at our offices in Chennai, India.

As previously discussed with you during the interview process, this position is primarily for your employment in India, and both domestic and international travel may be expected from you. Your initial place of employment will be Chennai.

We would like you to start work on or about **March 02, 2020** or earlier, if at all possible, and your employment conditions are as follows:

1. Salary: Your starting salary and allowances will be at the rate of **INR 330000** per annum, as identified in Schedule A;
2. This offer is valid for a period of five (5) days from the date of this letter within which period of time you must accept the same, in writing. **This offer is also conditional upon receipt of the documents listed below no later than the day your employment with the company commences.**

Please note that you must present the original documents for verification purposes:

- a. Signed copy of the hiring letter and Employment Agreement
- b. Permanent Account Number (PAN) card or copy of PAN application
- c. Relieving certificate from your former employer
- d. Duly attested copy of birth certificate/school leaving certificate for verification of personal data OR duly attested photocopy of the relevant pages of your passport evidencing details such as date of birth, place of residence, photograph, etc.
- e. Duly attested copies of academic and professional certificates
- f. Eight (8) recent passport sized photographs
- g. Last pay slip drawn or compensation page from last employer
- h. Photocopies of passport



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Thirupachur, Thiruvallur - 631 203

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Prodapt Solutions Private Limited
Prince Infocity II, 4th Floor, No. 283/4, Rajiv Gandhi
Salai (OMR), Kandanchavadi, Chennai - 600096 INDIA.
CIN: U30007TN1999PTC041798

T: +91 44 4903 3000 | F: +91 44 4903 3010
www.prodapt.com | info@prodapt.com



You must present a PAN card or a copy of PAN application in order to commence employment with Prodapt

Your acceptance of this letter requires that you begin employment within 2 days of acceptance. If for whatever reason you are unable to join within 2 days, you must contact the undersigned immediately to arrive at a mutually convenient date. Failure to accept the offer or failure to report to work in the stated or agreed timeline with the required documentation, as listed in item 2 above, will result in an automatic withdrawal of this offer and employment cannot commence unless changes to stated timeline are specifically approved by the undersigned.

Your employment is subject to the company rules, policies and regulations, which may be amended from time to time, at the sole discretion of Prodapt Solutions.

Prodapt's standard working week is 45 hours and will generally be between the hours of 9:15 am to 6:15 pm Monday to Friday, including 1 hour for lunch. As a professional, you will be expected to work the hours per week necessary for the successful conclusion of your assigned tasks and to meet all required deadlines.

Your individual compensation package is confidential between you and the company and should not be disclosed to any person or entity without the prior written consent of Prodapt.

Information relating to company secrets, inventions, Intellectual Capital, ideas, etc., is confidential and will be protected by you to safeguard Prodapt's business interests.

Your employment is conditional to your signing the detailed employment agreement that is attached with this offer letter. This consists of: Protection of company confidential information; non-compete and non-solicitation conditions; general terms and conditions relating to employment.

Any falsification of information you provide in your job application, or concealment of material facts, or disclosure of your employment terms to other employees either directly or indirectly shall result in immediate termination of your services.

Prodapt has the right to transfer your employment or services to any affiliate, group entity or any lawful transferee/assignee of Prodapt's business, subject to compliance with applicable laws.

Please notify Prodapt of your acceptance of the terms and conditions of this offer of employment as stated in the offer letter and employment agreement via email to your recruiter and the HR Team at dl-oba@prodapt.com.




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Thirupachur, Thiruvallur - 631 203



On your first day of employment with us, you should also bring a signed copy of this letter and the employment agreement with you.

Prodapt is a rapidly growing organization and we seek to attract and retain the most talented professionals whose contributions will make a significant difference in our success. We look forward to working with you.

Yours sincerely,

DocuSigned by:
Pradeep Jumani
BE42F55BD43D44F...

Pradeep Jumani (e-sign)
Assistant Vice President - Human Resources

For and on behalf of Prodapt Solutions Pvt Limited




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**Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203**



Temenos Offer

JANUARY 20 ,2020 (MM/DD/YYYY)

Dear **Thulasi Raman**

N0. 12, Pandit Nehru Street,
Kamaraj Nagar, Avadi – 600071.

It gives us immense pleasure in inviting you to join Kony India Pvt Ltd as one of its valuable members. We believe that organizations grow and flourish fuelled by the enthusiasm and energy of the people, who are willing to invest in to the future. We are sure that with your joining, we will be adding to our organization’s strengths of competence, commitment and customer orientation.

1.Position: **Software Engineer**

2.Band: A

3.Job Family: **Technical**

4.Department: **Development-product**

5.Reporting to: **Priya Sugandh**

6.Job Description: **KEY RESPONSIBILITIES**
Own the design, development, testing and shipping of features in the banking space.
Collaborate with other members on the team to effectively deliver high quality features.
Ability to hold a high bar on quality of everything which we release.
. Do design and code reviews for peers.
Continually look for ways to improve our engineering systems and processes

7.Date of joining: **July 3, 2020 (MM/DD/YYYY)**

8. Probation: There will be a standard 6-month probationary period at the end of which the probationary period will automatically terminate unless intimated to you otherwise.

9. Termination: During probation one month notice and After probation, three months notice must be given should either party wish to terminate employment. However, any misdemeanor or misconduct will justify immediate dismissal without notice or compensation.

10. Working Hours: 8 hours per day, 5 days per week (Mon to Fri). Working hours may be subject to change following business requirements.

11. Place of work: SEZ - Unit II,Level 7,Building No.H06, HiTech City2 Phoenix Info City, Hyderabad, TELANGANA 500081 IND. You may however be required to take up assignments with subsidiaries of the group and/or our clients, which



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may include travel within India or abroad.

12. **Vacation:** Grant of leave will be governed by the provision of Leave Policy prevailing in Temenos India. You will be eligible for 12 days each of Paid Casual leave, Sick leave and 15 days of Privilege leave for every calendar year. There is a provision to accumulate privilege leave, subject to a maximum limit of 60 days. Apart from this you will also be entitled to statutory public holidays.

13. **Insurance:** You will be entitled to the standard group medical insurance cover taken out by the company. It includes Group Medclaim (GMC), Personal Accident (PAC) and Group Term Life (GTL).

14. **Confidentiality:** All matters, information or work undertaken by you in the course of your employment are confidential and you shall not release to third parties or make known any such matters, information or work without the prior written consent of the company.

15. **Company's Procedures:** Temenos has a Group Policy for staff that contains the company's operating rules and procedures. You shall abide to them.

16. **Training:** You will be provided adequate classroom training and the duration of training would be purely based on the business requirement. Based on the business requirement, period of training will vary or get extended. Your confirmation and continuation of employment will be primarily based on your performance in the training and your meeting the training criteria during and at the end of training. The criteria will be decided based on the type of training. During the Training / probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training / employment can be terminated by the Company with one week notice.

17. **Training Agreement :** At the time of joining, you need to sign the the Training Agreement, which stipulates a condition that you have to serve the company for a minimum period of two (2) years after the Training period. Failing which you will be required to reimburse the company an amount of INR 300,000/- (Rupees Three Lakhs Only) towards the cost of Training/Training Certification and all other costs related to training.

18. **Passport:** You will need to produce the photocopy of the passport or receipt for having applied for the same.

19. **Background Checks:** The company at its sole discretion may conduct background checks, prior to or after your joining service in Temenos, verify your identity, the address you reside in, your educational qualifications and details to your prior employment/s, if any, as mentioned in your application form / Offer Annexure, and conduct any criminal checks / records. You expressly consent to the company for conducting such background checks. You will be required to furnish documents as specified in "Offer Annexure" towards the background checks.

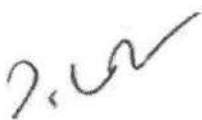
20. **Validity of the Offer:** Offer of employment is subject to the following

a. Clearance by the company doctor based on the "medical examination".

b. In case you do not communicate your acceptance of the offer or do not join duties on the date mentioned above, the offer contained in this letter shall stand automatically cancelled, unless specifically extended by Temenos India, in writing or by email.

Please acknowledge your offer acceptance in Cornerstone to indicate your agreement to these terms and consideration of employment. Formal Letter of Employment will replace this letter after you have joined Temenos India.

Yours sincerely,



T. Sethu Rathinam
Vice President – Human Resources



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ANNEXURE I - Salary Structure

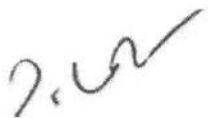
Your salary structure would be as indicated below:

Salary Components	INR Per Annum
A - Gross Salary	
Basic	180,000.00
HRA	55,000.00
Basket of Allowance	65,000.00
Total (A)	290,000.00
B - Other benefits	
Employer's contribution to Provident Fund (12% on Basic) as per law	33,000.00
Contribution to Gratuity as per law	13,221.00
Superannuation*	17,500.00
Insurance Benefit	4,500.00
C - Short Term incentive*	
Short Term incentive*	As per applicable Short Term Incentive(STI) plan
Total Compensation (A+B)	358,221.00

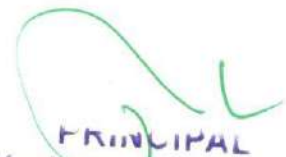
* **Short Term Incentive (STI):** The percentage of STI eligibility is based on the Band. The actual STI payment is subject to company performance and individual performance.

Please note that the payment of variable compensation is based on the sole discretion of the management. In case of disputes, management reserves the right to make a final decision.

Yours sincerely,



T. Sethu Rathinam
Vice President – Human Resources

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Thirupachur, Thiruvallur - 631 203

Offer Letter

Date: 08-Jul-2020

Name : Vasanth V

Address: No 2 Nethaji street ,Velacheery main road ,Pallikaranai ,chennai-600100

Dear Vasanth V,

We are pleased to confirm your acceptance as a Software Developer with our Company. Please report to the Human Resources Department 20-Jul-2020 with the appropriate documents and completed forms.

Your duties and assignments for this position will be those described to you in your orientation with Shashank Shekhar. In addition you shall perform such other duties as are customarily associated with such position and as its authorized representative may from time to time require. You shall devote your full business efforts and time to the Company and agree to perform your duties faithfully and to the best of your ability.

You should be aware that your Apprenticeship with the Company may be terminated at any time without notice in case of breach of policies/ agreement signed with the Company. In case you wish to leave the company after completion of training period i.e. 12 months, 60 days notice will be applicable.

You will be further required to sign Non-disclosure Agreement at the time of acceptance.

You will be compensated Rs 18,500 INR (Eighteen Thousand Five Hundred Rupees) per month and will be paid in accordance with the Company's normal payroll practices and be subject to the usual, required withholding.

While employed hereunder, you will not be entitled to participate in the employee benefit plans maintained by the Company, if any. You will not be eligible for paid leave and paid holidays unless approved by your supervisor.

The Company will also reimburse you for reasonable and documented travel, entertainment or other expenses incurred by you in the furtherance of or in connection with the performance of your duties in accordance with the Company's expense reimbursement policy as in effect from time to time.




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Thirupachur, Thiruvallur - 631 203

COLLABERA TECHNOLOGIES PVT. LTD.
(CIN: U74200GJ1998PTC035036)
Regd. office: Collabera House, 3rd Floor,
Gotri Sevasi Road, Gotri, Vadodara - 390021, India
+91-265-2302313 www.collabera.com

Governing Law:

This Agreement is governed by the laws of India in force and the Parties to the Agreement irrevocably and unconditionally submit to the exclusive jurisdiction of the Vadodara courts.

You acknowledge and agree that you are executing this letter voluntarily and without any duress or undue influence by the Company or anyone else. You further acknowledge and agree that you have carefully read this letter and that you understand the terms, consequences and binding effect of this letter.

To indicate your acceptance of the Company 's offer, please sign and date this letter in the space provided below and return it to the address indicated below. A duplicate original is enclosed for your records. We hope that this offer will be favorably received and we look forward to working with you at Collabera Technologies Pvt Ltd. Your start date of training is, 08-Jul-2021 which will continue for a period of 6 months. It can be extended as per mutual agreement.

Sincerely,

Collabera Technologies Pvt Ltd,

**DIMPLE
K SHAH** Digitally signed
by DIMPLE K
SHAH
Date: 2021.07.08
13:11:37 +05'30'

Authorised Signatory



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Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

COLLABERA TECHNOLOGIES PVT. LTD.
(CIN: U74200GJ1998PTC035036)
Regd. office: Collabera House, 3rd Floor,
Gotri Sevasi Road, Gotri, Vadodara - 390021, India
+91-265-2302313 www.collabera.com



Date: 30th January 2020

Ms. Vennila M G
No.123/3, Anna Nagar 3rd Street,
Valarapuram, Sriperumbudur,
Kancheepuram- 602105.

Dear Vennila M G,

Welcome to CSS. With reference to your discussions with us, we understand that you are the kind of person that we are looking for to play a key role in helping to drive the business toward achieving its market potential and with such understanding, we are pleased to extend an offer of employment on the terms and conditions as stated herein.

Upon your joining the Company, you would be designated as **Trainee**. Please read these Terms and Conditions and signify your acceptance by signing at the designated space below.

TERMS AND CONDITIONS:

1. **Gross Cost to Company:** The position includes a gross CTC of INR 2,75,000/- (Rupees Two Lakhs Seventy Five Thousand only) per annum, before deductions, as explained further in Annexure 1.
2. **Annual Guaranteed Compensation.** Your Annual Guaranteed Compensation will be Rs. 2,61,250 (Rupees Two Lakh and Sixty One Thousand Two Hundred Fifty Only).
3. **Annual Variable Compensation.** Depending on your and company's performance, you would be entitled for an Annual Variable Compensation maximum of Rs. 13,750/- (Rupees Thirteen Thousand and Seven Hundred Fifty Only). The Annual Variable Compensation shall be calculated on the Basic and HRA for each grade of employee and at the percentage mentioned in the Employee Hand Book which you can access in company's Intranet portal 'HIVE'. On your joining the company, you undertake to go through company's intranet and get familiar with all the applicable policies and processes of the company.
4. **Other Benefits.** Upon you joining the Company, you will be positioned as Grade **JL 1B** in the Company which entitles you to certain other benefits. The details are enclosed in Annexure 1.
5. **Medical Insurance:** In accordance with the Company's policy, you and your family (one spouse & maximum 2 Children) will be covered under a Medical Insurance scheme, the benefits of which are enclosed in Annexure 1.
6. **Location:** Your initial place of work will be **Chennai**. However, your services are transferable, and you may be assigned after reasonable notice to any location in India or abroad where the Company or any one of its associates or customers, conducts business. While on transfer, you will be governed by the rules, regulations and conditions of service of that location.



(Handwritten Signature)
PRINCIPAL

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Thirupachur, Thiruvallur - 631 203**

CSS Corp Private Limited
CIN:U72900TN2000PTC115034

Regd Address : No-32 A&B, 6th Floor, Ambit IT Park, Industrial Estate, Ambattur, Chennai
Tel:91 44 66322000 ,www.csscorp.com

7. **Annual Leave:** You will be entitled to twenty-four (24) working days of leave per annum subject to prior approval by your reporting manager of the Company. On your joining, kindly refer to the Company's leave policy for further details in this regard. By agreeing to these terms and conditions, you agree to visit Company's intranet at periodic intervals and get familiarized with all the then applicable policies of the Company and any failure to do so shall not be an excuse not to comply with the same.
8. **E-mail ID & Contact Details:** You will need to communicate your personal e-mail ID, at the time of joining, such e-mail ID, so communicated by you, can be treated as the authenticated (without limiting the rights of the Company to notify / communicate to you through any other mode or e-mail IDs) e-mail address for any communication from you. You will also keep us informed in writing of any change in your residential address, civil or marital status and such other matters.
9. **Relocation:** If you are stationed outside of **Chennai**, upon you joining the Company, you will be reimbursed expenses of your relocation to **Chennai** from your current location as per the details enclosed in Annexure 2.
10. **Transport Facility:** In accordance with the Company's policy, company transport facility is available only for certain grades of employees working in US & UK time zones. If you wish to use this facility, a subsidized amount based on the distance would be deducted from your monthly salary. More details would be provided upon your joining.
11. **Medically fit:** This employment is subject to you being medically fit and the Company shall also conduct a background and reference check as per Company policy. In the event the results of such checks are unsatisfactory on any account or if any information or declaration given by you to the Company proves to be false or if you are found to have wilfully suppressed any material information, your services will be terminated immediately without prior notice. Further, you will be liable to payback all the expenses incurred by the Company as mentioned in Clause 14.
12. **Probation:** You will be on probation for a period of six (6) months from the date of you joining the services of the Company, which may be extended by the Company at its discretion, including but not limited to for reasons such as non-completion of training(s) to the reasonable satisfaction of the Company. At the end of the probation period, your services with the Company would be confirmed subject to your performance meeting the requisite standards. During the probation period, either party may terminate employment by giving one (1) month notice in writing or one (1) month of gross CTC in lieu of notice. However, the Company reserves the right not to accept payment in lieu of the said notice and at its sole discretion enforce the notice period.
13. **Termination:** Post confirmation of employment, your services may be terminated by either party by giving sixty (60) days' written notice or two (2) months gross CTC in lieu of notice. However, the Company reserves the right not to accept payment in lieu of the said notice and at its sole discretion enforce the notice period.
14. **Return of benefits:** For any reason, should you cease to be an employee of the Company within one (1) year of your joining date, you shall be liable to payback immediately all the expenses incurred by the Company including but not limited to joining bonus, notice period buy-out cost, training cost, relocation expenses, any brokerage commission / fee, certification costs etc. Without prejudice to any other rights of the Company, such liabilities shall be considered as a due from you and recoverable / deductible from any payments payable by the Company to you. However, the Company reserves the right not to accept payment in lieu of notice and at its sole discretion enforce the notice period.



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15. **Unauthorized absence:** Unauthorized absence or absence without permission from duty for a continuous period of five (5) working days would make you lose your lien on employment. In such case, Company reserves its right to terminate your employment without any further notice. In addition, you will be liable to payback all the expenses incurred by the Company up to the effective date of termination.
16. **Secrecy:** During the period of your employment, you will work honestly, faithfully, diligently, and efficiently for the growth of the Company. You are expected to maintain utmost secrecy in regards to the affairs of the Company and shall keep confidential, any information, instruments, documents, etc., relating to the Company that may come to your professional knowledge as an employee of the Company. You will also be required to sign a Proprietary Information and Inventions agreement on joining.
17. **Activities:** During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not take up (whether part time or otherwise) any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the Company. Also, you shall not commit / involve (whether directly or indirectly) in any act or omission (whether intentional or reckless or negligent or otherwise) which prejudices the interest(s) / goodwill of the Company. You shall not publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products, services or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the explicit written permission from the Company. Any breach thereof, shall be deemed to be a violation of the Company policies and would be treated in accordance with clause 22 of the terms of this offer and policies of the Company then in force.
18. **Assets and Materials furnished by Company:** Company shall own all assets, materials / equipment it provides to you. You shall return all assets, documents, files, materials / equipment upon the earlier of the termination of your services or Company's request for return of such assets, materials, etc. You shall be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge. Non compliance to return of company's assets would entail serious action for the recovery of such asset(s), both by civil and criminal action.
19. **Non-Solicitation:** For a period of one (1) year after termination of your employment with the company, you shall refrain from soliciting for rendering your services in any capacity to any client or customers for which you have performed services as an employee of the Company during the twelve (12) months prior to your separation from the Company. During the term of your employment with the Company and for a period of twelve (12) months thereon, you shall not solicit, entice the employees, agents, any other personnel, and contractors of the Company to terminate their employment with the Company / join with any other organization / firm. For the purpose of this para, the expressions client or customers mean those with whom you have interacted or dealt with by virtue of your employment with the Company, during the term of your employment with the Company.
20. **Work Done For Hire:** All work product(s), tangible / intangible properties prepared or developed or conceived by you, during the term of your employment with the Company, shall be considered works made for hire owned exclusively by Company. You shall not have any rights (of whatsoever nature) in the intellectual property right (of any kind including but not limited to the right to be identified as author and the right of ownership etc) prepared or developed or conceived in connection with your services to Company. You agree to, both during and after the term of your employment with the Company, execute all papers, including without limitation copyright applications, patent applications, declarations, oaths, assignments of priority rights, and powers of attorney, which the Company and/or



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its customers may deem necessary or desirable in order to protect the rights and interests in any work products and such other deliverables. In addition, you hereby irrevocably designate and appoint the Company and/or its customers as your agent and attorney-in-fact to execute any such papers on your behalf, and to take any and all actions as the Company may deem necessary or desirable in order to protect its rights and interests in any work products or deliverables. To the extent any such work products and/or deliverables is (for any reason whatsoever) determined not to be "work made for hire," You hereby irrevocably and exclusively assign, transfer and convey to the Company and/or its customers all intellectual property rights, in and to any and all such work products and deliverables.

21. **Governing Agreement:** If you have [executed / to execute] any agreement(s) in connection with the Company then your services shall also be governed by such applicable agreement(s). With respect to any subject matter(s) / issue(s), if any conflict arises between this Offer Letter and any such applicable agreement(s) then the respective provision(s) in such agreement(s) shall prevail over this Offer Letter.
22. **Tax:** All payments due payable to you by the Company shall be subject to deduction of all applicable taxes / levies, as per the prevailing statutory provisions.
23. **Termination for breach:** CSS Corp reserves its right to terminate your employment on grounds of breach of policy, misconduct or where your performance has been found to be unsatisfactory.
24. **Code of Conduct:** Any violation of the above mentioned or any other Company procedures and policies would attract action as per Company's disciplinary policy in force, including and up to termination of employment. In the event of termination by Company on account of breach of disciplinary policy, the Company will not be liable to payback any amount in lieu of notice. You shall conduct yourself in conformity with the code of conduct of the Company, as in force from time to time, a copy of which would be provided to you at the time of your joining and can also be viewed in Company's intranet. Further, you shall carryout the instructions in letter & spirit, given by your superiors and shall not disobey the instructions given. You would be given the required opportunity to discuss with your superiors and raise your concerns before the appropriate forums within the organization and you shall not discuss or air your views (which may cause loss to the image and reputation of the Company) in public.
25. **Retirement:** You will retire on the last day of the month in which you complete sixty (60) years of age.
26. **Personal Indebtedness:** Company shall not be responsible for any personal indebtedness or other liabilities incurred by you, during the term of your employment with the Company. You understand and accept that you shall have no authority to pledge the credit of the Company to any person or entity without necessary written authorization from the designated Official of the Company.
27. **General:** The above terms and conditions are based on Company policies and other rules currently applicable in India and are subject to amendments, regulations of the Company as shall be in force. Only those authorized by a specific power of attorney may sign legal documents, representing the Company. In all service matters, including those not specifically covered here, such as Travel, Leave, Retirement, etc., you will be governed by the rules/policies of the Company framed from time to time.




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Tel:91 44 66322000 ,www.csscorp.com

We look forward to having you on board on or before **05-June-2020**. As a token of acceptance of this offer letter, please sign the duplicate copy attached and return to the Company or confirm your acceptance by e-mail to **Sowmya.Pasupuleti@csscorp.com** before **04-June -2020** else, this Offer letter stands void.

The undersigned accepts the above employment offer, agrees that it contains the terms of employment with CSS, and that there are no other terms, expressed or implied. By accepting this offer of employment, the undersigned is acknowledging that no prior employment obligations or other contractual restrictions exist which preclude employment with CSS. It is further understood that this offer is confidential and disclosure outside of the undersigned's family or financial, accounting, and/or legal advisers may result in termination of employment or withdrawal of this offer.

For CSS Corp Private Limited



Name: Anthony David Sudhakar D
Title: Associate Director – HR (TA)



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Tel:91 44 66322000 ,www.csscorp.com

Offer Letter

Date: 08-Jul-2020

Name : Vijaya Kumar V

Address: No 1/751, Kannagi sreet, Gandhi nagar, Redills, chennai 600052

Dear Vijaya Kumar V,

We are pleased to confirm your acceptance as a Software Developer with our Company. Please report to the Human Resources Department 20-Jul-2020 with the appropriate documents and completed forms.

Your duties and assignments for this position will be those described to you in your orientation with Shashank Shekhar. In addition you shall perform such other duties as are customarily associated with such position and as its authorized representative may from time to time require. You shall devote your full business efforts and time to the Company and agree to perform your duties faithfully and to the best of your ability.

You should be aware that your Apprenticeship with the Company may be terminated at any time without notice in case of breach of policies/ agreement signed with the Company. In case you wish to leave the company after completion of training period i.e. 12 months, 60 days notice will be applicable.

You will be further required to sign Non-disclosure Agreement at the time of acceptance.

You will be compensated Rs 18,500 INR (Eighteen Thousand Five Hundred Rupees) per month and will be paid in accordance with the Company's normal payroll practices and be subject to the usual, required withholding.

While employed hereunder, you will not be entitled to participate in the employee benefit plans maintained by the Company, if any. You will not be eligible for paid leave and paid holidays unless approved by your supervisor.

The Company will also reimburse you for reasonable and documented travel, entertainment or other expenses incurred by you in the furtherance of or in connection with the performance of your duties in accordance with the Company's expense reimbursement policy as in effect from time to time.



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COLLABERA TECHNOLOGIES PVT. LTD.

(CIN: U74200GJ1998PTC035036)

Regd. office: Collabera House, 3rd Floor,
Gotri Sevasi Road, Gotri, Vadodara - 390021, India

+91-265-2302313 www.collabera.com

Governing Law:

This Agreement is governed by the laws of India in force and the Parties to the Agreement irrevocably and unconditionally submit to the exclusive jurisdiction of the Vadodara courts.

You acknowledge and agree that you are executing this letter voluntarily and without any duress or undue influence by the Company or anyone else. You further acknowledge and agree that you have carefully read this letter and that you understand the terms, consequences and binding effect of this letter.

To indicate your acceptance of the Company 's offer, please sign and date this letter in the space provided below and return it to the address indicated below. A duplicate original is enclosed for your records. We hope that this offer will be favorably received and we look forward to working with you at Collabera Technologies Pvt Ltd. Your start date of training is, 08-Jul-2021 which will continue for a period of 6 months. It can be extended as per mutual agreement.

Sincerely,

Collabera Technologies Pvt Ltd,

DIMPLE
K SHAH
Digitally signed
by DIMPLE K
SHAH
Date: 2021.07.08
13:11:37 +05'30'

Authorised Signatory




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Temenos Offer

JANUARY 20 ,2020 (MM/DD/YYYY)

Dear **Vinoth Kumar T S**

3/69a seethapuram ,muthukondapuram,
Thirutani -631204.

It gives us immense pleasure in inviting you to join Kony India Pvt Ltd as one of its valuable members. We believe that organizations grow and flourish fuelled by the enthusiasm and energy of the people, who are willing to invest in to the future. We are sure that with your joining, we will be adding to our organization's strengths of competence, commitment and customer orientation.

1.Position: **Software Engineer**

2.Band: **A**

3.Job Family: **Technical**

4.Department: **Development-product**

5.Reporting to: **Priya Sugandh**

6.Job Description: **KEY RESPONSIBILITIES**

- Own the design, development, testing and shipping of features in the banking space.
- Collaborate with other members on the team to effectively deliver high quality features.
- Ability to hold a high bar on quality of everything which we release.
- Do design and code reviews for peers.
- Continually look for ways to improve our engineering systems and processes

7.Date of joining: **July 3, 2020 (MM/DD/YYYY)**

8. Probation: There will be a standard 6-month probationary period at the end of which the probationary period will automatically terminate unless intimated to you otherwise.

9. Termination: During probation one month notice and After probation, three months notice must be given should either party wish to terminate employment. However, any misdemeanor or misconduct will justify immediate dismissal without notice or compensation.

10. Working Hours: 8 hours per day, 5 days per week (Mon to Fri). Working hours may be subject to change following business requirements.

11. Place of work: SEZ - Unit II,Level 7,Building No.H06, HiTech City2 Phoenix Info City, Hyderabad, TELANGANA 500081 IND. You may however be required to take up assignments with subsidiaries of the group and/or our clients, which



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may include travel within India or abroad.

12. Vacation: Grant of leave will be governed by the provision of Leave Policy prevailing in Temenos India. You will be eligible for 12 days each of Paid Casual leave, Sick leave and 15 days of Privilege leave for every calendar year. There is a provision to accumulate privilege leave, subject to a maximum limit of 60 days. Apart from this you will also be entitled to statutory public holidays.

13. Insurance: You will be entitled to the standard group medical insurance cover taken out by the company. It includes Group Mediclaim (GMC), Personal Accident (PAC) and Group Term Life (GTL).

14. Confidentiality: All matters, information or work undertaken by you in the course of your employment are confidential and you shall not release to third parties or make known any such matters, information or work without the prior written consent of the company.

15. Company's Procedures: Temenos has a Group Policy for staff that contains the company's operating rules and procedures. You shall abide to them.

16. Training: You will be provided adequate classroom training and the duration of training would be purely based on the business requirement. Based on the business requirement, period of training will vary or get extended. Your confirmation and continuation of employment will be primarily based on your performance in the training and your meeting the training criteria during and at the end of training. The criteria will be decided based on the type of training. During the Training / probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training / employment can be terminated by the Company with one week notice.

17. Training Agreement : At the time of joining, you need to sign the the Training Agreement, which stipulates a condition that you have to serve the company for a minimum period of two (2) years after the Training period. Failing which you will be required to reimburse the company an amount of INR 300,000/- (Rupees Three Lakhs Only) towards the cost of Training/Training Certification and all other costs related to training.

18. Passport: You will need to produce the photocopy of the passport or receipt for having applied for the same.

19. Background Checks: The company at its sole discretion may conduct background checks, prior to or after your joining service in Temenos, verify your identity, the address you reside in, your educational qualifications and details to your prior employment/s, if any, as mentioned in your application form / Offer Annexure, and conduct any criminal checks / records. You expressly consent to the company for conducting such background checks. You will be required to furnish documents as specified in "Offer Annexure" towards the background checks.

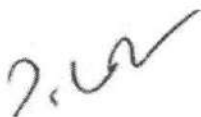
20. Validity of the Offer: Offer of employment is subject to the following

a. Clearance by the company doctor based on the "medical examination".


b. In case you do not communicate your acceptance of the offer or do not join duties on the date mentioned above, the offer contained in this letter shall stand automatically cancelled, unless specifically extended by Temenos India, in writing or by email.

Please acknowledge your offer acceptance in Cornerstone to indicate your agreement to these terms and consideration of employment. Formal Letter of Employment will replace this letter after you have joined Temenos India.

Yours sincerely,



T. Sethu Rathinam
Vice President – Human Resources



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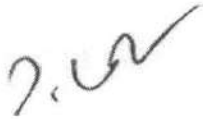
ANNEXURE I - Salary Structure

Your salary structure would be as indicated below:

Salary Components	INR Per Annum
A - Gross Salary	
Basic	180,000.00
HRA	55,000.00
Basket of Allowance	65,000.00
Total (A)	290,000.00
B - Other benefits	
Employer's contribution to Provident Fund (12% on Basic) as per law	33,000.00
Contribution to Gratuity as per law	13,221.00
Superannuation*	17,500.00
Insurance Benefit	4,500.00
C - Short Term incentive*	
Short Term incentive*	As per applicable Short Term Incentive(STI) plan
Total Compensation (A+B)	358,221.00

* **Short Term Incentive (STI):** The percentage of STI eligibility is based on the Band. The actual STI payment is subject to company performance and individual performance. Please note that the payment of variable compensation is based on the sole discretion of the management. In case of disputes, management reserves the right to make a final decision.

Yours sincerely,



T. Sethu Rathinam
Vice President – Human Resources




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Offer Letter

Date: 08-Jul-2020

Name : Yuvaraj N

Address: No 55, Moorthy street, Dr. Ambedkar Nagar, Thirumullai Voyal, Chennai, 600062.

Dear Yuvaraj N,

We are pleased to confirm your acceptance as a Software Developer with our Company. Please report to the Human Resources Department 20-Jul-2020 with the appropriate documents and completed forms.

Your duties and assignments for this position will be those described to you in your orientation with Shashank Shekhar. In addition you shall perform such other duties as are customarily associated with such position and as its authorized representative may from time to time require. You shall devote your full business efforts and time to the Company and agree to perform your duties faithfully and to the best of your ability.

You should be aware that your Apprenticeship with the Company may be terminated at any time without notice in case of breach of policies/ agreement signed with the Company. In case you wish to leave the company after completion of training period i.e. 12 months, 60 days notice will be applicable.

You will be further required to sign Non-disclosure Agreement at the time of acceptance.

You will be compensated Rs 18,500 INR (Eighteen Thousand Five Hundred Rupees) per month and will be paid in accordance with the Company's normal payroll practices and be subject to the usual, required withholding.

While employed hereunder, you will not be entitled to participate in the employee benefit plans maintained by the Company, if any. You will not be eligible for paid leave and paid holidays unless approved by your supervisor.

The Company will also reimburse you for reasonable and documented travel, entertainment or other expenses incurred by you in the furtherance of or in connection with the performance of your duties in accordance with the Company's expense reimbursement policy as in effect from time to time.



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Regd. office: Collabera House, 3rd Floor,
Gotri Sevasi Road, Gotri, Vadodara - 390021, India
+91-265-2302313 www.collabera.com

Governing Law:

This Agreement is governed by the laws of India in force and the Parties to the Agreement irrevocably and unconditionally submit to the exclusive jurisdiction of the Vadodara courts.

You acknowledge and agree that you are executing this letter voluntarily and without any duress or undue influence by the Company or anyone else. You further acknowledge and agree that you have carefully read this letter and that you understand the terms, consequences and binding effect of this letter.

To indicate your acceptance of the Company's offer, please sign and date this letter in the space provided below and return it to the address indicated below. A duplicate original is enclosed for your records. We hope that this offer will be favorably received and we look forward to working with you at Collabera Technologies Pvt Ltd. Your start date of training is, 08-Jul-2021 which will continue for a period of 6 months. It can be extended as per mutual agreement.

Sincerely,

Collabera Technologies Pvt Ltd,

DIMPLE
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Digitally signed
by DIMPLE K
SHAH
Date: 2021.07.08
13:11:37 +05'30'

Authorised Signatory



Principal
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CGI Information Systems and Management Consultants Pvt. Ltd.
Regd. Office: e.city, Tower 2, No.95/1 & 95/2,
Electronic City, Phase I (West)
Bangalore – 560 100, India
Tel +91-80-6642 2222 | Fax +91-80-6642 1200

cgi.com

CIN: U72200KA1990PTC019138

Personal and Confidential
Jan 06, 2020

Ms. Inakollu Hema Sudha
40/43, Nethaji Nagar Main Street Tondiarpet
Chennai

Dear Inakollu Hema Sudha,

I am delighted to offer you a role at CGI where we strive to create an environment in which we enjoy working together and, as owners, contribute to building a company we can be proud of. We are very excited about the prospect of having you join us, and look forward to welcoming you.

As part of the leading top 5 independent information technology companies in the world, there are many opportunities for growth and development, both individually and as part of a large professional community. I hope you will choose to be part of our CGI Global Community, a team of extraordinary people building a company that reflects their aspirations and is supported by our shared vision and values.

We are offering you the position of **Software Engineer** and your Gross Compensation is **INR 350,004/-**

We will communicate to you the details of joining location, venue, date and time, basis business priorities. Your appointment will be effective on your joining date. If you do not confirm your acceptance within three working days, this offer will be withdrawn.

- To confirm your acceptance of this offer, you are required to communicate via email to your assigned Recruiter's CGI e-mail id and confirm your joining date. If you have questions, write to cgirecruitment.india@cgi.com
- Your reporting time on the joining date is 8:30 a.m. Kindly note that it is important to be on time to complete the joining formalities
- On your joining date, please bring the originals and one set of photocopies of the documents mentioned in Annexure-A
- Please contact us at 080-4194 0000 (Monday to Friday between 9:30 a.m. to 5:30 p.m.) or via the above-mentioned email-Id for any queries regarding your employment offer.

The terms and conditions governing your employment are as under:

- Your employment with the Company is at all times subject to you having and maintaining a valid work permit from the Government of India (if applicable). A copy of the work permit needs to be furnished by you on the date of on boarding failing which you will not be permitted to join
- You will be on Probation for a period of six (6) months from the date of appointment. You will be confirmed as a permanent employee at the end of the period of probation by a letter of confirmation, if your conduct and performance in the appointed position are found satisfactory during the period of probation. The Company shall have the right to extend the Probationary Period for a further period of six (6) months or a part thereof. The Probationary Period shall be deemed to have been extended unless notified otherwise in writing
- On joining, you will be part of various training programs devised by the Company to help you prepare for assignments as part of your employment with the Company. You acknowledge that the Company may incur considerable expenses to impart such training programs and consequently, you agree to serve the Company for a period of two (2) years effective from your date of appointment and execute a service agreement with the Company upon request. You will also have to sign the Employment Agreement with the Company
- You will be eligible for a performance revision as per company policy




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Contd...2...

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• **Base Compensation Components:**

Designation	: Software Engineer	
Effective	: January 6, 2020	
Pay Components	Pay Components	Pay Components
Basic (Inclusive of D.A.)	21,500	258,000
Flexible Compensation Plan ¹	4,053	48,636
Base Compensation	25,553	306,636
Provident Fund <i>Company Contribution</i>	2,580	30,960
Gratuity Fund Contribution	1,034	12,408
Gross Compensation	29,167	350,004

In addition to the above you are eligible for:

- Group Medical Insurance, Group Personal Accident Insurance and Group Term Insurance
- CGI will contribute towards **Share Purchase Plan (SPP)** upto 3.0% of Base Compensation ; matching your contribution. It puts into practice company's philosophy of intrapreneurship through ownership. All regular full-time members are invited to participate upon their hiring. Only those members who enroll for this benefit are eligible for receiving the company contribution & will need to contribute an equal amount on a monthly basis towards the purchase of CGI shares
- Target **Profit Participation Plan (PPP)** at 2.0% of Base Compensation on pro rata basis. It is designed to encourage high-performance work culture. Actual PPP payouts are based on performance of CGI, performance of Business Units and performance of Individuals. All regular members employed as of June 30th of the reference fiscal year (Oct-Sept) are eligible. The Corporate guidelines of PPP may be amended from time to time

Eligible members will be paid statutory bonus as per the provisions of the Payment of Bonus Act, 1965. Where members are eligible for both statutory bonus as well as the PPP, the company shall deduct from the PPP allocated to a member the amount of statutory bonus payable under the Act for such corresponding period and the difference will be paid as the actual PPP

Note:

Flexible Compensation Plan¹: Option includes components like Meal vouchers, conveyance, NPS, LTA, etc.

The tax liability arising out of the above payments now or in the future, due to changes in income tax provision shall be borne by you.

I look forward to your acceptance of this offer and to welcoming you to our team. I am confident that in this new role, you will make a valuable contribution to CGI and our continued success.

Yours sincerely

**For CGI Information Systems and
Management Consultants Pvt. Ltd.,**

**Sudhir Subbaraman
Senior Vice President**

I have read the terms and conditions of employment and the contents of the employment agreement and in token of my acceptance; I duly acknowledge the receipt of the letter of employment.

Please sign below to confirm that you agree with the terms and conditions stated in this letter.

Inakollathamma Sathya / 1-6-20
Signature & Date



Inakollathamma Sathya
PRINCIPAL
Sri Venkateswara College of
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Thirupachur, Thiruvallur - 631 203



SUTHERLAND®

Appointment Letter

College Name: Sri Venkateswara College Of Engineering and Technology

Date: 05-March-2020

Dear **Aravind J,**

Congratulations! We welcome you to the family of Sutherland!

With reference to the discussions you had with us, we are pleased to Appoint with us as **Associate-Voice** in the Company. Please note that this position is pending a favorable background verification and reference check. You are requested to join us **on or before July 01, 2020** on the following terms and conditions.

Your place of posting will be initially at Chennai. However, during your employment with us you may be posted or transferred/attached to any other units/companies/ offices or clients of The Sutherland Group either in India or Abroad at the sole discretion of the Management.

Your emoluments by way of Annual Cost to the Company are **Rs. 250000/- per annum (Rupees Two Lakh Fifty Thousand Only).**

You shall report to **Hemanth Kumar** of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.

You may be required to work in shift system of the company as intimated to you from time to time.

You are governed by the "Sutherland's Code of Conduct as updated from time to time" of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.

This is a contract for employment at will. You would be on probation for a period of 6 months and either party can terminate this contract of employment in 15 days advance notice or pay salary in lieu of the same to the other party. On completion of 6 months, your services will be deemed to be confirmed automatically unless informed otherwise in writing.

On confirmation, either party can terminate this contract for employment by giving 60 days advance notice or pay salary in lieu of the same to the other party. You understand and agree that if you do not complete the notice period the Company may be subject to losses or irreparable damages. Hence, the Company may, at its sole discretion, reject payment in lieu of notice period, and require you to complete the notice period in accordance with the employment contract, including any changes/amendments to the notice period, duly communicated to you without you having objected to the same within one month of such communication. If you fail to do so, the Company shall be entitled to sue you for specific performance of the contract as also claim ascertained damages.



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The company reserves the right to terminate your employment on grounds of unauthorized absence from duty, non-performance, misconduct, fraud, negligence, theft, willful violation of the company rules, misappropriation, imprisonment or censure by a court of law or as it may deem fit in the instant case and will not pay any notice pay.

During the period of your employment with us, you will not work directly or indirectly for any other person, firm, company or organization or engage yourself with any trade or business whether with or without remuneration in any capacity without the prior written permission of the company.

You will maintain utmost secrecy of the affairs or works of the company and should not divulge any information of the company by any mode of communication to any other person or organization etc., during your employment with us or thereafter.

Your appointment is subject to that your self-declaration on medical fitness and you will have to maintain a state of overall sound health in order to be able to perform your Services per expected standards and continue employment in the Company.

All inventions, improvements and discoveries made solely by you or jointly while on duty need to be disclosed to the company and the company has the sole right, title and interest over such inventions, improvements, and discoveries and has the intellectual property rights over them.

You shall keep the company informed in writing, of any change in your address. Failing which any notice/letter sent by the company to your address mentioned above shall be sufficient for the purpose of this contract.

The Personal Information you provide to the Company in connection with your recruitment and subsequent employment will be used for the purpose of administering your employment with the Company in general and the Company's human resources in particular. You have the right to access and correct your own Personal Information which the Company has. Any request for Personal Information access and/or correction should be addressed to the Human Resources Department. You shall keep the company informed of any change in your present or permanent address or contact details (e-mail/ contact number).

You will automatically retire from the services of the company on attaining the age of 60 years.

Required Documents

Please bring the following original documents for verification with their photocopies, which would be retained for our records.

- Photographs (Six passport size)
- All educational certificates including mark sheets in full Relieving Letter & Service Certificate (If employed previously) Proof of Last drawn salary
- Aadhar, Passport / Proof of Address
- Form -16 along with earnings certificate for IT purpose

Sincerely,
For Sutherland



Thendral Rajendran
Associate Vice President - Talent Acquisition



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Temenos Offer

JANUARY 20 ,2020 (MM/DD/YYYY)

Dear **Arunodhaya M**
No.329, Stalin Nagar, Athipattu,
Chennai – 600120

It gives us immense pleasure in inviting you to join Kony India Pvt Ltd as one of its valuable members. We believe that organizations grow and flourish fuelled by the enthusiasm and energy of the people, who are willing to invest in to the future. We are sure that with your joining, we will be adding to our organization’s strengths of competence, commitment and customer orientation.

1.Position: **Software Engineer**

2.Band: **A**

3.Job Family: **Technical**

4.Department: **Development-product**

5.Reporting to: **Priya Sugandh**

6.Job Description: **KEY RESPONSIBILITIES**
Own the design, development, testing and shipping of features in the banking space.
Collaborate with other members on the team to effectively deliver high quality features.
Ability to hold a high bar on quality of everything which we release.
. Do design and code reviews for peers.
Continually look for ways to improve our engineering systems and processes

7.Date of joining: **July 3, 2020 (MM/DD/YYYY)**

8. Probation: There will be a standard 6-month probationary period at the end of which the probationary period will automatically terminate unless intimated to you otherwise.

9. Termination: During probation one month notice and After probation, three months notice must be given should either party wish to terminate employment. However, any misdemeanor or misconduct will justify immediate dismissal without notice or compensation.

10. Working Hours: 8 hours per day, 5 days per week (Mon to Fri). Working hours may be subject to change following business requirements.

11. Place of work: SEZ - Unit II,Level 7,Building No.H06, HiTech City2 Phoenix Info City, Hyderabad, TELANGANA 500081 IND. You may however be required to take up assignments with subsidiaries of the group and/or our clients, which



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may include travel within India or abroad.

12. Vacation: Grant of leave will be governed by the provision of Leave Policy prevailing in Temenos India. You will be eligible for 12 days each of Paid Casual leave, Sick leave and 15 days of Privilege leave for every calendar year. There is a provision to accumulate privilege leave, subject to a maximum limit of 60 days. Apart from this you will also be entitled to statutory public holidays.

13. Insurance: You will be entitled to the standard group medical insurance cover taken out by the company. It includes Group Mediclaim (GMC), Personal Accident (PAC) and Group Term Life (GTL).

14. Confidentiality: All matters, information or work undertaken by you in the course of your employment are confidential and you shall not release to third parties or make known any such matters, information or work without the prior written consent of the company.

15. Company's Procedures: Temenos has a Group Policy for staff that contains the company's operating rules and procedures. You shall abide to them.

16. Training: You will be provided adequate classroom training and the duration of training would be purely based on the business requirement. Based on the business requirement, period of training will vary or get extended. Your confirmation and continuation of employment will be primarily based on your performance in the training and your meeting the training criteria during and at the end of training. The criteria will be decided based on the type of training. During the Training / probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training / employment can be terminated by the Company with one week notice.

17. Training Agreement : At the time of joining, you need to sign the the Training Agreement, which stipulates a condition that you have to serve the company for a minimum period of two (2) years after the Training period. Failing which you will be required to reimburse the company an amount of INR 300,000/- (Rupees Three Lakhs Only) towards the cost of Training/Training Certification and all other costs related to training.

18. Passport: You will need to produce the photocopy of the passport or receipt for having applied for the same.

19. Background Checks: The company at its sole discretion may conduct background checks, prior to or after your joining service in Temenos, verify your identity, the address you reside in, your educational qualifications and details to your prior employment/s, if any, as mentioned in your application form / Offer Annexure, and conduct any criminal checks / records. You expressly consent to the company for conducting such background checks. You will be required to furnish documents as specified in "Offer Annexure" towards the background checks.

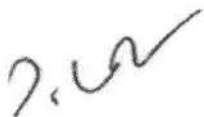
20. Validity of the Offer: Offer of employment is subject to the following

a. Clearance by the company doctor based on the "medical examination".

b. In case you do not communicate your acceptance of the offer or do not join duties on the date mentioned above, the offer contained in this letter shall stand automatically cancelled, unless specifically extended by Temenos India, in writing or by email.

Please acknowledge your offer acceptance in Cornerstone to indicate your agreement to these terms and consideration of employment. Formal Letter of Employment will replace this letter after you have joined Temenos India.

Yours sincerely,



T. Sethu Rathinam
Vice President – Human Resources



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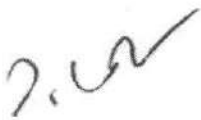
ANNEXURE I - Salary Structure

Your salary structure would be as indicated below:

Salary Components	INR Per Annum
A - Gross Salary	
Basic	180,000.00
HRA	55,000.00
Basket of Allowance	65,000.00
Total (A)	290,000.00
B - Other benefits	
Employer's contribution to Provident Fund (12% on Basic) as per law	33,000.00
Contribution to Gratuity as per law	13,221.00
Superannuation*	17,500.00
Insurance Benefit	4,500.00
C - Short Term incentive*	
Short Term incentive*	As per applicable Short Term Incentive(STI) plan
Total Compensation (A+B)	358,221.00

* **Short Term Incentive (STI):** The percentage of STI eligibility is based on the Band. The actual STI payment is subject to company performance and individual performance.
Please note that the payment of variable compensation is based on the sole discretion of the management. In case of disputes, management reserves the right to make a final decision.

Yours sincerely,



T. Sethu Rathinam
Vice President – Human Resources




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CGI Information Systems and Management Consultants Pvt. Ltd.

Regd. Office: e.city, Tower 2, No.95/1 & 95/2,
Electronic City, Phase I (West)
Bangalore – 560 100, India
Tel +91-80-6642 2222 | Fax +91-80-6642 1200

cgi.com

CIN: U72200KA1990PTC019138

Personal and Confidential
Jan 06, 2020

Mr. Balaji S

No.93, 12th Street, Dr. Kalaingar Nagar, Thiruvottur,
Chennai 600019

Dear Balaji S,

I am delighted to offer you a role at CGI where we strive to create an environment in which we enjoy working together and, as owners, contribute to building a company we can be proud of. We are very excited about the prospect of having you join us, and look forward to welcoming you.

As part of the leading top 5 independent information technology companies in the world, there are many opportunities for growth and development, both individually and as part of a large professional community. I hope you will choose to be part of our CGI Global Community, a team of extraordinary people building a company that reflects their aspirations and is supported by our shared vision and values.

We are offering you the position of **Software Engineer** and your Gross Compensation is **INR 350,004/-**

We will communicate to you the details of joining location, venue, date and time, basis business priorities. Your appointment will be effective on your joining date. If you do not confirm your acceptance within three working days, this offer will be withdrawn.

- To confirm your acceptance of this offer, you are required to communicate via email to your assigned Recruiter's CGI e-mail id and confirm your joining date. If you have questions, write to cgirecruitment.india@cgi.com
- Your reporting time on the joining date is 8:30 a.m. Kindly note that it is important to be on time to complete the joining formalities
- On your joining date, please bring the originals and one set of photocopies of the documents mentioned in Annexure-A
- Please contact us at 080-4194 0000 (Monday to Friday between 9:30 a.m. to 5:30 p.m.) or via the above-mentioned email-Id for any queries regarding your employment offer.

The terms and conditions governing your employment are as under:

- Your employment with the Company is at all times subject to you having and maintaining a valid work permit from the Government of India (if applicable). A copy of the work permit needs to be furnished by you on the date of on boarding failing which you will not be permitted to join
- You will be on Probation for a period of six (6) months from the date of appointment. You will be confirmed as a permanent employee at the end of the period of probation by a letter of confirmation, if your conduct and performance in the appointed position are found satisfactory during the period of probation. The Company shall have the right to extend the Probationary Period for a further period of six (6) months or a part thereof. The Probationary Period shall be deemed to have been extended unless notified otherwise in writing
- On joining, you will be part of various training programs devised by the Company to help you prepare for assignments as part of your employment with the Company. You acknowledge that the Company may incur considerable expenses to impart such training programs and consequently, you agree to serve the Company for a period of two (2) years effective from your date of appointment and execute a service agreement with the Company upon request. You will also have to sign the Employment Agreement with the Company
- You will be eligible for a performance revision as per company policy

HR\FID\4371



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• **Base Compensation Components:**

Designation	: Software Engineer	
Effective	: January 06, 2020	
Pay Components	Pay Components	Pay Components
Basic (Inclusive of D.A.)	21,500	258,000
Flexible Compensation Plan ¹	4,053	48,636
Base Compensation	25,553	306,636
Provident Fund <i>Company Contribution</i>	2,580	30,960
Gratuity Fund Contribution	1,034	12,408
Gross Compensation	29,167	350,004

In addition to the above you are eligible for:

- Group Medical Insurance, Group Personal Accident Insurance and Group Term Insurance
- CGI will contribute towards **Share Purchase Plan (SPP)** upto 3.0% of Base Compensation ; matching your contribution. It puts into practice company's philosophy of intrapreneurship through ownership. All regular full-time members are invited to participate upon their hiring. Only those members who enroll for this benefit are eligible for receiving the company contribution & will need to contribute an equal amount on a monthly basis towards the purchase of CGI shares
- Target **Profit Participation Plan (PPP)** at 2.0% of Base Compensation on pro rata basis. It is designed to encourage high-performance work culture. Actual PPP payouts are based on performance of CGI, performance of Business Units and performance of Individuals. All regular members employed as of June 30th of the reference fiscal year (Oct-Sept) are eligible. The Corporate guidelines of PPP may be amended from time to time

Eligible members will be paid statutory bonus as per the provisions of the Payment of Bonus Act, 1965. Where members are eligible for both statutory bonus as well as the PPP, the company shall deduct from the PPP allocated to a member the amount of statutory bonus payable under the Act for such corresponding period and the difference will be paid as the actual PPP

Note:

Flexible Compensation Plan¹: Option includes components like Meal vouchers, conveyance, NPS, LTA, etc.

The tax liability arising out of the above payments now or in the future, due to changes in income tax provision shall be borne by you.

I look forward to your acceptance of this offer and to welcoming you to our team. I am confident that in this new role, you will make a valuable contribution to CGI and our continued success.

Yours sincerely

**For CGI Information Systems and
Management Consultants Pvt. Ltd.,**

**Sudhir Subbaraman
Senior Vice President**

I have read the terms and conditions of employment and the contents of the employment agreement and in token of my acceptance; I duly acknowledge the receipt of the letter of employment.

Please sign below to confirm that you agree with the terms and conditions stated in this letter.

Signature & Date



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Engineering and Technology,
Thirupachur Thiruvallur - 631 203



SUTHERLAND

Appointment Letter

College Name: Sri Venkateswara College Of Engineering and Technology

Date: 05-March-2020

Dear **Deepak Kumar M,**

Congratulations! We welcome you to the family of Sutherland!

With reference to the discussions you had with us, we are pleased to Appoint with us as **Associate-Voice** in the Company. Please note that this position is pending a favorable background verification and reference check. You are requested to join us **on or before July 01, 2020** on the following terms and conditions.

Your place of posting will be initially at Chennai. However, during your employment with us you may be posted or transferred/attached to any other units/companies/ offices or clients of The Sutherland Group either in India or Abroad at the sole discretion of the Management.

Your emoluments by way of Annual Cost to the Company are **Rs. 250000/- per annum (Rupees Two Lakh Fifty Thousand Only).**

You shall report to **Hemanth Kumar** of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.

You may be required to work in shift system of the company as intimated to you from time to time.

You are governed by the "Sutherland's Code of Conduct as updated from time to time" of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.

This is a contract for employment at will. You would be on probation for a period of 6 months and either party can terminate this contract of employment in 15 days advance notice or pay salary in lieu of the same to the other party. On completion of 6 months, your services will be deemed to be confirmed automatically unless informed otherwise in writing.

On confirmation, either party can terminate this contract for employment by giving 60 days advance notice or pay salary in lieu of the same to the other party. You understand and agree that if you do not complete the notice period the Company may be subject to losses or irreparable damages. Hence, the Company may, at its sole discretion, reject payment in lieu of notice period, and require you to complete the notice period in accordance with the employment contract, including any changes/amendments to the notice period, duly communicated to you without you having objected to the same within one month of such communication. If you fail to do so, the Company shall be entitled to sue you for specific performance of the contract as also claim ascertained damages.



[Handwritten Signature]
PRINCIPAL

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Engineering and Technology.
Thirupachur, Thiruvallur - 631 203**

The company reserves the right to terminate your employment on grounds of unauthorized absence from duty, non-performance, misconduct, fraud, negligence, theft, willful violation of the company rules, misappropriation, imprisonment or censure by a court of law or as it may deem fit in the instant case and will not pay any notice pay.

During the period of your employment with us, you will not work directly or indirectly for any other person, firm, company or organization or engage yourself with any trade or business whether with or without remuneration in any capacity without the prior written permission of the company.

You will maintain utmost secrecy of the affairs or works of the company and should not divulge any information of the company by any mode of communication to any other person or organization etc., during your employment with us or thereafter.

Your appointment is subject to that your self-declaration on medical fitness and you will have to maintain a state of overall sound health in order to be able to perform your Services per expected standards and continue employment in the Company.

All inventions, improvements and discoveries made solely by you or jointly while on duty need to be disclosed to the company and the company has the sole right, title and interest over such inventions, improvements, and discoveries and has the intellectual property rights over them.

You shall keep the company informed in writing, of any change in your address. Failing which any notice/letter sent by the company to your address mentioned above shall be sufficient for the purpose of this contract.

The Personal Information you provide to the Company in connection with your recruitment and subsequent employment will be used for the purpose of administering your employment with the Company in general and the Company's human resources in particular. You have the right to access and correct your own Personal Information which the Company has. Any request for Personal Information access and/or correction should be addressed to the Human Resources Department. You shall keep the company informed of any change in your present or permanent address or contact details (e-mail/ contact number).

You will automatically retire from the services of the company on attaining the age of 60 years.

Required Documents

Please bring the following original documents for verification with their photocopies, which would be retained for our records.

Photographs (Six passport size)

All educational certificates including mark sheets in full Relieving Letter & Service Certificate (If employed previously) Proof of Last drawn salary

Aadhar, Passport / Proof of Address

Form -16 along with earnings certificate for IT purpose

Sincerely,
For Sutherland



Thendral Rajendran
Associate Vice President - Talent Acquisition



Sri Venkateswara College
Engineering and Technology
Thirupachur, Thiruvallur - 631 203

January 10, 2020

To,

Dillirani M

No 372 ,Perumal Kovil Street ,Kattupalli ,Kalanji
Chennai-600120

Dear **Dillirani M**,

We are pleased to extend an offer of employment to join **Prodapt Solutions Private Limited**, herein referred as Prodapt, as **Associate Software Engineer** at our offices in Chennai, India.

As previously discussed with you during the interview process, this position is primarily for your employment in India, and both domestic and international travel may be expected from you. Your initial place of employment will be Chennai.

We would like you to start work on or about **March 02, 2020** or earlier, if at all possible, and your employment conditions are as follows:

1. Salary: Your starting salary and allowances will be at the rate of **INR 330000** per annum, as identified in Schedule A;
2. This offer is valid for a period of five (5) days from the date of this letter within which period of time you must accept the same, in writing. **This offer is also conditional upon receipt of the documents listed below no later than the day your employment with the company commences.**

Please note that you must present the original documents for verification purposes:

- a. Signed copy of the hiring letter and Employment Agreement
- b. Permanent Account Number (PAN) card or copy of PAN application
- c. Relieving certificate from your former employer
- d. Duly attested copy of birth certificate/school leaving certificate for verification of personal data OR duly attested photocopy of the relevant pages of your passport evidencing details such as date of birth, place of residence, photograph, etc.
- e. Duly attested copies of academic and professional certificates
- f. Eight (8) recent passport sized photographs
- g. Last pay slip drawn or compensation page from last employer
- h. Photocopies of passport



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You must present a PAN card or a copy of PAN application in order to commence employment with Prodapt

Your acceptance of this letter requires that you begin employment within 2 days of acceptance. If for whatever reason you are unable to join within 2 days, you must contact the undersigned immediately to arrive at a mutually convenient date. Failure to accept the offer or failure to report to work in the stated or agreed timeline with the required documentation, as listed in item 2 above, will result in an automatic withdrawal of this offer and employment cannot commence unless changes to stated timeline are specifically approved by the undersigned.

Your employment is subject to the company rules, policies and regulations, which may be amended from time to time, at the sole discretion of Prodapt Solutions.

Prodapt's standard working week is 45 hours and will generally be between the hours of 9:15 am to 6:15 pm Monday to Friday, including 1 hour for lunch. As a professional, you will be expected to work the hours per week necessary for the successful conclusion of your assigned tasks and to meet all required deadlines.

Your individual compensation package is confidential between you and the company and should not be disclosed to any person or entity without the prior written consent of Prodapt.

Information relating to company secrets, inventions, Intellectual Capital, ideas, etc., is confidential and will be protected by you to safeguard Prodapt's business interests.

Your employment is conditional to your signing the detailed employment agreement that is attached with this offer letter. This consists of: Protection of company confidential information; non-compete and non-solicitation conditions; general terms and conditions relating to employment.

Any falsification of information you provide in your job application, or concealment of material facts, or disclosure of your employment terms to other employees either directly or indirectly shall result in immediate termination of your services.

Prodapt has the right to transfer your employment or services to any affiliate, group entity or any lawful transferee/assignee of Prodapt's business, subject to compliance with applicable laws.

Please notify Prodapt of your acceptance of the terms and conditions of this offer of employment as stated in the offer letter and employment agreement via email to your recruiter and the HR Team at dl-oba@prodapt.com.




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Thirupachur, Tamil Nadu - 631 203



On your first day of employment with us, you should also bring a signed copy of this letter and the employment agreement with you.

Prodapt is a rapidly growing organization and we seek to attract and retain the most talented professionals whose contributions will make a significant difference in our success. We look forward to working with you.

Yours sincerely,

DocuSigned by:
Pradeep Jumani
8E42F55BD43D44F...

Pradeep Jumani (e-sign)
Assistant Vice President - Human Resources

For and on behalf of Prodapt Solutions Pvt Limited



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Engineering and Technology
Thirupachur, Thiruvallur - 631 203



Temenos Offer

JANUARY 20 ,2020 (MM/DD/YYYY)

Dear **Easwari M**
14/10, Anbazhagan Nagar, Elango Street, Perambur
Chennai-600011

It gives us immense pleasure in inviting you to join Kony India Pvt Ltd as one of its valuable members. We believe that organizations grow and flourish fuelled by the enthusiasm and energy of the people, who are willing to invest in to the future. We are sure that with your joining, we will be adding to our organization’s strengths of competence, commitment and customer orientation.

1.Position: **Software Engineer**

2.Band: **A**

3.Job Family: **Technical**

4.Department: **Development-product**

5.Reporting to: **Priya Sugandh**

6.Job Description: **KEY RESPONSIBILITIES**

Own the design, development, testing and shipping of features in the banking space.
Collaborate with other members on the team to effectively deliver high quality features.
Ability to hold a high bar on quality of everything which we release.
. Do design and code reviews for peers.
Continually look for ways to improve our engineering systems and processes

7.Date of joining: **July 3, 2020 (MM/DD/YYYY)**

8. Probation: There will be a standard 6-month probationary period at the end of which the probationary period will automatically terminate unless intimated to you otherwise.

9. Termination: During probation one month notice and After probation, three months notice must be given should either party wish to terminate employment. However, any misdemeanor or misconduct will justify immediate dismissal without notice or compensation.

10. Working Hours: 8 hours per day, 5 days per week (Mon to Fri). Working hours may be subject to change following business requirements.

11. Place of work: SEZ - Unit II, Level 7, Building No.H06, HiTech City2 Phoenix Info City, Hyderabad, TELANGANA 500081 IND. You may however be required to take up assignments with subsidiaries of the group and/or our clients, which



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may include travel within India or abroad.

12. Vacation: Grant of leave will be governed by the provision of Leave Policy prevailing in Temenos India. You will be eligible for 12 days each of Paid Casual leave, Sick leave and 15 days of Privilege leave for every calendar year. There is a provision to accumulate privilege leave, subject to a maximum limit of 60 days. Apart from this you will also be entitled to statutory public holidays.

13. Insurance: You will be entitled to the standard group medical insurance cover taken out by the company. It includes Group Medclaim (GMC), Personal Accident (PAC) and Group Term Life (GTL).

14. Confidentiality: All matters, information or work undertaken by you in the course of your employment are confidential and you shall not release to third parties or make known any such matters, information or work without the prior written consent of the company.

15. Company's Procedures: Temenos has a Group Policy for staff that contains the company's operating rules and procedures. You shall abide to them.

16. Training: You will be provided adequate classroom training and the duration of training would be purely based on the business requirement. Based on the business requirement, period of training will vary or get extended. Your confirmation and continuation of employment will be primarily based on your performance in the training and your meeting the training criteria during and at the end of training. The criteria will be decided based on the type of training. During the Training / probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training / employment can be terminated by the Company with one week notice.

17. Training Agreement : At the time of joining, you need to sign the the Training Agreement, which stipulates a condition that you have to serve the company for a minimum period of two (2) years after the Training period. Failing which you will be required to reimburse the company an amount of INR 300,000/- (Rupees Three Lakhs Only) towards the cost of Training/Training Certification and all other costs related to training.

18. Passport: You will need to produce the photocopy of the passport or receipt for having applied for the same.

19. Background Checks: The company at its sole discretion may conduct background checks, prior to or after your joining service in Temenos, verify your identity, the address you reside in, your educational qualifications and details to your prior employment/s, if any, as mentioned in your application form / Offer Annexure, and conduct any criminal checks / records. You expressly consent to the company for conducting such background checks. You will be required to furnish documents as specified in "Offer Annexure" towards the background checks.

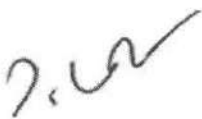
20. Validity of the Offer: Offer of employment is subject to the following

a. Clearance by the company doctor based on the "medical examination".


b. In case you do not communicate your acceptance of the offer or do not join duties on the date mentioned above, the offer contained in this letter shall stand automatically cancelled, unless specifically extended by Temenos India, in writing or by email.

Please acknowledge your offer acceptance in Cornerstone to indicate your agreement to these terms and consideration of employment. Formal Letter of Employment will replace this letter after you have joined Temenos India.

Yours sincerely,



T. Sethu Rathinam
Vice President – Human Resources



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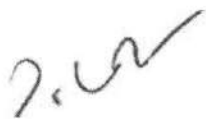
ANNEXURE I - Salary Structure

Your salary structure would be as indicated below:

Salary Components	INR Per Annum
A - Gross Salary	
Basic	180,000.00
HRA	55,000.00
Basket of Allowance	65,000.00
Total (A)	290,000.00
B - Other benefits	
Employer's contribution to Provident Fund (12% on Basic) as per law	33,000.00
Contribution to Gratuity as per law	13,221.00
Superannuation*	17,500.00
Insurance Benefit	4,500.00
C - Short Term incentive*	
Short Term incentive*	As per applicable Short Term Incentive(STI) plan
Total Compensation (A+B)	358,221.00

* Short Term Incentive (STI): The percentage of STI eligibility is based on the Band. The actual STI payment is subject to company performance and individual performance.
Please note that the payment of variable compensation is based on the sole discretion of the management. In case of disputes, management reserves the right to make a final decision.

Yours sincerely,



T. Sethu Rathinam
Vice President – Human Resources




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Thirupachur, Thiruvallur - 631 203

02nd March 2020

To,

Ms. Gayathri V

No. 37 New Farence Road, Pattalam ,Chennai-600012

Letter of Offer

Dear Gayathri V,

This has reference to your application and subsequent interviews you had with us. We are pleased to offer you employment in our organization at on the following terms and conditions.

1. You will be designated as **"Junior Software Engineer"** for a salary (CTC) of **₹ 308,214/-** per annum and your job location is Chennai. You will be reporting to **Kalpna A**, Senior Software Engineer.
2. Your compensation breakup is mentioned in Annexure – I.
3. Your appointment letter and employment terms and conditions will be issued to you on your joining date. Your services will be governed by the rules and regulations of the company in vogue and amended from time to time.
4. You are required to report for duty at **10:00 a.m. on 10th March 2020**. If you do not join duty on this date, this offer shall stand cancelled.
5. You are requested to bring **4 Passport Size photographs**, original degree certificates, ID proof (PAN and Aadhar) along with photocopies and service certificate & last three months' pay slip from previous employer (if applicable). This offer is subjected to the production of above-mentioned documents. The Original will be returned to you on the same day.
6. The offer letter is sent in duplicate. Kindly send us a signed copy of this letter as a token of your acceptance.
7. You are expected to commit full time to Credo, and you should also sign the Non-Compete and Non-disclosure on your joining date as part of company policy.
8. You will be required to visit other offices based on requirement.
9. Your Probation Period is for Six months and based on your performance your employment will be confirmed.
10. There will be a Group Medical Insurance and Personal Accident Coverage for you and this will be provided once your employment is confirmed.
11. Your duties and responsibilities / work location may be modified from time to time.



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 95, Bharathidasan Salai
 Cantonment, Trichy - 620001
 Tamil Nadu, India

CREDO HEALTH SERVICES PVT. LTD. hr@credo.health

+91 6369404025

www.credo.health

Corporate Office: hr@credo.health

92/1 A, Konapanna Agrahara, Electronic City Post, Bangalore - 560100

Karnataka, India

Karnataka, India

Annexure - I

Compensation Breakup

Salary Components	Per Month	Per Annum
Basic	₹ 13,200	₹ 1,58,400
HRA	₹ 6,600	₹ 79,200
Others	₹ 2,200	₹ 26,400
Gross Salary (A)	₹ 22,000	₹ 2,64,000
Employee Contributions (B)		
Provident Fund	₹ 1,800	₹ 21,600
ESI	₹ -	₹ -
Professional Tax	₹ 200	₹ 2,400
Total Employee Contributions (B)	₹ 2,000	₹ 24,000
Net Salary (A-B)	₹ 20,000	₹ 2,40,000
Employer Contributions (C)		
Provident Fund	₹ 1,950	₹ 23,400
ESI	₹ -	₹ -
Bonus	₹ 1,100	₹ 13,195
Gratuity	₹ 635	₹ 7,619
Total Employer Contributions (C)	₹ 3,684	₹ 44,214
Cost to Company (A+C)	₹ 25,684	₹ 3,08,214

Note: All remunerations are subject to tax deduction.

We heartily welcome you for a long and happy association.

For Credo Health Services Private Limited



Shaista Sivakumar
Director – Human Resources & Corporate Communications




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CREDO HEALTH SERVICES PVT. LTD.

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Corporate Office:

92/1 A, Konapanna Agrahara

Electronic City Post, Bangalore – 560100

Karnataka, India

Regional Office:

95, Bharathidasan Salai

Cantonment, Trichy – 620001

Tamil Nadu, India



Date: 30th January 2020

Ms. Gomathi D

No.19 Mettu Street, Pudhukkandiaai,
Thiruvallur -602023.

Dear Gomathi D,

Welcome to CSS. With reference to your discussions with us, we understand that you are the kind of person that we are looking for to play a key role in helping to drive the business toward achieving its market potential and with such understanding, we are pleased to extend an offer of employment on the terms and conditions as stated herein.

Upon your joining the Company, you would be designated as **Trainee**. Please read these Terms and Conditions and signify your acceptance by signing at the designated space below.

TERMS AND CONDITIONS:

- Gross Cost to Company:** The position includes a gross CTC of INR **2,75,000/-** (Rupees Two Lakhs Seventy Five Thousand only) per annum, before deductions, as explained further in Annexure 1.
- Annual Guaranteed Compensation.** Your Annual Guaranteed Compensation will be Rs. **2,61,250** (Rupees Two Lakh and Sixty One Thousand Two Hundred Fifty Only).
- Annual Variable Compensation.** Depending on your and company's performance, you would be entitled for an Annual Variable Compensation maximum of Rs. **13,750/-** (Rupees Thirteen Thousand and Seven Hundred Fifty Only). The Annual Variable Compensation shall be calculated on the Basic and HRA for each grade of employee and at the percentage mentioned in the Employee Hand Book which you can access in company's Intranet portal 'HIVE'. On your joining the company, you undertake to go through company's intranet and get familiar with all the applicable policies and processes of the company.
- Other Benefits.** Upon you joining the Company, you will be positioned as Grade **JL 1B** in the Company which entitles you to certain other benefits. The details are enclosed in Annexure 1.
- Medical Insurance:** In accordance with the Company's policy, you and your family (one spouse & maximum 2 Children) will be covered under a Medical Insurance scheme, the benefits of which are enclosed in Annexure 1.
- Location:** Your initial place of work will be **Chennai**. However, your services are transferable, and you may be assigned after reasonable notice to any location in India or abroad where the Company or any one of its associates or customers, conducts business. While on transfer, you will be governed by the rules, regulations and conditions of service of that location.



[Signature]
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CIN:U72900TN2000PTC115034

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Tel:91 44 66322000 ,www.csscorp.com

7. **Annual Leave:** You will be entitled to twenty-four (24) working days of leave per annum subject to prior approval by your reporting manager of the Company. On your joining, kindly refer to the Company's leave policy for further details in this regard. By agreeing to these terms and conditions, you agree to visit Company's intranet at periodic intervals and get familiarized with all the then applicable policies of the Company and any failure to do so shall not be an excuse not to comply with the same.
8. **E-mail ID & Contact Details:** You will need to communicate your personal e-mail ID, at the time of joining, such e-mail ID, so communicated by you, can be treated as the authenticated (without limiting the rights of the Company to notify / communicate to you through any other mode or e-mail IDs) e-mail address for any communication from you. You will also keep us informed in writing of any change in your residential address, civil or marital status and such other matters.
9. **Relocation:** If you are stationed outside of **Chennai**, upon you joining the Company, you will be reimbursed expenses of your relocation to **Chennai** from your current location as per the details enclosed in Annexure 2.
10. **Transport Facility:** In accordance with the Company's policy, company transport facility is available only for certain grades of employees working in US & UK time zones. If you wish to use this facility, a subsidized amount based on the distance would be deducted from your monthly salary. More details would be provided upon your joining.
11. **Medically fit:** This employment is subject to you being medically fit and the Company shall also conduct a background and reference check as per Company policy. In the event the results of such checks are unsatisfactory on any account or if any information or declaration given by you to the Company proves to be false or if you are found to have wilfully suppressed any material information, your services will be terminated immediately without prior notice. Further, you will be liable to payback all the expenses incurred by the Company as mentioned in Clause 14.
12. **Probation:** You will be on probation for a period of six (6) months from the date of you joining the services of the Company, which may be extended by the Company at its discretion, including but not limited to for reasons such as non-completion of training(s) to the reasonable satisfaction of the Company. At the end of the probation period, your services with the Company would be confirmed subject to your performance meeting the requisite standards. During the probation period, either party may terminate employment by giving one (1) month notice in writing or one (1) month of gross CTC in lieu of notice. However, the Company reserves the right not to accept payment in lieu of the said notice and at its sole discretion enforce the notice period.
13. **Termination:** Post confirmation of employment, your services may be terminated by either party by giving sixty (60) days' written notice or two (2) months gross CTC in lieu of notice. However, the Company reserves the right not to accept payment in lieu of the said notice and at its sole discretion enforce the notice period.
14. **Return of benefits:** For any reason, should you cease to be an employee of the Company within one (1) year of your joining date, you shall be liable to payback immediately all the expenses incurred by the Company including but not limited to joining bonus, notice period buy-out cost, training cost, relocation expenses, any brokerage commission / fee, certification costs etc. Without prejudice to any other rights of the Company, such liabilities shall be considered as a due from you and recoverable / deductible from any payments payable by the Company to you. However, the Company reserves the right not to accept payment in lieu of notice and at its sole discretion enforce the notice period.



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Thirupachur, Thiruvallur - 631 203



15. **Unauthorized absence:** Unauthorized absence or absence without permission from duty for a continuous period of five (5) working days would make you lose your lien on employment. In such case, Company reserves its right to terminate your employment without any further notice. In addition, you will be liable to payback all the expenses incurred by the Company up to the effective date of termination.
16. **Secrecy:** During the period of your employment, you will work honestly, faithfully, diligently, and efficiently for the growth of the Company. You are expected to maintain utmost secrecy in regards to the affairs of the Company and shall keep confidential, any information, instruments, documents, etc., relating to the Company that may come to your professional knowledge as an employee of the Company. You will also be required to sign a Proprietary Information and Inventions agreement on joining.
17. **Activities:** During the period of your employment with the Company, you will devote full time to the work of the Company. Further, you will not take up (whether part time or otherwise) any other employment or assignment or any office, honorary or for any consideration, in cash or in kind or otherwise, without the prior written permission of the Company. Also, you shall not commit / involve (whether directly or indirectly) in any act or omission (whether intentional or reckless or negligent or otherwise) which prejudices the interest(s) / goodwill of the Company. You shall not publish any article or statement, deliver any lecture or broadcast or make any communication to the press, including magazine publication relating to the Company's products, services or to any matter with which the Company may be concerned, unless you have previously applied to and obtained the explicit written permission from the Company. Any breach thereof, shall be deemed to be a violation of the Company policies and would be treated in accordance with clause 22 of the terms of this offer and policies of the Company then in force.
18. **Assets and Materials furnished by Company:** Company shall own all assets, materials / equipment it provides to you. You shall return all assets, documents, files, materials / equipment upon the earlier of the termination of your services or Company's request for return of such assets, materials, etc. You shall be responsible for safekeeping and return in good condition and order of all Company property, which may be in your use, custody or charge. Non compliance to return of company's assets would entail serious action for the recovery of such asset(s), both by civil and criminal action.
19. **Non-Solicitation:** For a period of one (1) year after termination of your employment with the company, you shall refrain from soliciting for rendering your services in any capacity to any client or customers for which you have performed services as an employee of the Company during the twelve (12) months prior to your separation from the Company. During the term of your employment with the Company and for a period of twelve (12) months thereon, you shall not solicit, entice the employees, agents, any other personnel, and contractors of the Company to terminate their employment with the Company / join with any other organization / firm. For the purpose of this para, the expressions client or customers mean those with whom you have interacted or dealt with by virtue of your employment with the Company, during the term of your employment with the Company.
20. **Work Done For Hire:** All work product(s), tangible / intangible properties prepared or developed or conceived by you, during the term of your employment with the Company, shall be considered works made for hire owned exclusively by Company. You shall not have any rights (of whatsoever nature) in the intellectual property right (of any kind including but not limited to the right to be identified as author and the right of ownership etc) prepared or developed or conceived in connection with your services to Company. You agree to, both during and after the term of your employment with the Company, execute all papers, including without limitation copyright applications, patent applications, declarations, oaths, assignments of priority rights, and powers of attorney, which the Company and/or



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its customers may deem necessary or desirable in order to protect the rights and interests in any work products and such other deliverables. In addition, you hereby irrevocably designate and appoint the Company and/or its customers as your agent and attorney-in-fact to execute any such papers on your behalf, and to take any and all actions as the Company may deem necessary or desirable in order to protect its rights and interests in any work products or deliverables. To the extent any such work products and/or deliverables is (for any reason whatsoever) determined not to be "work made for hire," You hereby irrevocably and exclusively assign, transfer and convey to the Company and/or its customers all intellectual property rights, in and to any and all such work products and deliverables.

21. **Governing Agreement:** If you have [executed / to execute] any agreement(s) in connection with the Company then your services shall also be governed by such applicable agreement(s). With respect to any subject matter(s) / issue(s), if any conflict arises between this Offer Letter and any such applicable agreement(s) then the respective provision(s) in such agreement(s) shall prevail over this Offer Letter.
22. **Tax:** All payments due payable to you by the Company shall be subject to deduction of all applicable taxes / levies, as per the prevailing statutory provisions.
23. **Termination for breach:** CSS Corp reserves its right to terminate your employment on grounds of breach of policy, misconduct or where your performance has been found to be unsatisfactory.
24. **Code of Conduct:** Any violation of the above mentioned or any other Company procedures and policies would attract action as per Company's disciplinary policy in force, including and up to termination of employment. In the event of termination by Company on account of breach of disciplinary policy, the Company will not be liable to payback any amount in lieu of notice. You shall conduct yourself in conformity with the code of conduct of the Company, as in force from time to time, a copy of which would be provided to you at the time of your joining and can also be viewed in Company's intranet. Further, you shall carryout the instructions in letter & spirit, given by your superiors and shall not disobey the instructions given. You would be given the required opportunity to discuss with your superiors and raise your concerns before the appropriate forums within the organization and you shall not discuss or air your views (which may cause loss to the image and reputation of the Company) in public.
25. **Retirement:** You will retire on the last day of the month in which you complete sixty (60) years of age.
26. **Personal Indebtedness:** Company shall not be responsible for any personal indebtedness or other liabilities incurred by you, during the term of your employment with the Company. You understand and accept that you shall have no authority to pledge the credit of the Company to any person or entity without necessary written authorization from the designated Official of the Company.
27. **General:** The above terms and conditions are based on Company policies and other rules currently applicable in India and are subject to amendments, regulations of the Company as shall be in force. Only those authorized by a specific power of attorney may sign legal documents, representing the Company. In all service matters, including those not specifically covered here, such as Travel, Leave, Retirement, etc., you will be governed by the rules/policies of the Company framed from time to time.



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We look forward to having you on board on or before **05-June-2020**. As a token of acceptance of this offer letter, please sign the duplicate copy attached and return to the Company or confirm your acceptance by e-mail to Sowmya.Pasupuleti@csscorp.com before **04-June -2020** else, this Offer letter stands void.

The undersigned accepts the above employment offer, agrees that it contains the terms of employment with CSS, and that there are no other terms, expressed or implied. By accepting this offer of employment, the undersigned is acknowledging that no prior employment obligations or other contractual restrictions exist which preclude employment with CSS. It is further understood that this offer is confidential and disclosure outside of the undersigned's family or financial, accounting, and/or legal advisers may result in termination of employment or withdrawal of this offer.

For CSS Corp Private Limited

Name: Anthony David Sudhakar D
Title: Associate Director – HR (TA)



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Tel:91 44 66322000 ,www.csscorp.com



Temenos Offer

JANUARY 20 ,2020 (MM/DD/YYYY)

Dear **Greeshma Mohan**
No.38, ThirumalaNagar,20thStreet,
Vinayagapuram, Ch-600099.

It gives us immense pleasure in inviting you to join Kony India Pvt Ltd as one of its valuable members. We believe that organizations grow and flourish fuelled by the enthusiasm and energy of the people, who are willing to invest in to the future. We are sure that with your joining, we will be adding to our organization’s strengths of competence, commitment and customer orientation.

1.Position: **Software Engineer**

2.Band: **A**

3.Job Family: **Technical**

4.Department: **Development-product**

5.Reporting to: **Priya Sugandh**

6.Job Description: **KEY RESPONSIBILITIES**

- Own the design, development, testing and shipping of features in the banking space.
- Collaborate with other members on the team to effectively deliver high quality features.
- Ability to hold a high bar on quality of everything which we release.
- . Do design and code reviews for peers.
- Continually look for ways to improve our engineering systems and processes

7.Date of joining: **July 3, 2020 (MM/DD/YYYY)**

8. Probation: There will be a standard 6-month probationary period at the end of which the probationary period will automatically terminate unless intimated to you otherwise.

9. Termination: During probation one month notice and After probation, three months notice must be given should either party wish to terminate employment. However, any misdemeanor or misconduct will justify immediate dismissal without notice or compensation.

10. Working Hours: 8 hours per day, 5 days per week (Mon to Fri). Working hours may be subject to change following business requirements.

11. Place of work: SEZ - Unit II,Level 7,Building No.H06, HiTech City2 Phoenix Info City, Hyderabad, TELANGANA 500081 IND. You may however be required to take up assignments with subsidiaries of the group and/or our clients, which



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may include travel within India or abroad.

12. Vacation: Grant of leave will be governed by the provision of Leave Policy prevailing in Temenos India. You will be eligible for 12 days each of Paid Casual leave, Sick leave and 15 days of Privilege leave for every calendar year. There is a provision to accumulate privilege leave, subject to a maximum limit of 60 days. Apart from this you will also be entitled to statutory public holidays.

13. Insurance: You will be entitled to the standard group medical insurance cover taken out by the company. It includes Group Medclaim (GMC), Personal Accident (PAC) and Group Term Life (GTL).

14. Confidentiality: All matters, information or work undertaken by you in the course of your employment are confidential and you shall not release to third parties or make known any such matters, information or work without the prior written consent of the company.

15. Company's Procedures: Temenos has a Group Policy for staff that contains the company's operating rules and procedures. You shall abide to them.

16. Training: You will be provided adequate classroom training and the duration of training would be purely based on the business requirement. Based on the business requirement, period of training will vary or get extended. Your confirmation and continuation of employment will be primarily based on your performance in the training and your meeting the training criteria during and at the end of training. The criteria will be decided based on the type of training. During the Training / probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training / employment can be terminated by the Company with one week notice.

17. Training Agreement : At the time of joining, you need to sign the the Training Agreement, which stipulates a condition that you have to serve the company for a minimum period of two (2) years after the Training period. Failing which you will be required to reimburse the company an amount of INR 300,000/- (Rupees Three Lakhs Only) towards the cost of Training/Training Certification and all other costs related to training.

18. Passport: You will need to produce the photocopy of the passport or receipt for having applied for the same.

19. Background Checks: The company at its sole discretion may conduct background checks, prior to or after your joining service in Temenos, verify your identity, the address you reside in, your educational qualifications and details to your prior employment/s, if any, as mentioned in your application form / Offer Annexure, and conduct any criminal checks / records. You expressly consent to the company for conducting such background checks. You will be required to furnish documents as specified in "Offer Annexure" towards the background checks.

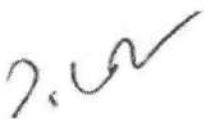
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a. Clearance by the company doctor based on the "medical examination".

b. In case you do not communicate your acceptance of the offer or do not join duties on the date mentioned above, the offer contained in this letter shall stand automatically cancelled, unless specifically extended by Temenos India, in writing or by email.

Please acknowledge your offer acceptance in Cornerstone to indicate your agreement to these terms and consideration of employment. Formal Letter of Employment will replace this letter after you have joined Temenos India.

Yours sincerely,



T. Sethu Rathinam
Vice President – Human Resources



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ANNEXURE I - Salary Structure

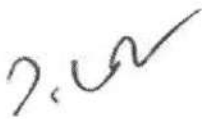
Your salary structure would be as indicated below:

Salary Components	INR Per Annum
A - Gross Salary	
Basic	180,000.00
HRA	55,000.00
Basket of Allowance	65,000.00
Total (A)	290,000.00
B - Other benefits	
Employer's contribution to Provident Fund (12% on Basic) as per law	33,000.00
Contribution to Gratuity as per law	13,221.00
Superannuation*	17,500.00
Insurance Benefit	4,500.00
C - Short Term incentive*	
Short Term incentive*	As per applicable Short Term Incentive(STI) plan
Total Compensation (A+B)	358,221.00

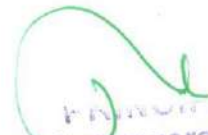
* **Short Term Incentive (STI):** The percentage of STI eligibility is based on the Band. The actual STI payment is subject to company performance and individual performance.

Please note that the payment of variable compensation is based on the sole discretion of the management. In case of disputes, management reserves the right to make a final decision.

Yours sincerely,



T. Sethu Rathinam
Vice President – Human Resources

Sri Venkateswara College
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

Prodapt Classed
Extraordinary

January 10, 2020

To,
Jai Ganesh V
No.93,12th Street, Dr.kalaingar nagar ,Thiruvottiyur
Chennai 600019

Dear **Jai Ganesh V**,

We are pleased to extend an offer of employment to join **Prodapt Solutions Private Limited**, herein referred as Prodapt, as **Associate Software Engineer** at our offices in Chennai, India.

As previously discussed with you during the interview process, this position is primarily for your employment in India, and both domestic and international travel may be expected from you. Your initial place of employment will be Chennai.

We would like you to start work on or about **March 02, 2020** or earlier, if at all possible, and your employment conditions are as follows:

1. Salary: Your starting salary and allowances will be at the rate of **INR 330000** per annum, as identified in Schedule A;
2. This offer is valid for a period of five (5) days from the date of this letter within which period of time you must accept the same, in writing. **This offer is also conditional upon receipt of the documents listed below no later than the day your employment with the company commences.**

Please note that you must present the original documents for verification purposes:

- a. Signed copy of the hiring letter and Employment Agreement
- b. Permanent Account Number (PAN) card or copy of PAN application
- c. Relieving certificate from your former employer
- d. Duly attested copy of birth certificate/school leaving certificate for verification of personal data OR duly attested photocopy of the relevant pages of your passport evidencing details such as date of birth, place of residence, photograph, etc.
- e. Duly attested copies of academic and professional certificates
- f. Eight (8) recent passport sized photographs
- g. Last pay slip drawn or compensation page from last employer
- h. Photocopies of passport



PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur Thiruvallur - 631 203

Prodapt Solutions Private Limited

Prince Infocity II, 4th Floor, No. 283/4, Rajiv Gandhi
Salai (OMR), Kandanchavadi, Chennai - 600096 INDIA.

CIN: U30007TN1999PTC041798

+91 44 4903 3000 | F: +91 44 4903 3010
www.prodapt.com | info@prodapt.com



You must present a PAN card or a copy of PAN application in order to commence employment with Prodapt

Your acceptance of this letter requires that you begin employment within 2 days of acceptance. If for whatever reason you are unable to join within 2 days, you must contact the undersigned immediately to arrive at a mutually convenient date. Failure to accept the offer or failure to report to work in the stated or agreed timeline with the required documentation, as listed in item 2 above, will result in an automatic withdrawal of this offer and employment cannot commence unless changes to stated timeline are specifically approved by the undersigned.

Your employment is subject to the company rules, policies and regulations, which may be amended from time to time, at the sole discretion of Prodapt Solutions.

Prodapt's standard working week is 45 hours and will generally be between the hours of 9:15 am to 6:15 pm Monday to Friday, including 1 hour for lunch. As a professional, you will be expected to work the hours per week necessary for the successful conclusion of your assigned tasks and to meet all required deadlines.

Your individual compensation package is confidential between you and the company and should not be disclosed to any person or entity without the prior written consent of Prodapt.

Information relating to company secrets, inventions, Intellectual Capital, ideas, etc., is confidential and will be protected by you to safeguard Prodapt's business interests.

Your employment is conditional to your signing the detailed employment agreement that is attached with this offer letter. This consists of: Protection of company confidential information; non-compete and non-solicitation conditions; general terms and conditions relating to employment.

Any falsification of information you provide in your job application, or concealment of material facts, or disclosure of your employment terms to other employees either directly or indirectly shall result in immediate termination of your services.

Prodapt has the right to transfer your employment or services to any affiliate, group entity or any lawful transferee/assignee of Prodapt's business, subject to compliance with applicable laws.

Please notify Prodapt of your acceptance of the terms and conditions of this offer of employment as stated in the offer letter and employment agreement via email to your recruiter and the HR Team at dl-oba@prodapt.com.



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Thirupachur, Thiruvallur - 631 203



On your first day of employment with us, you should also bring a signed copy of this letter and the employment agreement with you.

Prodapt is a rapidly growing organization and we seek to attract and retain the most talented professionals whose contributions will make a significant difference in our success. We look forward to working with you.

Yours sincerely,

DocuSigned by:
Pradeep Jumani
8E42F55BD43D44F...

Pradeep Jumani (e-sign)
Assistant Vice President - Human Resources

For and on behalf of Prodapt Solutions Pvt Limited



PRINCIPAL
Sri Venkateswara College of
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Thirupachur, Thiruvallur - 631 203

May 05, 2020

Kalaivani S

No:1/163 6th Street, ganga nagar,
Maduravoyal ,Chennai -95.

Subject: Employment Letter

Dear Kalaivani S,

We are pleased to inform that you have been selected for employment with us as **Associate Consultant (GCM Level GCM 1)**. Your total emoluments are **Rs. 340000/-**per annum, as described in Annexure A.

You will be on training for a period of one year, or any other period as the Company deems necessary, from the date of commencement of your service and you will be required to sign a separate agreement, by way of which you agree to remain in the employment of the Company during such period of training, and for a period of one year thereafter (hereinafter referred to as "the period"). Such agreement will also form part of your employment terms with the Company.

On successful completion of training, your services will be confirmed in writing by the Company and thereafter, subject to any other agreement or understanding between you and the Company, either party can terminate this employment agreement by providing a written notice or payment of basic pay of 90 days, to the other party. The notice period shall be 30 days during training period and 90 days thereafter. This offer is subject to your satisfactory completion background verification. Your retention in the company's employment will be subject to your continued medical fitness. The company reserves the right to ask you to undergo medical examination as and when considered necessary.

You are requested to be available for your virtual onboarding on **May 05,2020** at 10.00 am and your work location will be **Chennai**.

This offer letter is subject to completion of below mentioned Terms and Conditions: -

You shall successfully complete and submit the Graduation/Diploma/Post-Graduate certificate from your college/university with a minimum percentage of 60% or higher within 90 days from your date of joining the company, further there should be no standing backlog.

If you fail to successfully complete your exams as mentioned above and/or to submit the above-mentioned documents in timely manner, this offer stands automatically withdrawn without any further consent from you. The company reserves right to modify the terms and conditions as and when needed.

The Company shall conduct reference checks/ background checks and drug test through a third-party agency at its sole discretion to verify and authenticate the details and all the documents furnished by you to the Company. By accepting this offer, you agree to abide by all Atos|Syntel policies and procedures as well as the terms and conditions annexed hereto.

Campus Hire Induction Program

As you are selected through direct Campus Hire Recruitment, you will undergo Campus Hire Induction Program which is required to train and develop your skills that are essential and suitable for your job role. This program is normally expected to be for a fixed duration as per the business requirement. There would be multiple assessments conducted throughout the program at regular intervals and you are required to score the ascertained passing percentage in the assessments. Failure to score the ascertain passing percentage, Atos | Syntel reserves the right to terminate your employment.



(Handwritten Signature)
PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

Any communication regarding your terms of employment, or compensation must be in writing and signed by an authorized human resource ("HR") representative of Atos|Syntel. You agree that no commitments have been made by the Company that are not expressly contained in this letter. No other communication, document, etc. will be binding or effective unless expressly agreed to in writing and signed by an authorized HR representative of Syntel Pvt. Ltd.

You may be assigned and / or deputed to any other location / subsidiary / affiliated companies / divisions / associates whenever the Company may deem fit. Failure to report to an assignment will be grounds for disciplinary action, including but not limited to termination of employment.

Please return the acceptance copy (attached) after affixing your full signature in token of your formal acceptance of the terms and conditions of employment offered herein.

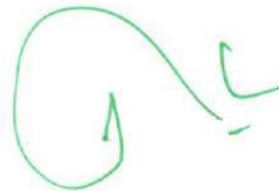
We take this opportunity to welcome you into Atos|Syntel family and look forward to a very fruitful association with you.

Yours sincerely

For SYNTEL PRIVATE LTD,



**Adarsh Krishna
Deputy General Manager**



PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

02nd March 2020

To,

Mr. Kalaivarman D

4/356, VOC Street, Pakkam Village, Pakkam, Thiruvalluvar, Pakkam, Chennai - 602024,

Letter of Offer

Dear Kalaivarman D,

This has reference to your application and subsequent interviews you had with us. We are pleased to offer you employment in our organization at on the following terms and conditions.

1. You will be designated as "Junior Software Engineer" for a salary (CTC) of ₹ 308,214/- per annum and your job location is Chennai. You will be reporting to Kalpana A, Senior Software Engineer.
2. Your compensation breakup is mentioned in Annexure – I.
3. Your appointment letter and employment terms and conditions will be issued to you on your joining date. Your services will be governed by the rules and regulations of the company in vogue and amended from time to time.
4. You are required to report for duty at 10:00 a.m. on 10th March 2020. If you do not join duty on this date, this offer shall stand cancelled.
5. You are requested to bring 4 Passport Size photographs, original degree certificates, ID proof (PAN and Aadhar) along with photocopies and service certificate & last three months' pay slip from previous employer (if applicable). This offer is subjected to the production of above-mentioned documents. The Original will be returned to you on the same day.
6. The offer letter is sent in duplicate. Kindly send us a signed copy of this letter as a token of your acceptance.
7. You are expected to commit full time to Credo, and you should also sign the Non-Compete and Non-disclosure on your joining date as part of company policy.
8. You will be required to visit other offices based on requirement.
9. Your Probation Period is for Six months and based on your performance your employment will be confirmed.
10. There will be a Group Medical Insurance and Personal Accident Coverage for you and this will be provided once your employment is confirmed.
11. Your duties and responsibilities / work location may be modified from time to time.



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Thirupachur, Thiruvallur - 631 203

CREDO HEALTH SERVICES PVT. LTD.

hr@credo.health
+91 6369404025
www.credo.health

Corporate Office:

92/1 A, Konapanna Agrahara
Electronic City Post, Bangalore – 560100
Karnataka, India

Regional Office:

95, Bharathidasan Salai
Cantonment, Trichy – 620001
Tamil Nadu, India

Annexure - I

Compensation Breakup

Salary Components	Per Month	Per Annum
Basic	₹ 13,200	₹ 1,58,400
HRA	₹ 6,600	₹ 79,200
Others	₹ 2,200	₹ 26,400
Gross Salary (A)	₹ 22,000	₹ 2,64,000
Employee Contributions (B)		
Provident Fund	₹ 1,800	₹ 21,600
ESI	₹ -	₹ -
Professional Tax	₹ 200	₹ 2,400
Total Employee Contributions (B)	₹ 2,000	₹ 24,000
Net Salary (A-B)	₹ 20,000	₹ 2,40,000
Employer Contributions (C)		
Provident Fund	₹ 1,950	₹ 23,400
ESI	₹ -	₹ -
Bonus	₹ 1,100	₹ 13,195
Gratuity	₹ 635	₹ 7,619
Total Employer Contributions (C)	₹ 3,684	₹ 44,214
Cost to Company (A+C)	₹ 25,684	₹ 3,08,214

Note: All remunerations are subject to tax deduction.

We heartily welcome you for a long and happy association.

For Credo Health Services Private Limited



Shaista Sivakumar
Director – Human Resources & Corporate Communications

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CREDO HEALTH SERVICES PVT. LTD.

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Karnataka, India

Regional Office:

95, Bharathidasan Salai

Cantonment, Trichy – 620001

Tamil Nadu, India

May 05, 2020

Keerthika G

No. 8/84 Tarchandrpuram road,
Thiruvallur chinnammapettai ,
Tiruvallur -631210.

Subject: Employment Letter

Dear Keerthika G,

We are pleased to inform that you have been selected for employment with us as **Associate Consultant (GCM Level GCM 1)**. Your total emoluments are **Rs. 340000/-** per annum, as described in Annexure A.

You will be on training for a period of one year, or any other period as the Company deems necessary, from the date of commencement of your service and you will be required to sign a separate agreement, by way of which you agree to remain in the employment of the Company during such period of training, and for a period of one year thereafter (hereinafter referred to as "the period"). Such agreement will also form part of your employment terms with the Company.

On successful completion of training, your services will be confirmed in writing by the Company and thereafter, subject to any other agreement or understanding between you and the Company, either party can terminate this employment agreement by providing a written notice or payment of basic pay of 90 days, to the other party. The notice period shall be 30 days during training period and 90 days thereafter. This offer is subject to your satisfactory completion background verification. Your retention in the company's employment will be subject to your continued medical fitness. The company reserves the right to ask you to undergo medical examination as and when considered necessary.

You are requested to be available for your virtual onboarding on **May 05, 2020** at 10.00 am and your work location will be **Chennai**.

This offer letter is subject to completion of below mentioned Terms and Conditions: -

You shall successfully complete and submit the Graduation/Diploma/Post-Graduate certificate from your college/university with a minimum percentage of 60% or higher within 90 days from your date of joining the company, further there should be no standing backlog.

If you fail to successfully complete your exams as mentioned above and/or to submit the above-mentioned documents in timely manner, this offer stands automatically withdrawn without any further consent from you. The company reserves right to modify the terms and conditions as and when needed.

The Company shall conduct reference checks/ background checks and drug test through a third-party agency at its sole discretion to verify and authenticate the details and all the documents furnished by you to the Company. By accepting this offer, you agree to abide by all Atos|Syntel policies and procedures as well as the terms and conditions annexed hereto.

Campus Hire Induction Program

As you are selected through direct Campus Hire Recruitment, you will undergo Campus Hire Induction Program which is required to train and develop your skills that are essential and suitable for your job role. This program is normally expected to be for a fixed duration as per the business requirement. There would be multiple assessments conducted throughout the program at regular intervals and you are required to score the ascertained passing percentage in the assessments. Failure to score the ascertain passing percentage, Atos | Syntel reserves the right to terminate your employment.



(Handwritten signature in green ink)

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Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

Any communication regarding your terms of employment, or compensation must be in writing and signed by an authorized human resource ("HR") representative of Atos|Syntel. You agree that no commitments have been made by the Company that are not expressly contained in this letter. No other communication, document, etc. will be binding or effective unless expressly agreed to in writing and signed by an authorized HR representative of Syntel Pvt. Ltd.

You may be assigned and / or deputed to any other location / subsidiary / affiliated companies / divisions / associates whenever the Company may deem fit. Failure to report to an assignment will be grounds for disciplinary action, including but not limited to termination of employment.

Please return the acceptance copy (attached) after affixing your full signature in token of your formal acceptance of the terms and conditions of employment offered herein.

We take this opportunity to welcome you into Atos|Syntel family and look forward to a very fruitful association with you.

Yours sincerely

For SYNTEL PRIVATE LTD,



Adarsh Krishna
Deputy General Manager



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Sri Venkateswara College of
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Thirupachur, Thiruvallur - 631 203

May 05, 2020

Mourriya Harrish K

No. 72 valluvar street mittanamalli,
Avadi IAF, chennai – 600055.

Subject: Employment Letter

Dear Mourriya Harrish K,

We are pleased to inform that you have been selected for employment with us as **Associate Consultant (GCM Level GCM 1)**. Your total emoluments are **Rs. 340000/-** per annum, as described in Annexure A.

You will be on training for a period of one year, or any other period as the Company deems necessary, from the date of commencement of your service and you will be required to sign a separate agreement, by way of which you agree to remain in the employment of the Company during such period of training, and for a period of one year thereafter (hereinafter referred to as "the period"). Such agreement will also form part of your employment terms with the Company.

On successful completion of training, your services will be confirmed in writing by the Company and thereafter, subject to any other agreement or understanding between you and the Company, either party can terminate this employment agreement by providing a written notice or payment of basic pay of 90 days, to the other party. The notice period shall be 30 days during training period and 90 days thereafter. This offer is subject to your satisfactory completion background verification. Your retention in the company's employment will be subject to your continued medical fitness. The company reserves the right to ask you to undergo medical examination as and when considered necessary.

You are requested to be available for your virtual onboarding on **May 05, 2020** at 10.00 am and your work location will be **Chennai**.

This offer letter is subject to completion of below mentioned Terms and Conditions: -

You shall successfully complete and submit the Graduation/Diploma/Post-Graduate certificate from your college/university with a minimum percentage of 60% or higher within 90 days from your date of joining the company, further there should be no standing backlog.

If you fail to successfully complete your exams as mentioned above and/or to submit the above-mentioned documents in timely manner, this offer stands automatically withdrawn without any further consent from you. The company reserves right to modify the terms and conditions as and when needed.

The Company shall conduct reference checks/ background checks and drug test through a third-party agency at its sole discretion to verify and authenticate the details and all the documents furnished by you to the Company. By accepting this offer, you agree to abide by all Atos|Syntel policies and procedures as well as the terms and conditions annexed hereto.

Campus Hire Induction Program

As you are selected through direct Campus Hire Recruitment, you will undergo Campus Hire Induction Program which is required to train and develop your skills that are essential and suitable for your job role. This program is normally expected to be for a fixed duration as per the business requirement. There would be multiple assessments conducted throughout the program at regular intervals and you are required to score the ascertained passing percentage in the assessments. Failure to score the ascertain passing percentage, Atos | Syntel reserves the right to terminate your employment.



[Handwritten Signature]
PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

Any communication regarding your terms of employment, or compensation must be in writing and signed by an authorized human resource ("HR") representative of Atos|Syntel. You agree that no commitments have been made by the Company that are not expressly contained in this letter. No other communication, document, etc. will be binding or effective unless expressly agreed to in writing and signed by an authorized HR representative of Syntel Pvt. Ltd.

You may be assigned and / or deputed to any other location / subsidiary / affiliated companies / divisions / associates whenever the Company may deem fit. Failure to report to an assignment will be grounds for disciplinary action, including but not limited to termination of employment.

Please return the acceptance copy (attached) after affixing your full signature in token of your formal acceptance of the terms and conditions of employment offered herein.

We take this opportunity to welcome you into Atos|Syntel family and look forward to a very fruitful association with you.

Yours sincerely

For SYNTEL PRIVATE LTD,



Adarsh Krishna
Deputy General Manager



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Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203



SUTHERLAND

Appointment Letter

College Name: Sri Venkateswara College Of Engineering and Technology
Date: 05-March-2020

Dear **Naveen Kumar G,**

Congratulations! We welcome you to the family of Sutherland!

With reference to the discussions you had with us, we are pleased to Appoint with us as **Associate-Voice** in the Company. Please note that this position is pending a favorable background verification and reference check. You are requested to join us **on or before July 01, 2020** on the following terms and conditions.

Your place of posting will be initially at Chennai. However, during your employment with us you may be posted or transferred/attached to any other units/companies/ offices or clients of The Sutherland Group either in India or Abroad at the sole discretion of the Management.

Your emoluments by way of Annual Cost to the Company are **Rs. 250000/- per annum (Rupees Two Lakh Fifty Thousand Only).**

You shall report to **Hemanth Kumar** of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.


You may be required to work in shift system of the company as intimated to you from time to time.

You are governed by the "Sutherland's Code of Conduct as updated from time to time" of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.

This is a contract for employment at will. You would be on probation for a period of 6 months and either party can terminate this contract of employment in 15 days advance notice or pay salary in lieu of the same to the other party. On completion of 6 months, your services will be deemed to be confirmed automatically unless informed otherwise in writing.

On confirmation, either party can terminate this contract for employment by giving 60 days advance notice or pay salary in lieu of the same to the other party. You understand and agree that if you do not complete the notice period the Company may be subject to losses or irreparable damages. Hence, the Company may, at its sole discretion, reject payment in lieu of notice period, and require you to complete the notice period in accordance with the employment contract, including any changes/amendments to the notice period, duly communicated to you without you having objected to the same within one month of such communication. If you fail to do so, the Company shall be entitled to sue you for specific performance of the contract as also claim ascertained damages.




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Engineering and Technology
Thirupachur, Thiruvallur - 631 203

The company reserves the right to terminate your employment on grounds of unauthorized absence from duty, non-performance, misconduct, fraud, negligence, theft, willful violation of the company rules, misappropriation, imprisonment or censure by a court of law or as it may deem fit in the instant case and will not pay any notice pay.

During the period of your employment with us, you will not work directly or indirectly for any other person, firm, company or organization or engage yourself with any trade or business whether with or without remuneration in any capacity without the prior written permission of the company.

You will maintain utmost secrecy of the affairs or works of the company and should not divulge any information of the company by any mode of communication to any other person or organization etc., during your employment with us or thereafter.

Your appointment is subject to that your self-declaration on medical fitness and you will have to maintain a state of overall sound health in order to be able to perform your Services per expected standards and continue employment in the Company.

All inventions, improvements and discoveries made solely by you or jointly while on duty need to be disclosed to the company and the company has the sole right, title and interest over such inventions, improvements, and discoveries and has the intellectual property rights over them.

You shall keep the company informed in writing, of any change in your address. Failing which any notice/letter sent by the company to your address mentioned above shall be sufficient for the purpose of this contract.

The Personal Information you provide to the Company in connection with your recruitment and subsequent employment will be used for the purpose of administering your employment with the Company in general and the Company's human resources in particular. You have the right to access and correct your own Personal Information which the Company has. Any request for Personal Information access and/or correction should be addressed to the Human Resources Department. You shall keep the company informed of any change in your present or permanent address or contact details (e-mail/ contact number).

You will automatically retire from the services of the company on attaining the age of 60 years.

Required Documents

Please bring the following original documents for verification with their photocopies, which would be retained for our records.

Photographs (Six passport size)

All educational certificates including mark sheets in full Relieving Letter & Service Certificate (If employed previously) Proof of Last drawn salary

Aadhar, Passport / Proof of Address

Form -16 along with earnings certificate for IT purpose

Sincerely,
For Sutherland



Thendral Rajendran
Associate Vice President - Talent Acquisition




PRINCIPAL
Sri Venkateswara College of
Engineering and Technology
Thirupachur, Thiruvallur - 631 203

02nd March 2020

To,

Mr. Rakesh A

No - 191, mpp street, sanjay nagar, Vysarpadi, Chennai - 600039

Letter of Offer

Dear Rakesh A,

This has reference to your application and subsequent interviews you had with us. We are pleased to offer you employment in our organization at on the following terms and conditions.

1. You will be designated as **"Junior Software Engineer"** for a salary (CTC) of **₹ 308,214/-** per annum and your job location is Chennai. You will be reporting to **Kalpna A**, Senior Software Engineer.
2. Your compensation breakup is mentioned in Annexure – I.
3. Your appointment letter and employment terms and conditions will be issued to you on your joining date. Your services will be governed by the rules and regulations of the company in vogue and amended from time to time.
4. You are required to report for duty at **10:00 a.m. on 10th March 2020**. If you do not join duty on this date, this offer shall stand cancelled.
5. You are requested to bring 4 Passport Size photographs, original degree certificates, ID proof (PAN and Aadhar) along with photocopies and service certificate & last three months' pay slip from previous employer (if applicable). This offer is subjected to the production of above-mentioned documents. The Original will be returned to you on the same day.
6. The offer letter is sent in duplicate. Kindly send us a signed copy of this letter as a token of your acceptance.
7. You are expected to commit full time to Credo, and you should also sign the Non-Compete and Non-disclosure on your joining date as part of company policy.
8. You will be required to visit other offices based on requirement.
9. Your Probation Period is for Six months and based on your performance your employment will be confirmed.
10. There will be a Group Medical Insurance and Personal Accident Coverage for you and this will be provided once your employment is confirmed.
11. Your duties and responsibilities / work location may be modified from time to time.



(Handwritten signature in green ink)

CREDO HEALTH SERVICES PVT. LTD.

hr@credo.health
+91 6369404025
www.credo.health

Corporate Office:

92/1 A, Konapanna Agrahara
Electronic City Post, Bangalore – 560100
Karnataka, India

Regional Office:
Cantonment, Trichy – 620001
Tamil Nadu, India

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Sri Venkateswara College
Engineering and Technology,
Thirupachur, Thirupachur - 631 203

Annexure - I

Compensation Breakup

Salary Components	Per Month	Per Annum
Basic	₹ 13,200	₹ 1,58,400
HRA	₹ 6,600	₹ 79,200
Others	₹ 2,200	₹ 26,400
Gross Salary (A)	₹ 22,000	₹ 2,64,000
Employee Contributions (B)		
Provident Fund	₹ 1,800	₹ 21,600
ESI	₹ -	₹ -
Professional Tax	₹ 200	₹ 2,400
Total Employee Contributions (B)	₹ 2,000	₹ 24,000
Net Salary (A-B)	₹ 20,000	₹ 2,40,000
Employer Contributions (C)		
Provident Fund	₹ 1,950	₹ 23,400
ESI	₹ -	₹ -
Bonus	₹ 1,100	₹ 13,195
Gratuity	₹ 635	₹ 7,619
Total Employer Contributions (C)	₹ 3,684	₹ 44,214
Cost to Company (A+C)	₹ 25,684	₹ 3,08,214

Note: All remunerations are subject to tax deduction.

We heartily welcome you for a long and happy association.

For Credo Health Services Private Limited



Shaista Sivakumar
Director – Human Resources & Corporate Communications




PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203



SUTHERLAND

Appointment Letter

College Name: Sri Venkateswara College Of Engineering and Technology

Date: 05-March-2020

Dear **Ramya N**,

Congratulations! We welcome you to the family of Sutherland!

With reference to the discussions you had with us, we are pleased to Appoint with us as **Associate-Voice** in the Company. Please note that this position is pending a favorable background verification and reference check. You are requested to join us **on or before July 01, 2020** on the following terms and conditions.

Your place of posting will be initially at Chennai. However, during your employment with us you may be posted or transferred/attached to any other units/companies/ offices or clients of The Sutherland Group either in India or Abroad at the sole discretion of the Management.

Your emoluments by way of Annual Cost to the Company are **Rs. 250000/- per annum (Rupees Two Lakh Fifty Thousand Only)**.

You shall report to **Hemanth Kumar** of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.

You may be required to work in shift system of the company as intimated to you from time to time.

You are governed by the "Sutherland's Code of Conduct as updated from time to time" of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.

This is a contract for employment at will. You would be on probation for a period of 6 months and either party can terminate this contract of employment in 15 days advance notice or pay salary in lieu of the same to the other party. On completion of 6 months, your services will be deemed to be confirmed automatically unless informed otherwise in writing.

On confirmation, either party can terminate this contract for employment by giving 60 days advance notice or pay salary in lieu of the same to the other party. You understand and agree that if you do not complete the notice period the Company may be subject to losses or irreparable damages. Hence, the Company may, at its sole discretion, reject payment in lieu of notice period, and require you to complete the notice period in accordance with the employment contract, including any changes/amendments to the notice period, duly communicated to you without you having objected to the same within one month of such communication. If you fail to do so, the Company shall be entitled to sue you for specific performance of the contract as also claim ascertained damages.



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The company reserves the right to terminate your employment on grounds of unauthorized absence from duty, non-performance, misconduct, fraud, negligence, theft, willful violation of the company rules, misappropriation, imprisonment or censure by a court of law or as it may deem fit in the instant case and will not pay any notice pay.

During the period of your employment with us, you will not work directly or indirectly for any other person, firm, company or organization or engage yourself with any trade or business whether with or without remuneration in any capacity without the prior written permission of the company.

You will maintain utmost secrecy of the affairs or works of the company and should not divulge any information of the company by any mode of communication to any other person or organization etc., during your employment with us or thereafter.

Your appointment is subject to that your self-declaration on medical fitness and you will have to maintain a state of overall sound health in order to be able to perform your Services per expected standards and continue employment in the Company.

All inventions, improvements and discoveries made solely by you or jointly while on duty need to be disclosed to the company and the company has the sole right, title and interest over such inventions, improvements, and discoveries and has the intellectual property rights over them.

You shall keep the company informed in writing, of any change in your address. Failing which any notice/letter sent by the company to your address mentioned above shall be sufficient for the purpose of this contract.

The Personal Information you provide to the Company in connection with your recruitment and subsequent employment will be used for the purpose of administering your employment with the Company in general and the Company's human resources in particular. You have the right to access and correct your own Personal Information which the Company has. Any request for Personal Information access and/or correction should be addressed to the Human Resources Department. You shall keep the company informed of any change in your present or permanent address or contact details (e-mail/ contact number).

You will automatically retire from the services of the company on attaining the age of 60 years.

Required Documents

Please bring the following original documents for verification with their photocopies, which would be retained for our records.

Photographs (Six passport size)

All educational certificates including mark sheets in full Relieving Letter & Service Certificate (if employed previously) Proof of Last drawn salary

Aadhar, Passport / Proof of Address

Form -16 along with earnings certificate for IT purpose

Sincerely,
For Sutherland



Thendral Rajendran
Associate Vice President - Talent Acquisition




PRINCIPAL
Sri Venkateswara College
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

02nd March 2020

To,
Ms. Ramya S
4/356, VOC Street, Pakkam Village, Pakkam,
Thiruvalluvar, Pakkam, Chennai - 602024,

Letter of Offer

Dear Ramya S,

This has reference to your application and subsequent interviews you had with us. We are pleased to offer you employment in our organization at on the following terms and conditions.

1. You will be designated as "Junior Software Engineer" for a salary (CTC) of ₹ 308,214/- per annum and your job location is Chennai. You will be reporting to Kalpana A, Senior Software Engineer.
2. Your compensation breakup is mentioned in Annexure – I.
3. Your appointment letter and employment terms and conditions will be issued to you on your joining date. Your services will be governed by the rules and regulations of the company in vogue and amended from time to time.
4. You are required to report for duty at 10:00 a.m. on 10th March 2020. If you do not join duty on this date, this offer shall stand cancelled.
5. You are requested to bring 4 Passport Size photographs, original degree certificates, ID proof (PAN and Aadhar) along with photocopies and service certificate & last three months' pay slip from previous employer (if applicable). This offer is subjected to the production of above-mentioned documents. The Original will be returned to you on the same day.
6. The offer letter is sent in duplicate. Kindly send us a signed copy of this letter as a token of your acceptance.
7. You are expected to commit full time to Credo, and you should also sign the Non-Compete and Non-disclosure on your joining date as part of company policy.
8. You will be required to visit other offices based on requirement.
9. Your Probation Period is for Six months and based on your performance your employment will be confirmed.
10. There will be a Group Medical Insurance and Personal Accident Coverage for you and this will be provided once your employment is confirmed.
11. Your duties and responsibilities / work location may be modified from time to time.



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Annexure - I

Compensation Breakup

Salary Components	Per Month	Per Annum
Basic	₹ 13,200	₹ 1,58,400
HRA	₹ 6,600	₹ 79,200
Others	₹ 2,200	₹ 26,400
Gross Salary (A)	₹ 22,000	₹ 2,64,000
Employee Contributions (B)		
Provident Fund	₹ 1,800	₹ 21,600
ESI	₹ -	₹ -
Professional Tax	₹ 200	₹ 2,400
Total Employee Contributions (B)	₹ 2,000	₹ 24,000
Net Salary (A-B)	₹ 20,000	₹ 2,40,000
Employer Contributions (C)		
Provident Fund	₹ 1,950	₹ 23,400
ESI	₹ -	₹ -
Bonus	₹ 1,100	₹ 13,195
Gratuity	₹ 635	₹ 7,619
Total Employer Contributions (C)	₹ 3,684	₹ 44,214
Cost to Company (A+C)	₹ 25,684	₹ 3,08,214


Note: All remunerations are subject to tax deduction.

We heartily welcome you for a long and happy association.

For Credo Health Services Private Limited



Shaista Sivakumar
Director – Human Resources & Corporate Communications




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SUTHERLAND

Appointment Letter

College Name: Sri Venkateswara College Of Engineering and Technology

Date: 05-March-2020

Dear **Sandhiya P S,**

Congratulations! We welcome you to the family of Sutherland!

With reference to the discussions you had with us, we are pleased to Appoint with us as **Associate-Voice** in the Company. Please note that this position is pending a favorable background verification and reference check. You are requested to join us **on or before July 01, 2020** on the following terms and conditions.

Your place of posting will be initially at Chennai. However, during your employment with us you may be posted or transferred/attached to any other units/companies/ offices or clients of The Sutherland Group either in India or Abroad at the sole discretion of the Management.

Your emoluments by way of Annual Cost to the Company are **Rs. 250000/- per annum (Rupees Two Lakh Fifty Thousand Only).**

You shall report to **Hemanth Kumar** of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.

You may be required to work in shift system of the company as intimated to you from time to time.

You are governed by the "Sutherland's Code of Conduct as updated from time to time" of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.

This is a contract for employment at will. You would be on probation for a period of 6 months and either party can terminate this contract of employment in 15 days advance notice or pay salary in lieu of the same to the other party. On completion of 6 months, your services will be deemed to be confirmed automatically unless informed otherwise in writing.

On confirmation, either party can terminate this contract for employment by giving 60 days advance notice or pay salary in lieu of the same to the other party. You understand and agree that if you do not complete the notice period the Company may be subject to losses or irreparable damages. Hence, the Company may, at its sole discretion, reject payment in lieu of notice period, and require you to complete the notice period in accordance with the employment contract, including any changes/amendments to the notice period, duly communicated to you without you having objected to the same within one month of such communication. If you fail to do so, the Company shall be entitled to sue you for specific performance of the contract as also claim ascertained damages.



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The company reserves the right to terminate your employment on grounds of unauthorized absence from duty, non-performance, misconduct, fraud, negligence, theft, willful violation of the company rules, misappropriation, imprisonment or censure by a court of law or as it may deem fit in the instant case and will not pay any notice pay.

During the period of your employment with us, you will not work directly or indirectly for any other person, firm, company or organization or engage yourself with any trade or business whether with or without remuneration in any capacity without the prior written permission of the company.

You will maintain utmost secrecy of the affairs or works of the company and should not divulge any information of the company by any mode of communication to any other person or organization etc., during your employment with us or thereafter.

Your appointment is subject to that your self-declaration on medical fitness and you will have to maintain a state of overall sound health in order to be able to perform your Services per expected standards and continue employment in the Company.

All inventions, improvements and discoveries made solely by you or jointly while on duty need to be disclosed to the company and the company has the sole right, title and interest over such inventions, improvements, and discoveries and has the intellectual property rights over them.

You shall keep the company informed in writing, of any change in your address. Failing which any notice/letter sent by the company to your address mentioned above shall be sufficient for the purpose of this contract.

The Personal Information you provide to the Company in connection with your recruitment and subsequent employment will be used for the purpose of administering your employment with the Company in general and the Company's human resources in particular. You have the right to access and correct your own Personal Information which the Company has. Any request for Personal Information access and/or correction should be addressed to the Human Resources Department. You shall keep the company informed of any change in your present or permanent address or contact details (e-mail/ contact number).

You will automatically retire from the services of the company on attaining the age of 60 years.

Required Documents

Please bring the following original documents for verification with their photocopies, which would be retained for our records.

Photographs (Six passport size)

All educational certificates including mark sheets in full Relieving Letter & Service Certificate (If employed previously) Proof of Last drawn salary

Aadhar, Passport / Proof of Address

Form -16 along with earnings certificate for IT purpose

Sincerely,
For Sutherland



Thendral Rajendran
Associate Vice President - Talent Acquisition




PRINCIPAL
Sri Venkateswara College
Engineering and Technology
Thirupachur, Thiruvallur - 631 203

02nd March 2020

To,
Ms. Sandhiya S
No:16/26, bajanai Kovil street, menambedu, Ambattur, chennai-53

Letter of Offer

Dear Sandhiya S,

This has reference to your application and subsequent interviews you had with us. We are pleased to offer you employment in our organization at on the following terms and conditions.

1. You will be designated as "Junior Software Engineer" for a salary (CTC) of ₹ 308,214/- per annum and your job location is Chennai. You will be reporting to Kalpana A, Senior Software Engineer.
2. Your compensation breakup is mentioned in Annexure – I.
3. Your appointment letter and employment terms and conditions will be issued to you on your joining date. Your services will be governed by the rules and regulations of the company in vogue and amended from time to time.
4. You are required to report for duty at 10:00 a.m. on 10th March 2020. If you do not join duty on this date, this offer shall stand cancelled.
5. You are requested to bring 4 Passport Size photographs, original degree certificates, ID proof (PAN and Aadhar) along with photocopies and service certificate & last three months' pay slip from previous employer (if applicable). This offer is subjected to the production of above-mentioned documents. The Original will be returned to you on the same day.
6. The offer letter is sent in duplicate. Kindly send us a signed copy of this letter as a token of your acceptance.
7. You are expected to commit full time to Credo, and you should also sign the Non-Compete and Non-disclosure on your joining date as part of company policy.
8. You will be required to visit other offices based on requirement.
9. Your Probation Period is for Six months and based on your performance your employment will be confirmed.
10. There will be a Group Medical Insurance and Personal Accident Coverage for you and this will be provided once your employment is confirmed.
11. Your duties and responsibilities / work location may be modified from time to time.



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Annexure - I

Compensation Breakup

Salary Components	Per Month	Per Annum
Basic	₹ 13,200	₹ 1,58,400
HRA	₹ 6,600	₹ 79,200
Others	₹ 2,200	₹ 26,400
Gross Salary (A)	₹ 22,000	₹ 2,64,000
Employee Contributions (B)		
Provident Fund	₹ 1,800	₹ 21,600
ESI	₹ -	₹ -
Professional Tax	₹ 200	₹ 2,400
Total Employee Contributions (B)	₹ 2,000	₹ 24,000
Net Salary (A-B)	₹ 20,000	₹ 2,40,000
Employer Contributions (C)		
Provident Fund	₹ 1,950	₹ 23,400
ESI	₹ -	₹ -
Bonus	₹ 1,100	₹ 13,195
Gratuity	₹ 635	₹ 7,619
Total Employer Contributions (C)	₹ 3,684	₹ 44,214
Cost to Company (A+C)	₹ 25,684	₹ 3,08,214

Note: All remunerations are subject to tax deduction.

We heartily welcome you for a long and happy association.

For Credo Health Services Private Limited



Shaista Sivakumar
Director – Human Resources & Corporate Communications



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Tamil Nadu, India

02nd March 2020

To,

Ms. Sangamithra V

D/135-136 2b jd yashica apartment, pv rajamannar salai ,kk nagar ,Chennai-600078

Letter of Offer

Dear Sangamithra V,

This has reference to your application and subsequent interviews you had with us. We are pleased to offer you employment in our organization at on the following terms and conditions.

1. You will be designated as **"Junior Software Engineer"** for a salary (CTC) of **₹ 308,214/- per annum** and your job location is Chennai. You will be reporting to **Kalpana A**, Senior Software Engineer.
2. Your compensation breakup is mentioned in Annexure – I.
3. Your appointment letter and employment terms and conditions will be issued to you on your joining date. Your services will be governed by the rules and regulations of the company in vogue and amended from time to time.
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6. The offer letter is sent in duplicate. Kindly send us a signed copy of this letter as a token of your acceptance.
7. You are expected to commit full time to Credo, and you should also sign the Non-Compete and Non-disclosure on your joining date as part of company policy.
8. You will be required to visit other offices based on requirement.
9. Your Probation Period is for Six months and based on your performance your employment will be confirmed.
10. There will be a Group Medical Insurance and Personal Accident Coverage for you and this will be provided once your employment is confirmed.
11. Your duties and responsibilities / work location may be modified from time to time.

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Annexure - I

Compensation Breakup

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We heartily welcome you for a long and happy association.

For Credo Health Services Private Limited



Shaista Sivakumar
Director – Human Resources & Corporate Communications




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SUTHERLAND

Appointment Letter

College Name: Sri Venkateswara College Of Engineering and Technology
Date: 05-March-2020

Dear **Sathya E**,

Congratulations! We welcome you to the family of Sutherland!

With reference to the discussions you had with us, we are pleased to Appoint with us as **Associate-Voice** in the Company. Please note that this position is pending a favorable background verification and reference check. You are requested to join us **on or before July 01, 2020** on the following terms and conditions.

Your place of posting will be initially at Chennai. However, during your employment with us you may be posted or transferred/attached to any other units/companies/ offices or clients of The Sutherland Group either in India or Abroad at the sole discretion of the Management.

Your emoluments by way of Annual Cost to the Company are **Rs. 250000/- per annum (Rupees Two Lakh Fifty Thousand Only)**.

You shall report to **Hemanth Kumar** of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.

You may be required to work in shift system of the company as intimated to you from time to time.

You are governed by the "Sutherland's Code of Conduct as updated from time to time" of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.

This is a contract for employment at will. You would be on probation for a period of 6 months and either party can terminate this contract of employment in 15 days advance notice or pay salary in lieu of the same to the other party. On completion of 6 months, your services will be deemed to be confirmed automatically unless informed otherwise in writing.

On confirmation, either party can terminate this contract for employment by giving 60 days advance notice or pay salary in lieu of the same to the other party. You understand and agree that if you do not complete the notice period the Company may be subject to losses or irreparable damages. Hence, the Company may, at its sole discretion, reject payment in lieu of notice period, and require you to complete the notice period in accordance with the employment contract, including any changes/amendments to the notice period, duly communicated to you without you having objected to the same within one month of such communication. If you fail to do so, the Company shall be entitled to sue you for specific performance of the contract as also claim ascertained damages.



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During the period of your employment with us, you will not work directly or indirectly for any other person, firm, company or organization or engage yourself with any trade or business whether with or without remuneration in any capacity without the prior written permission of the company.

You will maintain utmost secrecy of the affairs or works of the company and should not divulge any information of the company by any mode of communication to any other person or organization etc., during your employment with us or thereafter.

Your appointment is subject to that your self-declaration on medical fitness and you will have to maintain a state of overall sound health in order to be able to perform your Services per expected standards and continue employment in the Company.

All inventions, improvements and discoveries made solely by you or jointly while on duty need to be disclosed to the company and the company has the sole right, title and interest over such inventions, improvements, and discoveries and has the intellectual property rights over them.

You shall keep the company informed in writing, of any change in your address. Failing which any notice/letter sent by the company to your address mentioned above shall be sufficient for the purpose of this contract.

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You will automatically retire from the services of the company on attaining the age of 60 years.

Required Documents

Please bring the following original documents for verification with their photocopies, which would be retained for our records.

Photographs (Six passport size)

All educational certificates including mark sheets in full Relieving Letter & Service Certificate (If employed previously) Proof of Last drawn salary

Aadhar, Passport / Proof of Address

Form -16 along with earnings certificate for IT purpose

Sincerely,
For Sutherland



Thendral Rajendran
Associate Vice President - Talent Acquisition



Sri Venkateswara College
Engineering and Technology
Thirupachur, Thiruvallur - 631 203

02nd March 2020

To,

Ms. Senthamizh Selvi R

New no. 27/18 kamaraj street, bharathipuram, chrome pet, chennai- 600044

Letter of Offer

Dear Senthamizh Selvi R,

This has reference to your application and subsequent interviews you had with us. We are pleased to offer you employment in our organization at on the following terms and conditions.

1. You will be designated as "Junior Software Engineer" for a salary (CTC) of ₹ 308,214/- per annum and your job location is Chennai. You will be reporting to Kalpana A, Senior Software Engineer.
2. Your compensation breakup is mentioned in Annexure – I.
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5. You are requested to bring 4 Passport Size photographs, original degree certificates, ID proof (PAN and Aadhar) along with photocopies and service certificate & last three months' pay slip from previous employer (if applicable). This offer is subjected to the production of above-mentioned documents. The Original will be returned to you on the same day.
6. The offer letter is sent in duplicate. Kindly send us a signed copy of this letter as a token of your acceptance.
7. You are expected to commit full time to Credo, and you should also sign the Non-Compete and Non-disclosure on your joining date as part of company policy.
8. You will be required to visit other offices based on requirement.
9. Your Probation Period is for Six months and based on your performance your employment will be confirmed.
10. There will be a Group Medical Insurance and Personal Accident Coverage for you and this will be provided once your employment is confirmed.
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Annexure - I

Compensation Breakup

Salary Components	Per Month	Per Annum
Basic	₹ 13,200	₹ 1,58,400
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Provident Fund	₹ 1,950	₹ 23,400
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Bonus	₹ 1,100	₹ 13,195
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Cost to Company (A+C)	₹ 25,684	₹ 3,08,214

Note: All remunerations are subject to tax deduction.

We heartily welcome you for a long and happy association.

For Credo Health Services Private Limited



Shaista Sivakumar
Director – Human Resources & Corporate Communications



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Tamil Nadu, India



SUTHERLAND®

Appointment Letter

College Name: Sri Venkateswara College Of Engineering and Technology

Date: 05-March-2020

Dear **Sharan M C**,

Congratulations! We welcome you to the family of Sutherland!

With reference to the discussions you had with us, we are pleased to Appoint with us as **Associate-Voice** in the Company. Please note that this position is pending a favorable background verification and reference check. You are requested to join us **on or before July 01, 2020** on the following terms and conditions.

Your place of posting will be initially at Chennai. However, during your employment with us you may be posted or transferred/attached to any other units/companies/ offices or clients of The Sutherland Group either in India or Abroad at the sole discretion of the Management.

Your emoluments by way of Annual Cost to the Company are **Rs. 250000/- per annum (Rupees Two Lakh Fifty Thousand Only)**.

You shall report to **Hemanth Kumar** of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.

You may be required to work in shift system of the company as intimated to you from time to time.

You are governed by the "Sutherland's Code of Conduct as updated from time to time" of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.

This is a contract for employment at will. You would be on probation for a period of 6 months and either party can terminate this contract of employment in 15 days advance notice or pay salary in lieu of the same to the other party. On completion of 6 months, your services will be deemed to be confirmed automatically unless informed otherwise in writing.

On confirmation, either party can terminate this contract for employment by giving 60 days advance notice or pay salary in lieu of the same to the other party. You understand and agree that if you do not complete the notice period the Company may be subject to losses or irreparable damages. Hence, the Company may, at its sole discretion, reject payment in lieu of notice period, and require you to complete the notice period in accordance with the employment contract, including any changes/amendments to the notice period, duly communicated to you without you having objected to the same within one month of such communication. If you fail to do so, the Company shall be entitled to sue you for specific performance of the contract as also claim ascertained damages.



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Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

The company reserves the right to terminate your employment on grounds of unauthorized absence from duty, non-performance, misconduct, fraud, negligence, theft, willful violation of the company rules, misappropriation, imprisonment or censure by a court of law or as it may deem fit in the instant case and will not pay any notice pay.

During the period of your employment with us, you will not work directly or indirectly for any other person, firm, company or organization or engage yourself with any trade or business whether with or without remuneration in any capacity without the prior written permission of the company.

You will maintain utmost secrecy of the affairs or works of the company and should not divulge any information of the company by any mode of communication to any other person or organization etc., during your employment with us or thereafter.

Your appointment is subject to that your self-declaration on medical fitness and you will have to maintain a state of overall sound health in order to be able to perform your Services per expected standards and continue employment in the Company.

All inventions, improvements and discoveries made solely by you or jointly while on duty need to be disclosed to the company and the company has the sole right, title and interest over such inventions, improvements, and discoveries and has the intellectual property rights over them.

You shall keep the company informed in writing, of any change in your address. Failing which any notice/letter sent by the company to your address mentioned above shall be sufficient for the purpose of this contract.

The Personal Information you provide to the Company in connection with your recruitment and subsequent employment will be used for the purpose of administering your employment with the Company in general and the Company's human resources in particular. You have the right to access and correct your own Personal Information which the Company has. Any request for Personal Information access and/or correction should be addressed to the Human Resources Department. You shall keep the company informed of any change in your present or permanent address or contact details (e-mail/ contact number).

You will automatically retire from the services of the company on attaining the age of 60 years.

Required Documents

Please bring the following original documents for verification with their photocopies, which would be retained for our records.

Photographs (Six passport size)

All educational certificates including mark sheets in full Relieving Letter & Service Certificate (if employed previously) Proof of Last drawn salary

Aadhar, Passport / Proof of Address

Form -16 along with earnings certificate for IT purpose

Sincerely,
For Sutherland



Thendral Rajendran
Associate Vice President - Talent Acquisition




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Engineering and Technology
Thirupachur, Thiruvallur - 631 203

**SUTHERLAND****Appointment Letter****College Name:** Sri Venkateswara College Of Engineering and Technology**Date:** 05-March-2020Dear **Shathirka R,****Congratulations! We welcome you to the family of Sutherland!**

With reference to the discussions you had with us, we are pleased to Appoint with us as **Associate-Voice** in the Company. Please note that this position is pending a favorable background verification and reference check. You are requested to join us **on or before July 01, 2020** on the following terms and conditions.

Your place of posting will be initially at Chennai. However, during your employment with us you may be posted or transferred/attached to any other units/companies/ offices or clients of The Sutherland Group either in India or Abroad at the sole discretion of the Management.

Your emoluments by way of Annual Cost to the Company are **Rs. 250000/- per annum (Rupees Two Lakh Fifty Thousand Only)**.

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Thirupachur, Thiruvallur - 631 203

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During the period of your employment with us, you will not work directly or indirectly for any other person, firm, company or organization or engage yourself with any trade or business whether with or without remuneration in any capacity without the prior written permission of the company.

You will maintain utmost secrecy of the affairs or works of the company and should not divulge any information of the company by any mode of communication to any other person or organization etc., during your employment with us or thereafter.

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Aadhar, Passport / Proof of Address


Form -16 along with earnings certificate for IT purpose

Sincerely,
For Sutherland



Thendral Rajendran
Associate Vice President - Talent Acquisition




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Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

HRD/InfosysBPM/1000848663

12-March-2020

Ms. Shobana Gnanavel

 88, SIVANVOYIL VILLAGE, SIVAN KOVIL STREET,
 NEAR VIVEKANANDA VIDYA KALA ASHRAM SCHOOL, THIRUVALLUR.
STRICTLY PRIVATE & CONFIDENTIAL

Dear Shobana Gnanavel,

We refer to your application for employment and the subsequent interview you had with Infosys BPM Limited ("the Organization"), we are pleased to make you an offer of employment with the Organization on the following terms and conditions ("Letter of Offer"). The offer of employment is subject to your obtaining an appropriate release from your present employer.

a) Role	: Systems Engineer
b) Role designation	: Systems Engineer
c) Job Level	: 3B
d) Date of Joining	: 26-May-2021
e) Location of Posting	: Chennai
f) Gross Salary per month	: Rs. 27083/-

The details of your salary are in Appendix 1

You will devote the whole of your time and attention to the business of the Organization and comply with the rules and regulations in force from time to time and you will not, without our written consent, be in any way engaged or concerned in any other business. You will, while in our employment, use your utmost endeavor to promote the interests of the Organization in all matters and will observe the utmost good faith towards the Organization and keep secret all information, which you may obtain with regard to the business and affairs of the Organization.

Details of CTC:**A. Fixed Components**

i) Basic Salary	: Rs. 13900
ii) Fixed Dearness Allowance	: Rs. 1100
iii) Basket of Allowances*	: Rs. 6300

* This basket is to be used towards HRA, LTA, Medical, Children's Education and Conveyance. You may want to split the basket as per your tax plans.

B. Statutory Components

i) Company's contribution to PF	: Rs. 1800	<i>12% of (Basic + FDA)</i>
ii) Gratuity	: Rs. 722	<i>4.81% of (Basic + FDA)</i>
iii) Bonus	: Rs. 1907	

C. Variable Pav (at 100% payout) : Rs. 1354

Variable Pay is not a guaranteed part of your compensation and will be paid based on individual and Company performance measures as decided by the company.



(Signature)
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1. Voice and Shift Allowances

In addition to the gross salary mentioned above, you may be eligible to the following conditional allowances which will be paid as applicable based on Company policies. These are not a guaranteed part of your compensation and will be paid if you are eligible to receive them.

- **Voice Allowance** - This amount becomes payable once you are allocated to a voice process code and based on your performance. If during the course of your employment, you get allocated to a data process code, the voice allowance will not be payable. This is not applicable for employees in various BEF streams.
- **Shift Allowance** - This allowance is paid based on the shift that you work in. This is not payable while working in a day shift. For further details on shift allowance, refer to Appendix 2.

All allowances are payable as per the policies of the Organization, which are subject to change from time to time.

2. Joining Bonus

You will be paid a joining bonus of Rs.1000 with your 2nd month's salary.



A handwritten signature in green ink, appearing to be "Sri Venkateswara".

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3. Submission of documents

You are required to submit originals and two photocopies of the following documents on the date of joining the Company. In case of any discrepancy found in the documents/details furnished, company reserves the right to revoke the offer letter/terminate your employment without any prior notice or notice period.

Sl. No.	Document	Details
1	10 th standard marks card*	Mandatory
2	12 th Standard marks card*	Mandatory
3	Marks cards for all the years of graduation, degree, diploma certificate*	Mandatory
4	Relieving Letter from all organizations worked*	Mandatory
5	Passport size photographs*	6 numbers (mandatory)
6	Professional Qualification marks cards* and certificate (if applicable)	Mandatory
7	Post graduate mark cards* and certificate(if applicable)	Mandatory
8	NSR registration number or ITPIN number or web registration number	Mandatory
9	Passport**	Optional
10	Driving License	Optional
11	ID Proof - One ID proof issued by the Govt. of India - Driving license/Passport/PAN Card/Voter's ID	Mandatory
12	Aadhar Card***	Mandatory

* Failure to produce the document on the date of joining will entail suitable action by the Organization including withdrawal of employment offer & termination of employment. Originals of the above documents that you have submitted will be returned to you post verification. Under situations where the employee works for a client which needs the employee to furnish details on his past employments, the same will need to be provided.

** The Company reserves the right to initiate background verification (BGV) for all employees who fail to submit the passport within three months from the date of joining.

*** Certain statutory regulations relating to employment processes (including but not limited to enrolment to Employee's Provident Fund Scheme) mandate the employer to produce Aadhar card details of its employees. For this purpose, all employees are required to produce their Aadhar card details to the Company prior to or at the time of joining the Company.




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4. Background Verification

The Company may, in its sole discretion conduct background checks, prior to or after your date of joining the Company, including but not limited to, for the purpose of validating your identity, your suitability to the concerned employment, the address provided by you, the education details provided by you, the details of your prior work experience (if any) and criminal checks. You expressly consent to, the Company conducting such background checks. In this connection, you are required to furnish the documents as mentioned in the section titled as 'Submission of Documents' in this Offer Letter and the Company reserves the right to seek further documents in addition to the documents listed in the said section to substantiate the details you have provided to the Company.

If the Company is not satisfied with the outcome of the background checks and/or any concerns are raised in a background check, attributable to, false information or mis-statement or misrepresentations or omission of facts in the details provided by you, the Company reserves the right to withdraw this Offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

5. National Skills Registry

The Organization has always believed in surpassing customer expectations and has created several new benchmarks and standards in security, service & quality and in order to do this, we have maintained a strong focus on compliance. NASSCOM, the premier industry Organization has conceived the "National Skills Registry" that promises more effective information security standards. It aims to register employees working in our industry on a web enabled database and uniquely identify each industry person based on bio-metrics. You are required to complete your web registration with National Skills Registry before you join the Organization. You will also have to produce the proof of registration when you join the organization. Failure to produce the proof of registration as acceptable to the organization on the date of joining may entail in the withdrawal of this Letter of offer and no rights shall arise/ be enforceable by you under this Letter of offer. The cost of your registration with National Skills Registry and the subsequent verification of your database by Nasscom's empaneled background checkers will have to be borne by you. For more information on national skills registry, please visit www.nationalskillsregistry.com.

6. Relocation benefits

As per the Company's policies you will be entitled to relocation benefits at the time of joining the Company. The Company will reimburse the relocation expenses incurred by you on actuals, provided you submit to the Company the receipts/invoices evidencing those expenses. The relocation benefits will be recovered from you, in case you choose to leave your employment within 180 days of your joining the Company.

7. Transfer/Secondment

Please refer to the 1st page of this Letter of Offer for your location of posting. However, you can be transferred/seconded to any of the Company's units/departments or affiliate entities/partners situated anywhere in India or abroad. The terms and conditions relating to transfer/secondment shall be as stated in the relevant documents executed at the time of such secondment/transfer.

8. Probation Period

You will be on probation for a period of six months and may be confirmed as a permanent employee upon successful completion of your probation. The period of probation can be extended for a further period at the sole discretion of the Company. Please note that as per the Company's policies, all confirmations take place only on the 1st working day of a month. If the date of joining of an employee falls between the 1st and 15th day (both days inclusive) of a month, then the employee would be confirmed effective the 1st day of the 7th month from his/her date of joining subject to fulfillment of all criteria related to confirmation. If the date of joining of an employee falls between the 16th and the last day (both days inclusive) of a month, then the employee would be confirmed on the 1st day of the 8th month subject to fulfillment of all criteria related to confirmation.




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During your probationary period, the Company can dispense with your services without ascribing any reasons on giving you **30 calendar days' prior notice or basic and dearness allowance and basket of allowances** in lieu of such notice. Similarly, it will be permissible for you to resign from our services subject to a calendar month's prior notice of your intention to do so, however, the Company may, at its discretion, dispense with such notice and ask you to pay basic and dearness allowance and basket of allowances in lieu of notice. It is expressly understood and agreed between us that neither party will have cause for complaint if the other party wishes to take advantage of this right of termination.

If you are considered satisfactory in all aspects, your employment will be confirmed on the expiry of your probationary period.

9. Notice Period

As an employee of the Organization, you will be required to give either (a) 60 calendar days' notice or (b) two month's salary in lieu thereof, in case you decide to leave our services. Please note that acceptance of payment in lieu of notice period and the issue of the relieving order is at the Organization's discretion. Similarly, the Organization can terminate your services by giving 60 calendar days' notice or salary in lieu thereof, at the Organization's sole discretion.

Notwithstanding the above, in the event of your violation of the Code of Conduct and the Disciplinary policy of the Organization, the Organization can terminate your services by giving you up to 60 calendar days' notice or payment of salary in lieu thereof.

"Salary" for the purposes of this section will be basic and dearness allowance and basket of allowances.

10. Training Period and Process

Upon joining the Organization, you may be required to undergo training programs for a minimum period of four (4) weeks. Upon successful completion of a training program, which includes scoring the minimum stipulated grades or passing the assessment and certification process as mandated for the process and the client, you may be assigned to a process team at Organization's sole discretion. Upon failure to complete a training program, the Organization is free to take suitable action as it deems fit which can include termination of your employment.

11. Organizational Rules

You will familiarize with and adhere to the Organization's Rules and Regulations in force and as modified by the Organization from time to time. You shall execute such agreements/bonds as required by the Organization. Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts requires you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

12. Personal taxation

Your salary and the perquisites are subject to income tax as per Indian Tax Laws and all personal taxation will have to be deducted at source as per the laws applicable from time to time and the Organization does not accept any responsibility for its accuracy.

13. Termination of employment

Your services with the Organization may be terminated by either party upon giving a written notice of 60 calendar days or salary in lieu of such notice.

The Organization may also terminate your services, should you be absent from work or incapacitated from properly performing your duties owing to ill health or accident for a period of 30 days, by giving you 15 days notice in writing of its intention to do so. Further the Organization reserves the right to terminate the service for your failure to pass the Organization training norms on internal training on soft skill and process.



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You are liable to be summarily dismissed should you be guilty of breach of this appointment, insobriety, addiction to drugs, dishonesty, disobedience, neglect of duty or any other misconduct under the Organization's service rules which is detrimental to the business or interests of the Organization.

14. Other Terms & Conditions

- You agree not to undertake employment, whether full-time or part-time, as the Director/Partner/member/employee of any other organization/entity engaged in any form of business activity without the consent of the Organization. The consent may be given subject to any terms and conditions that the Organization may think fit and may be withdrawn at any time at the sole discretion of the Organization.
- All or any of the privilege and benefits extended can be altered or withdrawn by the Organization at any time.
- You will be governed by the schemes relating to personal accident, medical insurance and transport facilities in accordance with company regulations, as changed from time to time.
- You will be governed by the rules and regulations of the organization as applicable to your category of employees, which may change from time to time.
- Validity of this letter would be 7 days from the offer. The offer will be void if not accepted within 7 days of issuance. Your employment is also contingent upon your starting work with the Infosys BPM as per the joining date mentioned.



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In token of your acceptance of this offer, kindly sign and return a copy at the earliest to:

Mr. Dependra Mathur
Head Human Resource Development – BPM
Infosys BPM Ltd,
Building 48, 4th Floor, Section 1,
Electronic City, Hosur Road,
Bangalore -560100

We welcome you to the Infosys BPM family and wish you a rewarding career over the years to come. Yours
sincerely,

Dependra Mathur

Dependra Mathur
Head Human Resource Development – BPM

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

Date: _____, 20_____

Sign your name

Print your name

Location

Please carry this letter with you as you would have to produce the same to the security personnel for entry into the premises of the Organization. Also, please carry with you a photo identity card and address proof that you have (Passport, Driving License, Voters ID card etc) which would have to be produced at the time of joining. Failure to produce the documents as stated in original, this Letter of Offer shall deemed to be cancelled and withdrawn and no rights shall arise or enforceable by you under this Letter of Offer.

(Handwritten signature in green ink)



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APPENDIX-1

COMPENSATION DETAILS	
Name	Shobana Gnanavel
Role Designation	Systems Engineer
Job Level	3B
Date of Joining	26-May-2021
Location of Posting	Chennai
Fixed Components	Amount in INR per month
Basic	13900
Fixed Dearness Allowance (FDA)	1100
Basket of Allowances (BOA)*	6300
Sub Total 1	21300
Statutory Components	
Company Contribution to Provident Fund	1800
Gratuity	722
Bonus	1907
Sub Total 2	4429
Variable Components	
Variable Pay**	1354
Sub Total 3	1354
Gross Salary per month - Sub Total 1+2+3	27083
Total Annual CTC	324996

Over and above the gross salary mentioned above you will be eligible to the following allowances provided you satisfy the conditions as laid down in Clause 1 of this letter

Voice Allowance (paid monthly on allocation to a voice process)	Rs 2500
Shift Allowance (paid monthly if you are working in night shift)	As applicable

* Basket of Allowances (BOA) comprises of HRA, LTA, Medical, Children's Education and Conveyance to be split according to an individual's tax plan.

** Variable Pay (VP) is based on individual employee performance and level. This is not a guaranteed part of compensation and will be based on company policy.

ESI (Employee's State Insurance) may also be applicable to individual employees as per statutory regulations. If ESI is applicable, employee will contribute 1.75% of salary as ESI contribution while the Company will contribute 4.75% of salary as ESI contribution. Salary for the purpose of ESI calculation includes Subtotal 1 and Bonus.

The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act, 1972 including but not limited to the minimum service periods set forth therein.

Offered by: Date: 24-May-2021 Sign your name Mohamed Ibrahim P S A N Print your name 984626 HRD Emp No. Dept. Name	Candidate: Date: _____, 20____ Sign your name Shobana Gnanavel Print your name	SAP data provided by: Date: _____, 20____ Sign your name Print your name Emp No. Dept. Name	SAP data updated by: Date: _____, 20____ Sign your name Print your name Emp No. Dept. Name
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PRINCIPAL
 Sri Venkateswara College of
 Engineering and Technology,
 Thirupachur, Thiruvallur - 631 203
 Sign your name



SUTHERLAND

Appointment Letter

College Name: Sri Venkateswara College Of Engineering and Technology

Date: 05-March-2020

Dear **Sridhar S,**

Congratulations! We welcome you to the family of Sutherland!

With reference to the discussions you had with us, we are pleased to Appoint with us as **Associate-Voice** in the Company. Please note that this position is pending a favorable background verification and reference check. You are requested to join us **on or before July 01, 2020** on the following terms and conditions.

Your place of posting will be initially at Chennai. However, during your employment with us you may be posted or transferred/attached to any other units/companies/ offices or clients of The Sutherland Group either in India or Abroad at the sole discretion of the Management.

Your emoluments by way of Annual Cost to the Company are **Rs. 250000/- per annum (Rupees Two Lakh Fifty Thousand Only)**.

You shall report to **Hemanth Kumar** of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.

You may be required to work in shift system of the company as intimated to you from time to time.

You are governed by the "Sutherland's Code of Conduct as updated from time to time" of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.

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On confirmation, either party can terminate this contract for employment by giving 60 days advance notice or pay salary in lieu of the same to the other party. You understand and agree that if you do not complete the notice period the Company may be subject to losses or irreparable damages. Hence, the Company may, at its sole discretion, reject payment in lieu of notice period, and require you to complete the notice period in accordance with the employment contract, including any changes/amendments to the notice period, duly communicated to you without you having objected to the same within one month of such communication. If you fail to do so, the Company shall be entitled to sue you for specific performance of the contract as also claim ascertained damages.



(Handwritten signature)
PRINCIPAL
Sri Venkateswara College of
Engineering and Technology
Thirupachur, Thiruvallur - 631 203

The company reserves the right to terminate your employment on grounds of unauthorized absence from duty, non-performance, misconduct, fraud, negligence, theft, willful violation of the company rules, misappropriation, imprisonment or censure by a court of law or as it may deem fit in the instant case and will not pay any notice pay.

During the period of your employment with us, you will not work directly or indirectly for any other person, firm, company or organization or engage yourself with any trade or business whether with or without remuneration in any capacity without the prior written permission of the company.

You will maintain utmost secrecy of the affairs or works of the company and should not divulge any information of the company by any mode of communication to any other person or organization etc., during your employment with us or thereafter.

Your appointment is subject to that your self-declaration on medical fitness and you will have to maintain a state of overall sound health in order to be able to perform your Services per expected standards and continue employment in the Company.

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You will automatically retire from the services of the company on attaining the age of 60 years.

Required Documents

Please bring the following original documents for verification with their photocopies, which would be retained for our records.

Photographs (Six passport size)

All educational certificates including mark sheets in full Relieving Letter & Service Certificate (If employed previously) Proof of Last drawn salary

Aadhar, Passport / Proof of Address

Form -16 along with earnings certificate for IT purpose

Sincerely,
For Sutherland



Thendral Rajendran
Associate Vice President - Talent Acquisition




PRINCIPAL
Sri Venkateswara College
Engineering and Technology
Thirupachur, Thiruvallur - 631 203

02nd March 2020

To,

Mr. Srinivasan M

9/179 47th street, B type, Sidco Nagar, Villivakkam, Chennai -600 049.

Letter of Offer

Dear Srinivasan M,

This has reference to your application and subsequent interviews you had with us. We are pleased to offer you employment in our organization at on the following terms and conditions.

1. You will be designated as "Junior Software Engineer" for a salary (CTC) of ₹ 308,214/- per annum and your job location is Chennai. You will be reporting to Kalpana A, Senior Software Engineer.
2. Your compensation breakup is mentioned in Annexure – I.
3. Your appointment letter and employment terms and conditions will be issued to you on your joining date. Your services will be governed by the rules and regulations of the company in vogue and amended from time to time.
4. You are required to report for duty at 10:00 a.m. on 10th March 2020. If you do not join duty on this date, this offer shall stand cancelled.
5. You are requested to bring 4 Passport Size photographs, original degree certificates, ID proof (PAN and Aadhar) along with photocopies and service certificate & last three months' pay slip from previous employer (if applicable). This offer is subjected to the production of above-mentioned documents. The Original will be returned to you on the same day.
6. The offer letter is sent in duplicate. Kindly send us a signed copy of this letter as a token of your acceptance.
7. You are expected to commit full time to Credo, and you should also sign the Non-Compete and Non-disclosure on your joining date as part of company policy.
8. You will be required to visit other offices based on requirement.
9. Your Probation Period is for Six months and based on your performance your employment will be confirmed.
10. There will be a Group Medical Insurance and Personal Accident Coverage for you and this will be provided once your employment is confirmed.
11. Your duties and responsibilities / work location may be modified from time to time.



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Engineering and Technology
Thirupachur, Thiruvallur - 631 203

CREDO HEALTH SERVICES PVT. LTD.

hr@credo.health

Corporate Office:

Regional Office:

+91 6369404025

92/1 A, Konapanna Agrahara

95, Bharathidasan Salai

Electronic City Post, Bangalore – 560100

Cantonment, Trichy – 620001

www.credo.health

Karnataka, India

Tamil Nadu, India

Annexure - I

Compensation Breakup

Salary Components	Per Month	Per Annum
Basic	₹ 13,200	₹ 1,58,400
HRA	₹ 6,600	₹ 79,200
Others	₹ 2,200	₹ 26,400
Gross Salary (A)	₹ 22,000	₹ 2,64,000
Employee Contributions (B)		
Provident Fund	₹ 1,800	₹ 21,600
ESI	₹ -	₹ -
Professional Tax	₹ 200	₹ 2,400
Total Employee Contributions (B)	₹ 2,000	₹ 24,000
Net Salary (A-B)	₹ 20,000	₹ 2,40,000
Employer Contributions (C)		
Provident Fund	₹ 1,950	₹ 23,400
ESI	₹ -	₹ -
Bonus	₹ 1,100	₹ 13,195
Gratuity	₹ 635	₹ 7,619
Total Employer Contributions (C)	₹ 3,684	₹ 44,214
Cost to Company (A+C)	₹ 25,684	₹ 3,08,214

Note: All remunerations are subject to tax deduction.

We heartily welcome you for a long and happy association.

For Credo Health Services Private Limited



Shaista Sivakumar
Director – Human Resources & Corporate Communications



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Regional Office:

95, Bharathidasan Salai

Cantonment, Trichy – 620001

Tamil Nadu, India

May 05,2020

Swapna R

No. 4/100, new street, essayanur village,
Arcot ,vellore-632511.

Subject: Employment Letter

Dear Swapna R,

We are pleased to inform that you have been selected for employment with us as **Associate Consultant (GCM Level GCM 1)**. Your total emoluments are **Rs. 340000/-per annum**, as described in Annexure A.

You will be on training for a period of one year, or any other period as the Company deems necessary, from the date of commencement of your service and you will be required to sign a separate agreement, by way of which you agree to remain in the employment of the Company during such period of training, and for a period of one year thereafter (hereinafter referred to as "the period"). Such agreement will also form part of your employment terms with the Company.

On successful completion of training, your services will be confirmed in writing by the Company and thereafter, subject to any other agreement or understanding between you and the Company, either party can terminate this employment agreement by providing a written notice or payment of basic pay of 90 days, to the other party. The notice period shall be 30 days during training period and 90 days thereafter. This offer is subject to your satisfactory completion background verification. Your retention in the company's employment will be subject to your continued medical fitness. The company reserves the right to ask you to undergo medical examination as and when considered necessary.

You are requested to be available for your virtual onboarding on **May 05,2020** at 10.00 am and your work location will be **Chennai**.

This offer letter is subject to completion of below mentioned Terms and Conditions: -

You shall successfully complete and submit the Graduation/Diploma/Post-Graduate certificate from your college/university with a minimum percentage of 60% or higher within 90 days from your date of joining the company, further there should be no standing backlog.

If you fail to successfully complete your exams as mentioned above and/or to submit the above-mentioned documents in timely manner, this offer stands automatically withdrawn without any further consent from you. The company reserves right to modify the terms and conditions as and when needed.

The Company shall conduct reference checks/ background checks and drug test through a third-party agency at its sole discretion to verify and authenticate the details and all the documents furnished by you to the Company. By accepting this offer, you agree to abide by all Atos|Syntel policies and procedures as well as the terms and conditions annexed hereto.

Campus Hire Induction Program

As you are selected through direct Campus Hire Recruitment, you will undergo Campus Hire Induction Program which is required to train and develop your skills that are essential and suitable for your job role. This program is normally expected to be for a fixed duration as per the business requirement. There would be multiple assessments conducted throughout the program at regular intervals and you are required to score the ascertained passing percentage in the assessments. Failure to score the ascertain passing percentage, Atos | Syntel reserves the right to terminate your employment.



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Any communication regarding your terms of employment, or compensation must be in writing and signed by an authorized human resource ("HR") representative of Atos|Syntel. You agree that no commitments have been made by the Company that are not expressly contained in this letter. No other communication, document, etc. will be binding or effective unless expressly agreed to in writing and signed by an authorized HR representative of Syntel Pvt. Ltd.

You may be assigned and / or deputed to any other location / subsidiary / affiliated companies / divisions / associates whenever the Company may deem fit. Failure to report to an assignment will be grounds for disciplinary action, including but not limited to termination of employment.

Please return the acceptance copy (attached) after affixing your full signature in token of your formal acceptance of the terms and conditions of employment offered herein.

We take this opportunity to welcome you into Atos|Syntel family and look forward to a very fruitful association with you.

Yours sincerely

For SYNTEL PRIVATE LTD,



**Adarsh Krishna
Deputy General Manager**



**PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur Thiruvallur 631 203**



SUTHERLAND®

Appointment Letter

College Name: Sri Venkateswara College Of Engineering and Technology
Date: 05-March-2020

Dear **Swathi S,**

Congratulations! We welcome you to the family of Sutherland!

With reference to the discussions you had with us, we are pleased to Appoint with us as **Associate-Voice** in the Company. Please note that this position is pending a favorable background verification and reference check. You are requested to join us **on or before July 01, 2020** on the following terms and conditions.

Your place of posting will be initially at Chennai. However, during your employment with us you may be posted or transferred/attached to any other units/companies/ offices or clients of The Sutherland Group either in India or Abroad at the sole discretion of the Management.

Your emoluments by way of Annual Cost to the Company are **Rs. 250000/- per annum (Rupees Two Lakh Fifty Thousand Only)**.

You shall report to **Hemanth Kumar** of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.

You may be required to work in shift system of the company as intimated to you from time to time.

You are governed by the "Sutherland's Code of Conduct as updated from time to time" of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.

This is a contract for employment at will. You would be on probation for a period of 6 months and either party can terminate this contract of employment in 15 days advance notice or pay salary in lieu of the same to the other party. On completion of 6 months, your services will be deemed to be confirmed automatically unless informed otherwise in writing.

On confirmation, either party can terminate this contract for employment by giving 60 days advance notice or pay salary in lieu of the same to the other party. You understand and agree that if you do not complete the notice period the Company may be subject to losses or irreparable damages. Hence, the Company may, at its sole discretion, reject payment in lieu of notice period, and require you to complete the notice period in accordance with the employment contract, including any changes/amendments to the notice period, duly communicated to you without you having objected to the same within one month of such communication. If you fail to do so, the Company shall be entitled to sue you for specific performance of the contract as also claim ascertained damages.



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Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

The company reserves the right to terminate your employment on grounds of unauthorized absence from duty, non-performance, misconduct, fraud, negligence, theft, willful violation of the company rules, misappropriation, imprisonment or censure by a court of law or as it may deem fit in the instant case and will not pay any notice pay.

During the period of your employment with us, you will not work directly or indirectly for any other person, firm, company or organization or engage yourself with any trade or business whether with or without remuneration in any capacity without the prior written permission of the company.

You will maintain utmost secrecy of the affairs or works of the company and should not divulge any information of the company by any mode of communication to any other person or organization etc., during your employment with us or thereafter.

Your appointment is subject to that your self-declaration on medical fitness and you will have to maintain a state of overall sound health in order to be able to perform your Services per expected standards and continue employment in the Company.

All inventions, improvements and discoveries made solely by you or jointly while on duty need to be disclosed to the company and the company has the sole right, title and interest over such inventions, improvements, and discoveries and has the intellectual property rights over them.

You shall keep the company informed in writing, of any change in your address. Failing which any notice/letter sent by the company to your address mentioned above shall be sufficient for the purpose of this contract.

The Personal Information you provide to the Company in connection with your recruitment and subsequent employment will be used for the purpose of administering your employment with the Company in general and the Company's human resources in particular. You have the right to access and correct your own Personal Information which the Company has. Any request for Personal Information access and/or correction should be addressed to the Human Resources Department. You shall keep the company informed of any change in your present or permanent address or contact details (e-mail/ contact number).

You will automatically retire from the services of the company on attaining the age of 60 years.

Required Documents

Please bring the following original documents for verification with their photocopies, which would be retained for our records.

Photographs (Six passport size)

All educational certificates including mark sheets in full Relieving Letter & Service Certificate (If employed previously) Proof of Last drawn salary

Aadhar, Passport / Proof of Address

Form -16 along with earnings certificate for IT purpose

Sincerely,
For Sutherland



Thendral Rajendran
Associate Vice President - Talent Acquisition




PRINCIPAL
Sri Venkateswara College
Engineering and Technology
Thirupachur, Thiruvallur - 631 203

02nd March 2020

To,

Ms. Vanmathi M

No. 2 sarangapani nagar, 1st street, madhavaram, chennai 600060

Letter of Offer

Dear Vanmathi M,

This has reference to your application and subsequent interviews you had with us. We are pleased to offer you employment in our organization at on the following terms and conditions.

1. You will be designated as "Junior Software Engineer" for a salary (CTC) of ₹ 308,214/- per annum and your job location is Chennai. You will be reporting to Kalpana A, Senior Software Engineer.
2. Your compensation breakup is mentioned in Annexure – I.
3. Your appointment letter and employment terms and conditions will be issued to you on your joining date. Your services will be governed by the rules and regulations of the company in vogue and amended from time to time.
4. You are required to report for duty at 10:00 a.m. on 10th March 2020. If you do not join duty on this date, this offer shall stand cancelled.
5. You are requested to bring 4 Passport Size photographs, original degree certificates, ID proof (PAN and Aadhar) along with photocopies and service certificate & last three months' pay slip from previous employer (if applicable). This offer is subjected to the production of above-mentioned documents. The Original will be returned to you on the same day.
6. The offer letter is sent in duplicate. Kindly send us a signed copy of this letter as a token of your acceptance.
7. You are expected to commit full time to Credo, and you should also sign the Non-Compete and Non-disclosure on your joining date as part of company policy.
8. You will be required to visit other offices based on requirement.
9. Your Probation Period is for Six months and based on your performance your employment will be confirmed.
10. There will be a Group Medical Insurance and Personal Accident Coverage for you and this will be provided once your employment is confirmed.
11. Your duties and responsibilities / work location may be modified from time to time.



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 +91 6369404025
 www.credo.health

Corporate Office: 92/1 A, Konappa Agrahara, Electronic City Post, Bangalore – 560100, Karnataka, India
 Regional Office: Sri Venkateswara College of Engineering and Technology, Thirupachur, Tiruvallur, Pin: 631 203, Cantonment, Trichy – 620001, Tamil Nadu, India

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 Sri Venkateswara College of Engineering and Technology, Thirupachur, Tiruvallur, Pin: 631 203

Annexure - I

Compensation Breakup

Salary Components	Per Month	Per Annum
Basic	₹ 13,200	₹ 1,58,400
HRA	₹ 6,600	₹ 79,200
Others	₹ 2,200	₹ 26,400
Gross Salary (A)	₹ 22,000	₹ 2,64,000
Employee Contributions (B)		
Provident Fund	₹ 1,800	₹ 21,600
ESI	₹ -	₹ -
Professional Tax	₹ 200	₹ 2,400
Total Employee Contributions (B)	₹ 2,000	₹ 24,000
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Provident Fund	₹ 1,950	₹ 23,400
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Bonus	₹ 1,100	₹ 13,195
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Cost to Company (A+C)	₹ 25,684	₹ 3,08,214

Note: All remunerations are subject to tax deduction.

We heartily welcome you for a long and happy association.

For Credo Health Services Private Limited



Shaista Sivakumar
Director – Human Resources & Corporate Communications



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CGI Information Systems and Management Consultants Pvt. Ltd.
Regd. Office: e.city, Tower 2, No.95/1 & 95/2,
Electronic City, Phase I (West)
Bangalore - 560 100. India
Tel +91-80-6642 2222 | Fax +91-80-6642 1200

cgi.com

CIN: U72200KA1990PTC019138

Personal and Confidential
Jan 06, 2020

Ms. Varalakshmi K

No.256/1 VBR 2nd Avenue, Moondram Kattalai, Kovur,
Chennai 600128

Dear Varalakshmi K,

I am delighted to offer you a role at CGI where we strive to create an environment in which we enjoy working together and, as owners, contribute to building a company we can be proud of. We are very excited about the prospect of having you join us, and look forward to welcoming you.

As part of the leading top 5 independent information technology companies in the world, there are many opportunities for growth and development, both individually and as part of a large professional community. I hope you will choose to be part of our CGI Global Community, a team of extraordinary people building a company that reflects their aspirations and is supported by our shared vision and values.

We are offering you the position of **Software Engineer** and your Gross Compensation is **INR 350,004/-**

We will communicate to you the details of joining location, venue, date and time, basis business priorities. Your appointment will be effective on your joining date. If you do not confirm your acceptance within three working days, this offer will be withdrawn.

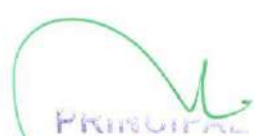
- To confirm your acceptance of this offer, you are required to communicate via email to your assigned Recruiter's CGI e-mail id and confirm your joining date. If you have questions, write to cgirecruitment.india@cgi.com
- Your reporting time on the joining date is 8:30 a.m. Kindly note that it is important to be on time to complete the joining formalities
- On your joining date, please bring the originals and one set of photocopies of the documents mentioned in Annexure-A
- Please contact us at 080-4194 0000 (Monday to Friday between 9:30 a.m. to 5:30 p.m.) or via the above-mentioned email-Id for any queries regarding your employment offer.

The terms and conditions governing your employment are as under:

- Your employment with the Company is at all times subject to you having and maintaining a valid work permit from the Government of India (if applicable). A copy of the work permit needs to be furnished by you on the date of on boarding failing which you will not be permitted to join
- You will be on Probation for a period of six (6) months from the date of appointment. You will be confirmed as a permanent employee at the end of the period of probation by a letter of confirmation, if your conduct and performance in the appointed position are found satisfactory during the period of probation. The Company shall have the right to extend the Probationary Period for a further period of six (6) months or a part thereof. The Probationary Period shall be deemed to have been extended unless notified otherwise in writing
- On joining, you will be part of various training programs devised by the Company to help you prepare for assignments as part of your employment with the Company. You acknowledge that the Company may incur considerable expenses to impart such training programs and consequently, you agree to serve the Company for a period of two (2) years effective from your date of appointment and execute a service agreement with the Company upon request. You will also have to sign the Employment Agreement with the Company
- You will be eligible for a performance revision as per company policy

HRFUD4371




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Contd...2...

Experience the commitment



• **Base Compensation Components:**

Designation	: Software Engineer	
Effective	: January 06, 2020	
Pay Components	Pay Components	Pay Components
Basic (Inclusive of D.A.)	21,500	258,000
Flexible Compensation Plan ¹	4,053	48,636
Base Compensation	25,553	306,636
Provident Fund <i>Company Contribution</i>	2,580	30,960
Gratuity Fund Contribution	1,034	12,408
Gross Compensation	29,167	350,004

In addition to the above you are eligible for:

- Group Medical Insurance, Group Personal Accident Insurance and Group Term Insurance
- CGI will contribute towards **Share Purchase Plan (SPP)** upto 3.0% of Base Compensation ; matching your contribution. It puts into practice company's philosophy of intrapreneurship through ownership. All regular full-time members are invited to participate upon their hiring. Only those members who enroll for this benefit are eligible for receiving the company contribution & will need to contribute an equal amount on a monthly basis towards the purchase of CGI shares
- **Target Profit Participation Plan (PPP)** at 2.0% of Base Compensation on pro rata basis. It is designed to encourage high-performance work culture. Actual PPP payouts are based on performance of CGI, performance of Business Units and performance of Individuals. All regular members employed as of June 30th of the reference fiscal year (Oct-Sept) are eligible. The Corporate guidelines of PPP may be amended from time to time

Eligible members will be paid statutory bonus as per the provisions of the Payment of Bonus Act, 1965. Where members are eligible for both statutory bonus as well as the PPP, the company shall deduct from the PPP allocated to a member the amount of statutory bonus payable under the Act for such corresponding period and the difference will be paid as the actual PPP

Note:

Flexible Compensation Plan¹: Option includes components like Meal vouchers, conveyance, NPS, LTA, etc.

The tax liability arising out of the above payments now or in the future, due to changes in income tax provision shall be borne by you.

I look forward to your acceptance of this offer and to welcoming you to our team. I am confident that in this new role, you will make a valuable contribution to CGI and our continued success.

Yours sincerely

**For CGI Information Systems and
Management Consultants Pvt. Ltd.,**

**Sudhir Subbaraman
Senior Vice President**

I have read the terms and conditions of employment and the contents of the employment agreement and in token of my acceptance; I duly acknowledge the receipt of the letter of employment.

Please sign below to confirm that you agree with the terms and conditions stated in this letter.

K. Daralakshmi 06-01-20
Signature & Date



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Sri Venkateswara College
Engineering and Technology
Thirupachur, Thiruvallur - 631 203



SUTHERLAND

Appointment Letter

College Name: Sri Venkateswara College Of Engineering and Technology
Date: 05-March-2020

Dear **Varsha A,**

Congratulations! We welcome you to the family of Sutherland!

With reference to the discussions you had with us, we are pleased to Appoint with us as **Associate-Voice** in the Company. Please note that this position is pending a favorable background verification and reference check. You are requested to join us **on or before July 01, 2020** on the following terms and conditions.

Your place of posting will be initially at Chennai. However, during your employment with us you may be posted or transferred/attached to any other units/companies/ offices or clients of The Sutherland Group either in India or Abroad at the sole discretion of the Management.

Your emoluments by way of Annual Cost to the Company are **Rs. 250000/- per annum (Rupees Two Lakh Fifty Thousand Only).**

You shall report to **Hemanth Kumar** of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.

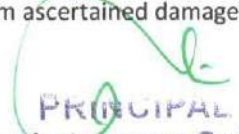
You may be required to work in shift system of the company as intimated to you from time to time.

You are governed by the "Sutherland's Code of Conduct as updated from time to time" of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.

This is a contract for employment at will. You would be on probation for a period of 6 months and either party can terminate this contract of employment in 15 days advance notice or pay salary in lieu of the same to the other party. On completion of 6 months, your services will be deemed to be confirmed automatically unless informed otherwise in writing.

On confirmation, either party can terminate this contract for employment by giving 60 days advance notice or pay salary in lieu of the same to the other party. You understand and agree that if you do not complete the notice period the Company may be subject to losses or irreparable damages. Hence, the Company may, at its sole discretion, reject payment in lieu of notice period, and require you to complete the notice period in accordance with the employment contract, including any changes/amendments to the notice period, duly communicated to you without you having objected to the same within one month of such communication. If you fail to do so, the Company shall be entitled to sue you for specific performance of the contract as also claim ascertained damages.




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The company reserves the right to terminate your employment on grounds of unauthorized absence from duty, non-performance, misconduct, fraud, negligence, theft, willful violation of the company rules, misappropriation, imprisonment or censure by a court of law or as it may deem fit in the instant case and will not pay any notice pay.

During the period of your employment with us, you will not work directly or indirectly for any other person, firm, company or organization or engage yourself with any trade or business whether with or without remuneration in any capacity without the prior written permission of the company.

You will maintain utmost secrecy of the affairs or works of the company and should not divulge any information of the company by any mode of communication to any other person or organization etc., during your employment with us or thereafter.

Your appointment is subject to that your self-declaration on medical fitness and you will have to maintain a state of overall sound health in order to be able to perform your Services per expected standards and continue employment in the Company.

All inventions, improvements and discoveries made solely by you or jointly while on duty need to be disclosed to the company and the company has the sole right, title and interest over such inventions, improvements, and discoveries and has the intellectual property rights over them.

You shall keep the company informed in writing, of any change in your address. Failing which any notice/letter sent by the company to your address mentioned above shall be sufficient for the purpose of this contract.

The Personal Information you provide to the Company in connection with your recruitment and subsequent employment will be used for the purpose of administering your employment with the Company in general and the Company's human resources in particular. You have the right to access and correct your own Personal Information which the Company has. Any request for Personal Information access and/or correction should be addressed to the Human Resources Department. You shall keep the company informed of any change in your present or permanent address or contact details (e-mail/ contact number).

You will automatically retire from the services of the company on attaining the age of 60 years.

Required Documents

Please bring the following original documents for verification with their photocopies, which would be retained for our records.

Photographs (Six passport size)

All educational certificates including mark sheets in full Relieving Letter & Service Certificate (If employed previously) Proof of Last drawn salary

Aadhar, Passport / Proof of Address

Form -16 along with earnings certificate for IT purpose

Sincerely,
For Sutherland



Thendral Rajendran
Associate Vice President - Talent Acquisition




PRINCIPAL
Sri Venkateswara College
Engineering and Technology
Thirupachur, Thiruvallur - 631 203

02nd March 2020

To,

Mr. Velu M

11, Perumal Koil Street, Chendampakkam, Redhills, Chennai-52

Letter of Offer

Dear Velu M,

This has reference to your application and subsequent interviews you had with us. We are pleased to offer you employment in our organization at on the following terms and conditions.

1. You will be designated as **"Junior Software Engineer"** for a salary (CTC) of **₹ 308,214/- per annum** and your job location is Chennai. You will be reporting to **Kalpana A**, Senior Software Engineer.
2. Your compensation breakup is mentioned in Annexure – I.
3. Your appointment letter and employment terms and conditions will be issued to you on your joining date. Your services will be governed by the rules and regulations of the company in vogue and amended from time to time.
4. You are required to report for duty at **10:00 a.m. on 10th March 2020**. If you do not join duty on this date, this offer shall stand cancelled.
5. You are requested to bring **4 Passport Size photographs**, original degree certificates, ID proof (PAN and Aadhar) along with photocopies and service certificate & last three months' pay slip from previous employer (if applicable). This offer is subjected to the production of above-mentioned documents. The Original will be returned to you on the same day.
6. The offer letter is sent in duplicate. Kindly send us a signed copy of this letter as a token of your acceptance.
7. You are expected to commit full time to Credo, and you should also sign the Non-Compete and Non-disclosure on your joining date as part of company policy.
8. You will be required to visit other offices based on requirement.
9. Your Probation Period is for Six months and based on your performance your employment will be confirmed.
10. There will be a Group Medical Insurance and Personal Accident Coverage for you and this will be provided once your employment is confirmed.
11. Your duties and responsibilities / work location may be modified from time to time.



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Corporate Office: 92/1 A, Konapanna Agrahara
 Electronic City Post, Bangalore – 560100
 Karnataka, India

Regional Office: 95, Bharathidasan Salai
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 Tamil Nadu, India

Annexure - I

Compensation Breakup

Salary Components	Per Month	Per Annum
Basic	₹ 13,200	₹ 1,58,400
HRA	₹ 6,600	₹ 79,200
Others	₹ 2,200	₹ 26,400
Gross Salary (A)	₹ 22,000	₹ 2,64,000
Employee Contributions (B)		
Provident Fund	₹ 1,800	₹ 21,600
ESI	₹ -	₹ -
Professional Tax	₹ 200	₹ 2,400
Total Employee Contributions (B)	₹ 2,000	₹ 24,000
Net Salary (A-B)	₹ 20,000	₹ 2,40,000
Employer Contributions (C)		
Provident Fund	₹ 1,950	₹ 23,400
ESI	₹ -	₹ -
Bonus	₹ 1,100	₹ 13,195
Gratuity	₹ 635	₹ 7,619
Total Employer Contributions (C)	₹ 3,684	₹ 44,214
Cost to Company (A+C)	₹ 25,684	₹ 3,08,214

Note: All remunerations are subject to tax deduction.

We heartily welcome you for a long and happy association.

For Credo Health Services Private Limited



Shaista Sivakumar
Director – Human Resources & Corporate Communications



PRINCIPAL
Sri Venkateswara College
Engineering and Technology
Thirupachur, Thiruvallur - 631 203

CREDO HEALTH SERVICES PVT. LTD.



hr@credo.health



+91 6369404025



www.credo.health

Corporate Office:

92/1 A, Konapanna Agrahara

Electronic City Post, Bangalore – 560100

Karnataka, India

Regional Office:

95, Bharathidasan Saiai

Cantonment, Trichy – 620001

Tamil Nadu, India



SUTHERLAND

Appointment Letter

College Name: Sri Venkateswara College Of Engineering and Technology

Date: 05-March-2020

Dear **Vinodhini V,**

Congratulations! We welcome you to the family of Sutherland!

With reference to the discussions you had with us, we are pleased to Appoint with us as **Associate-Voice** in the Company. Please note that this position is pending a favorable background verification and reference check. You are requested to join us **on or before July 01, 2020** on the following terms and conditions.

Your place of posting will be initially at Chennai. However, during your employment with us you may be posted or transferred/attached to any other units/companies/ offices or clients of The Sutherland Group either in India or Abroad at the sole discretion of the Management.

Your emoluments by way of Annual Cost to the Company are **Rs. 250000/- per annum (Rupees Two Lakh Fifty Thousand Only).**

You shall report to **Hemanth Kumar** of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.

You may be required to work in shift system of the company as intimated to you from time to time.

You are governed by the "Sutherland's Code of Conduct as updated from time to time" of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.

This is a contract for employment at will. You would be on probation for a period of 6 months and either party can terminate this contract of employment in 15 days advance notice or pay salary in lieu of the same to the other party. On completion of 6 months, your services will be deemed to be confirmed automatically unless informed otherwise in writing.

On confirmation, either party can terminate this contract for employment by giving 60 days advance notice or pay salary in lieu of the same to the other party. You understand and agree that if you do not complete the notice period the Company may be subject to losses or irreparable damages. Hence, the Company may, at its sole discretion, reject payment in lieu of notice period, and require you to complete the notice period in accordance with the employment contract, including any changes/amendments to the notice period, duly communicated to you without you having objected to the same within one month of such communication. If you fail to do so, the Company shall be entitled to sue you for specific performance of the contract as also claim ascertained damages.




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Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

The company reserves the right to terminate your employment on grounds of unauthorized absence from duty, non-performance, misconduct, fraud, negligence, theft, willful violation of the company rules, misappropriation, imprisonment or censure by a court of law or as it may deem fit in the instant case and will not pay any notice pay.

During the period of your employment with us, you will not work directly or indirectly for any other person, firm, company or organization or engage yourself with any trade or business whether with or without remuneration in any capacity without the prior written permission of the company.

You will maintain utmost secrecy of the affairs or works of the company and should not divulge any information of the company by any mode of communication to any other person or organization etc., during your employment with us or thereafter.

Your appointment is subject to that your self-declaration on medical fitness and you will have to maintain a state of overall sound health in order to be able to perform your Services per expected standards and continue employment in the Company.

All inventions, improvements and discoveries made solely by you or jointly while on duty need to be disclosed to the company and the company has the sole right, title and interest over such inventions, improvements, and discoveries and has the intellectual property rights over them.

You shall keep the company informed in writing, of any change in your address. Failing which any notice/letter sent by the company to your address mentioned above shall be sufficient for the purpose of this contract.

The Personal Information you provide to the Company in connection with your recruitment and subsequent employment will be used for the purpose of administering your employment with the Company in general and the Company's human resources in particular. You have the right to access and correct your own Personal Information which the Company has. Any request for Personal Information access and/or correction should be addressed to the Human Resources Department. You shall keep the company informed of any change in your present or permanent address or contact details (e-mail/ contact number).

You will automatically retire from the services of the company on attaining the age of 60 years.

Required Documents

Please bring the following original documents for verification with their photocopies, which would be retained for our records.

Photographs (Six passport size)

All educational certificates including mark sheets in full Relieving Letter & Service Certificate (If employed previously) Proof of Last drawn salary

Aadhar, Passport / Proof of Address

Form -16 along with earnings certificate for IT purpose

Sincerely,
For Sutherland



Thendral Rajendran
Associate Vice President - Talent Acquisition



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Sri Venkateswara College
Sri Venkateswara College
Engineering and Technology
Thirupachur, Thiruvallur - 631 203

02nd March 2020

To,

Mr. Vinoth Kumar S

4/356, VOC Street, Pakkam Village, Pakkam,
Thiruvalluvar, Pakkam, Chennai - 602024,

Letter of Offer

Dear Vinoth Kumar S,

This has reference to your application and subsequent interviews you had with us. We are pleased to offer you employment in our organization at on the following terms and conditions.

1. You will be designated as "Junior Software Engineer" for a salary (CTC) of ₹ 308,214/- per annum and your job location is Chennai. You will be reporting to Kalpana A, Senior Software Engineer.
2. Your compensation breakup is mentioned in Annexure – I.
3. Your appointment letter and employment terms and conditions will be issued to you on your joining date. Your services will be governed by the rules and regulations of the company in vogue and amended from time to time.
4. You are required to report for duty at 10:00 a.m. on 10th March 2020. If you do not join duty on this date, this offer shall stand cancelled.
5. You are requested to bring 4 Passport Size photographs, original degree certificates, ID proof (PAN and Aadhar) along with photocopies and service certificate & last three months' pay slip from previous employer (if applicable). This offer is subjected to the production of above-mentioned documents. The Original will be returned to you on the same day.
6. The offer letter is sent in duplicate. Kindly send us a signed copy of this letter as a token of your acceptance.
7. You are expected to commit full time to Credo, and you should also sign the Non-Compete and Non-disclosure on your joining date as part of company policy.
8. You will be required to visit other offices based on requirement.
9. Your Probation Period is for Six months and based on your performance your employment will be confirmed.
10. There will be a Group Medical Insurance and Personal Accident Coverage for you and this will be provided once your employment is confirmed.
11. Your duties and responsibilities / work location may be modified from time to time.



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 Thirupachur, Thiruvallur - 631 203

CREDO HEALTH SERVICES PVT. LTD.

 hr@credo.health
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 www.credo.health

Corporate Office:
 92/1 A, Konapanna Agrahara
 Electronic City Post, Bangalore - 560100
 Karnataka, India

Regional Office:
 95, Bharathidasan Salai
 Cantonment, Trichy - 620001
 Tamil Nadu, India

Annexure - I

Compensation Breakup

Salary Components	Per Month	Per Annum
Basic	₹ 13,200	₹ 1,58,400
HRA	₹ 6,600	₹ 79,200
Others	₹ 2,200	₹ 26,400
Gross Salary (A)	₹ 22,000	₹ 2,64,000
Employee Contributions (B)		
Provident Fund	₹ 1,800	₹ 21,600
ESI	₹ -	₹ -
Professional Tax	₹ 200	₹ 2,400
Total Employee Contributions (B)	₹ 2,000	₹ 24,000
Net Salary (A-B)	₹ 20,000	₹ 2,40,000
Employer Contributions (C)		
Provident Fund	₹ 1,950	₹ 23,400
ESI	₹ -	₹ -
Bonus	₹ 1,100	₹ 13,195
Gratuity	₹ 635	₹ 7,619
Total Employer Contributions (C)	₹ 3,684	₹ 44,214
Cost to Company (A+C)	₹ 25,684	₹ 3,08,214

Note: All remunerations are subject to tax deduction.

We heartily welcome you for a long and happy association.

For Credo Health Services Private Limited



Shaista Sivakumar
Director – Human Resources & Corporate Communications




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SUTHERLAND

Appointment Letter

College Name: Sri Venkateswara College Of Engineering and Technology

Date: 05-March-2020

Dear **Jayasuriya S,**

Congratulations! We welcome you to the family of Sutherland!

With reference to the discussions you had with us, we are pleased to Appoint with us as **Associate-Voice** in the Company. Please note that this position is pending a favorable background verification and reference check. You are requested to join us **on or before July 01, 2020** on the following terms and conditions.

Your place of posting will be initially at Chennai. However, during your employment with us you may be posted or transferred/attached to any other units/companies/ offices or clients of The Sutherland Group either in India or Abroad at the sole discretion of the Management.

Your emoluments by way of Annual Cost to the Company are **Rs. 250000/- per annum (Rupees Two Lakh Fifty Thousand Only)**.

You shall report to **Hemanth Kumar** of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.

You may be required to work in shift system of the company as intimated to you from time to time.

You are governed by the "Sutherland's Code of Conduct as updated from time to time" of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.

This is a contract for employment at will. You would be on probation for a period of 6 months and either party can terminate this contract of employment in 15 days advance notice or pay salary in lieu of the same to the other party. On completion of 6 months, your services will be deemed to be confirmed automatically unless informed otherwise in writing.

On confirmation, either party can terminate this contract for employment by giving 60 days advance notice or pay salary in lieu of the same to the other party. You understand and agree that if you do not complete the notice period the Company may be subject to losses or irreparable damages. Hence, the Company may, at its sole discretion, reject payment in lieu of notice period, and require you to complete the notice period in accordance with the employment contract, including any changes/amendments to the notice period, duly communicated to you without you having objected to the same within one month of such communication. If you fail to do so, the Company shall be entitled to sue you for specific performance of the contract as also claim ascertained damages.



(Handwritten Signature)
PRINCIPAL

**Sri Venkateswara College
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203**

The company reserves the right to terminate your employment on grounds of unauthorized absence from duty, non-performance, misconduct, fraud, negligence, theft, willful violation of the company rules, misappropriation, imprisonment or censure by a court of law or as it may deem fit in the instant case and will not pay any notice pay.

During the period of your employment with us, you will not work directly or indirectly for any other person, firm, company or organization or engage yourself with any trade or business whether with or without remuneration in any capacity without the prior written permission of the company.

You will maintain utmost secrecy of the affairs or works of the company and should not divulge any information of the company by any mode of communication to any other person or organization etc., during your employment with us or thereafter.

Your appointment is subject to that your self-declaration on medical fitness and you will have to maintain a state of overall sound health in order to be able to perform your Services per expected standards and continue employment in the Company.

All inventions, improvements and discoveries made solely by you or jointly while on duty need to be disclosed to the company and the company has the sole right, title and interest over such inventions, improvements, and discoveries and has the intellectual property rights over them.

You shall keep the company informed in writing, of any change in your address. Failing which any notice/letter sent by the company to your address mentioned above shall be sufficient for the purpose of this contract.

The Personal Information you provide to the Company in connection with your recruitment and subsequent employment will be used for the purpose of administering your employment with the Company in general and the Company's human resources in particular. You have the right to access and correct your own Personal Information which the Company has. Any request for Personal Information access and/or correction should be addressed to the Human Resources Department. You shall keep the company informed of any change in your present or permanent address or contact details (e-mail/ contact number).

You will automatically retire from the services of the company on attaining the age of 60 years.

Required Documents

Please bring the following original documents for verification with their photocopies, which would be retained for our records.

Photographs (Six passport size)

All educational certificates including mark sheets in full Relieving Letter & Service Certificate (If employed previously) Proof of Last drawn salary

Aadhar, Passport / Proof of Address

Form -16 along with earnings certificate for IT purpose

Sincerely,
For Sutherland



Thendral Rajendran
Associate Vice President - Talent Acquisition



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Thirupachur, Thiruvallur - 631 203

May 05,2020

Suchitra Roy

No-1205 Villapuram Housing Board,
Madurai-625012.

Subject: Employment Letter

Dear Suchitra Roy,

We are pleased to inform that you have been selected for employment with us as **Associate Consultant (GCM Level GCM 1)**. Your total emoluments are **Rs. 340000/-per annum**, as described in Annexure A.

You will be on training for a period of one year, or any other period as the Company deems necessary, from the date of commencement of your service and you will be required to sign a separate agreement, by way of which you agree to remain in the employment of the Company during such period of training, and for a period of one year thereafter (hereinafter referred to as "the period"). Such agreement will also form part of your employment terms with the Company.

On successful completion of training, your services will be confirmed in writing by the Company and thereafter, subject to any other agreement or understanding between you and the Company, either party can terminate this employment agreement by providing a written notice or payment of basic pay of 90 days, to the other party. The notice period shall be 30 days during training period and 90 days thereafter. This offer is subject to your satisfactory completion background verification. Your retention in the company's employment will be subject to your continued medical fitness. The company reserves the right to ask you to undergo medical examination as and when considered necessary.

You are requested to be available for your virtual onboarding on **May 05,2020** at 10.00 am and your work location will be **Chennai**.

This offer letter is subject to completion of below mentioned Terms and Conditions: -

You shall successfully complete and submit the Graduation/Diploma/Post-Graduate certificate from your college/university with a minimum percentage of 60% or higher within 90 days from your date of joining the company, further there should be no standing backlog.

If you fail to successfully complete your exams as mentioned above and/or to submit the above-mentioned documents in timely manner, this offer stands automatically withdrawn without any further consent from you. The company reserves right to modify the terms and conditions as and when needed.

The Company shall conduct reference checks/ background checks and drug test through a third-party agency at its sole discretion to verify and authenticate the details and all the documents furnished by you to the Company. By accepting this offer, you agree to abide by all Atos|Syntel policies and procedures as well as the terms and conditions annexed hereto.

Campus Hire Induction Program

As you are selected through direct Campus Hire Recruitment, you will undergo Campus Hire Induction Program which is required to train and develop your skills that are essential and suitable for your job role. This program is normally expected to be for a fixed duration as per the business requirement. There would be multiple assessments conducted throughout the program at regular intervals and you are required to score the ascertained passing percentage in the assessments. Failure to score the ascertain passing percentage, Atos | Syntel reserves the right to terminate your employment.



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Engineering and Technology
Thirupachur, Thiruvallur - 631 203

Any communication regarding your terms of employment, or compensation must be in writing and signed by an authorized human resource ("HR") representative of Atos|Syntel. You agree that no commitments have been made by the Company that are not expressly contained in this letter. No other communication, document, etc. will be binding or effective unless expressly agreed to in writing and signed by an authorized HR representative of Syntel Pvt. Ltd.

You may be assigned and / or deputed to any other location / subsidiary / affiliated companies / divisions / associates whenever the Company may deem fit. Failure to report to an assignment will be grounds for disciplinary action, including but not limited to termination of employment.

Please return the acceptance copy (attached) after affixing your full signature in token of your formal acceptance of the terms and conditions of employment offered herein.

We take this opportunity to welcome you into Atos|Syntel family and look forward to a very fruitful association with you.

Yours sincerely

For SYNTEL PRIVATE LTD,



**Adarsh Krishna
Deputy General Manager**



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Thirupachur, Thiruvallur - 631 203



SUTHERLAND

Appointment Letter

College Name: Sri Venkateswara College Of Engineering and Technology

Date: 05-March-2020

Dear **Sunitha B,**

Congratulations! We welcome you to the family of Sutherland!

With reference to the discussions you had with us, we are pleased to Appoint with us as **Associate-Voice** in the Company. Please note that this position is pending a favorable background verification and reference check. You are requested to join us **on or before July 01, 2020** on the following terms and conditions.

Your place of posting will be initially at Chennai. However, during your employment with us you may be posted or transferred/attached to any other units/companies/ offices or clients of The Sutherland Group either in India or Abroad at the sole discretion of the Management.

Your emoluments by way of Annual Cost to the Company are **Rs. 250000/- per annum (Rupees Two Lakh Fifty Thousand Only)**.

You shall report to **Hemanth Kumar** of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.

You may be required to work in shift system of the company as intimated to you from time to time.

You are governed by the "Sutherland's Code of Conduct as updated from time to time" of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.

This is a contract for employment at will. You would be on probation for a period of 6 months and either party can terminate this contract of employment in 15 days advance notice or pay salary in lieu of the same to the other party. On completion of 6 months, your services will be deemed to be confirmed automatically unless informed otherwise in writing.

On confirmation, either party can terminate this contract for employment by giving 60 days advance notice or pay salary in lieu of the same to the other party. You understand and agree that if you do not complete the notice period the Company may be subject to losses or irreparable damages. Hence, the Company may, at its sole discretion, reject payment in lieu of notice period, and require you to complete the notice period in accordance with the employment contract, including any changes/amendments to the notice period, duly communicated to you without you having objected to the same within one month of such communication. If you fail to do so, the Company shall be entitled to sue you for specific performance of the contract as also claim ascertained damages.



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Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

The company reserves the right to terminate your employment on grounds of unauthorized absence from duty, non-performance, misconduct, fraud, negligence, theft, willful violation of the company rules, misappropriation, imprisonment or censure by a court of law or as it may deem fit in the instant case and will not pay any notice pay.

During the period of your employment with us, you will not work directly or indirectly for any other person, firm, company or organization or engage yourself with any trade or business whether with or without remuneration in any capacity without the prior written permission of the company.

You will maintain utmost secrecy of the affairs or works of the company and should not divulge any information of the company by any mode of communication to any other person or organization etc., during your employment with us or thereafter.

Your appointment is subject to that your self-declaration on medical fitness and you will have to maintain a state of overall sound health in order to be able to perform your Services per expected standards and continue employment in the Company.

All inventions, improvements and discoveries made solely by you or jointly while on duty need to be disclosed to the company and the company has the sole right, title and interest over such inventions, improvements, and discoveries and has the intellectual property rights over them.

You shall keep the company informed in writing, of any change in your address. Failing which any notice/letter sent by the company to your address mentioned above shall be sufficient for the purpose of this contract.

The Personal Information you provide to the Company in connection with your recruitment and subsequent employment will be used for the purpose of administering your employment with the Company in general and the Company's human resources in particular. You have the right to access and correct your own Personal Information which the Company has. Any request for Personal Information access and/or correction should be addressed to the Human Resources Department. You shall keep the company informed of any change in your present or permanent address or contact details (e-mail/ contact number).

You will automatically retire from the services of the company on attaining the age of 60 years.

Required Documents

Please bring the following original documents for verification with their photocopies, which would be retained for our records.

Photographs (Six passport size)

All educational certificates including mark sheets in full Relieving Letter & Service Certificate (if employed previously) Proof of Last drawn salary

Aadhar, Passport / Proof of Address

Form -16 along with earnings certificate for IT purpose

Sincerely,
For Sutherland



Thendral Rajendran
Associate Vice President - Talent Acquisition




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Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203



CGI Information Systems and Management Consultants Pvt. Ltd.
Regd. Office: e.city, Tower 2, No.95/1 & 95/2,
Electronic City, Phase I (West)
Bangalore – 560 100. India
Tel +91-80-6642 2222 | Fax +91-80-6642 1200
cgi.com

CIN: U72200KA1990PTC019138

Personal and Confidential
Jan 06, 2020

Ms. Suvitha B
No.10 Vivekananda Street Extn, Kamarajar Nagar, Avadi,
Chennai 600071

Dear Suvitha B,

I am delighted to offer you a role at CGI where we strive to create an environment in which we enjoy working together and, as owners, contribute to building a company we can be proud of. We are very excited about the prospect of having you join us, and look forward to welcoming you.

As part of the leading top 5 independent information technology companies in the world, there are many opportunities for growth and development, both individually and as part of a large professional community. I hope you will choose to be part of our CGI Global Community, a team of extraordinary people building a company that reflects their aspirations and is supported by our shared vision and values.

We are offering you the position of **Software Engineer** and your Gross Compensation is **INR 350,004/-**

We will communicate to you the details of joining location, venue, date and time, basis business priorities. Your appointment will be effective on your joining date. If you do not confirm your acceptance within three working days, this offer will be withdrawn.

- To confirm your acceptance of this offer, you are required to communicate via email to your assigned Recruiter's CGI e-mail id and confirm your joining date. If you have questions, write to cgirecruitment.india@cgi.com
- Your reporting time on the joining date is 8:30 a.m. Kindly note that it is important to be on time to complete the joining formalities
- On your joining date, please bring the originals and one set of photocopies of the documents mentioned in Annexure-A
- Please contact us at 080-4194 0000 (Monday to Friday between 9:30 a.m. to 5:30 p.m.) or via the above-mentioned email-Id for any queries regarding your employment offer.

The terms and conditions governing your employment are as under:

- Your employment with the Company is at all times subject to you having and maintaining a valid work permit from the Government of India (if applicable). A copy of the work permit needs to be furnished by you on the date of on boarding failing which you will not be permitted to join
- You will be on Probation for a period of six (6) months from the date of appointment. You will be confirmed as a permanent employee at the end of the period of probation by a letter of confirmation, if your conduct and performance in the appointed position are found satisfactory during the period of probation. The Company shall have the right to extend the Probationary Period for a further period of six (6) months or a part thereof. The Probationary Period shall be deemed to have been extended unless notified otherwise in writing
- On joining, you will be part of various training programs devised by the Company to help you prepare for assignments as part of your employment with the Company. You acknowledge that the Company may incur considerable expenses to impart such training programs and consequently, you agree to serve the Company for a period of two (2) years effective from your date of appointment and execute a service agreement with the Company upon request. You will also have to sign the Employment Agreement with the Company
- You will be eligible for a performance revision as per company policy




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Experience the commitment



• **Base Compensation Components:**

Designation	: Software Engineer	
Effective	: January 06, 2020	
Pay Components	Pay Components	Pay Components
Basic (Inclusive of D.A.)	21,500	258,000
Flexible Compensation Plan ¹	4,053	48,636
Base Compensation	25,553	306,636
Provident Fund <i>Company Contribution</i>	2,580	30,960
Gratuity Fund Contribution	1,034	12,408
Gross Compensation	29,167	350,004

In addition to the above you are eligible for:

- Group Medical Insurance, Group Personal Accident Insurance and Group Term Insurance
- CGI will contribute towards **Share Purchase Plan (SPP)** upto 3.0% of Base Compensation ; matching your contribution. It puts into practice company's philosophy of intrapreneurship through ownership. All regular full-time members are invited to participate upon their hiring. Only those members who enroll for this benefit are eligible for receiving the company contribution & will need to contribute an equal amount on a monthly basis towards the purchase of CGI shares
- **Target Profit Participation Plan (PPP)** at 2.0% of Base Compensation on pro rata basis. It is designed to encourage high-performance work culture. Actual PPP payouts are based on performance of CGI, performance of Business Units and performance of Individuals. All regular members employed as of June 30th of the reference fiscal year (Oct-Sept) are eligible. The Corporate guidelines of PPP may be amended from time to time

Eligible members will be paid statutory bonus as per the provisions of the Payment of Bonus Act, 1965. Where members are eligible for both statutory bonus as well as the PPP, the company shall deduct from the PPP allocated to a member the amount of statutory bonus payable under the Act for such corresponding period and the difference will be paid as the actual PPP

Note:

Flexible Compensation Plan¹: Option includes components like Meal vouchers, conveyance, NPS, LTA, etc.

The tax liability arising out of the above payments now or in the future, due to changes in income tax provision shall be borne by you.

I look forward to your acceptance of this offer and to welcoming you to our team. I am confident that in this new role, you will make a valuable contribution to CGI and our continued success.

Yours sincerely

**For CGI Information Systems and
Management Consultants Pvt. Ltd.,**

**Sudhir Subbaraman
Senior Vice President**

I have read the terms and conditions of employment and the contents of the employment agreement and in token of my acceptance; I duly acknowledge the receipt of the letter of employment.

Please sign below to confirm that you agree with the terms and conditions stated in this letter.



Signature & Date 01-06-2020

PRINCIPAL

**Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203**

Salcomp

Date : 06/01/2020

Name: **AJITH KUMAR E**

College: **SRI VENKATESWARA COLLEGE OF ENGINEERING & TECHNOLOGY**

We are pleased to inform you that you have been provisionally selected to a position of production engineer, at our Factory. You can join June 2020 to October 2020. The date of joining for training at our factory will be intimated to you through letter or over phone or through your college.

You will be paid a stipend of Rs. 15,500/- per month (which is inclusive of Rs. 500/-pm attendance incentive) during the period of training. You can avail Breakfast and Lunch at subsidized rates. You will be provided PPE for the period of Training.

Please ensure that you should have cleared all subjects and shall have the Provisional Certificate and all certificates (10", +2 and Diploma) in Original. You should bring the Copy of following documents at the time of joining:

1) Mark sheet (10th, +2, Diploma) 2) Ration card 3) Aadhar Card 4) Copy of Vaccination Certificate (2 Doses completed).

You should also have a Bank account in your name linked to Aadhar Card at the time of reporting for Training. You may apply for PAN card and get the same before Joining.

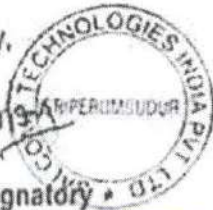
You shall adhere to the rules and regulations of the Company and maintain good discipline during the period of training.

We look forward to your fruitful association with us.

Thanking you,

Yours faithfully,

Authorized Signatory



Head Office & Works: Salcomp Technologies India Private Limited, Nokia Telecom SEZ, SIPCOT Industrial Park, Phase Sriperumbudur, Kancheepuram District, Tamil Nadu-602 105, India Phone Number 044-4578 5

Branch Works: UNIT II- DTA Unit, Nokia Telecom SEZ, SIPCOT Industrial Park, Phase I, Sriperumbudur, Kancheepuram District, Tamil Nadu 602 105, India,

CIN No. U32309TN2019PTC133300 www.salcomp.com

PRINCIPAL

**Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203**

LS Automotive India Private Limited

(formerly known as Daesung Electric India Pvt. Ltd.,)

25th March'2020

PRIVATE & CONFIDENTIAL

Mr. Aravindan R
No.1, lakshimanan muthalai Street, Korattur,
Chennai -600080

Subject: Letter of Offer: Appointment as a JUNIOR ENGINEER -QUALITY (QA)
Department.

Dear Mr. Aravindan R,

This has reference to your application and the subsequent interview you had with us. We are pleased to offer you an appointment as a JUNIOR ENGINEER - QUALITY (QA) Department on the following terms and conditions.

Your CTC has been fixed Rs. 1,80,000 /- (Rupees One Lakh Eighty Thousand Only) we mutually discussed and agreed upon.

You will be on probation for a period of six months from the date of your joining the company.

A detailed appointment letter will be given to you at the time of your joining. You are requested to join the company on or before 06.09.2020. This Letter of Offer is valid up to 07.09.2020 before which you are requested to confirm your acceptance or otherwise of this offer shall be void. This Letter of Offer is subject to the Medical Examination by any authorized Medical Centre.

You are required to be work in Factory Location located at Survey No. 280, 281, 292, 34011 BS, Poonamallee - Thiruvallur High Road, Gudapakkam Village, Poonamallee Taluk Thiruvallur District - 600124, Tamil Nadu and shall be governed by the rules and regulations of the company.

At the time of reporting for duty, you will have to furnish one copy of the documents, together with original (for verification) as under:




PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

Reg.No's: 280,281,292,340/1B5,Poonamalee-Thiruvallur High Road,Gudapakkam Village
Poonamalee Taluk,Thiruvallur District-6000124, Tamilnadu, India. We:<http://lsautomotive.in>

CIN No: U50300TN2006PTC061183

LS Automotive India Private Limited

(formerly known as Daesung Electric India Pvt. Ltd.,)

Contd...

1. Certificate for proof of age and all educational qualifications from SSC.
2. Relieving letter / service certificates, if any, from the last employer.
3. Salary certificate, if any, from the last employer. In case the service certificate explains the last held position, the last working day and the last drawn salary, the salary certificate is not necessary.
4. Four passport size photo.
5. Fill in Group Mediclaim Form which is enclosed herewith.
6. Copy of Form 16.
7. We, however, wish to clarify that the appointment is subject to your being found medically fit. In this connection, we are enclosing a letter for medical examination, which may please be done and sent to us before joining duties.

Kindly ensure that all documents with the copies are brought along with you at the time of your joining to avoid any inconvenience while completing the joining formalities.

Kindly sign the duplicate copy of this letter of offer as a token of your acceptance.

Welcome to LS AUTOMOTIVE INDIA PVT LTD.,

Yours sincerely,

For LS Automotive India Pvt Ltd



Authorised Signatory

I duly accept this offer and will be join on or before 30-03-2020

Name: Aravindan R Signature: R. Aravindan Date: 25-03-2020



PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur - 631 203

Reg.No's: 280,281,292,340/1B5,Poonamalee-Thiruvallur High Road, Gudupakkam Village
Poonamalee Taluk, Thiruvallur District-6000124, Tamilnadu, India. We: <http://lsaautomotive.in>

CIN No: U50300TN2006PTC061183

Salcomp

Date : 06/01/2020

Name: DINESHKUMAR . C

College: SRI VENKATESWARA COLLEGE OF ENGINEERING, A TECHNOLOGY.

We are pleased to inform you that you have been provisionally selected to a position of production engineer, at our Factory. You can join June 2020 to October 2020. The date of joining for training at our factory will be intimated to you through letter or over phone or through your college.

You will be paid a stipend of Rs. 15,500/- per month (which is inclusive of Rs. 500/-pm attendance incentive) during the period of training. You can avail Breakfast and Lunch at subsidized rates. You will be provided PPE for the period of Training.

Please ensure that you should have cleared all subjects and shall have the Provisional Certificate and all certificates (10", +2 and Diploma) in Original. You should bring the Copy of following documents at the time of joining:

- 1) Mark sheet (10th, +2, Diploma)
- 2) Ration card
- 3) Aadhar Card
- 4) Copy of Vaccination Certificate (2 Doses completed).


You should also have a Bank account in your name linked to Aadhar Card at the time of reporting for Training. You may apply for PAN card and get the same before Joining.

You shall adhere to the rules and regulations of the Company and maintain good discipline during the period of training.

We look forward to your fruitful association with us.

Thanking you,

Yours faithfully,

[Handwritten Signature]

 Authorized Signatory



Head Office & Works: Salcomp Technologies India Private Limited, Nokia Telecom SEZ, SIPCOT Industrial Park, Phase Sriperumbudur, Kancheepuram District, Tamil Nadu-602 105, India Phone Number 044-4578 5

Branch Works: UNIT II- DTA Unit, Nokia Telecom SEZ, SIPCOT Industrial Park, Phase Itt, Sriperumbudur, Kancheepuram District, Tamil Nadu 602 105, India,

CIN No. U32309TN2019PTC133300 www.salcomp.com

[Handwritten Signature]
 PRINCIPAL
 Sri Venkateswara College of
 Engineering and Technology,
 Thirupachur, Thiruvallur - 631 203

LS Automotive India Private Limited

(formerly known as Daesung Electric India Pvt. Ltd.,)

25th March 2020

PRIVATE & CONFIDENTIAL

Mr. Hari Kumar K

No,224 siddhi vinayakar koil Street , Ambedkar nagar, Vilangadupakkam Redhills
Chennai-52

Subject: Letter of Offer: Appointment as a JUNIOR ENGINEER -QUALITY (QA)
Department.

Dear Mr. Hari Kumar K,

This has reference to your application and the subsequent interview you had with us. We are pleased to offer you an appointment as a JUNIOR ENGINEER – QUALITY (QA) Department on the following terms and conditions.

Your CTC has been fixed Rs. 1,80,000 /- (Rupees One Lakh Eighty Thousand Only) we mutually discussed and agreed upon.

You will be on probation for a period of six months from the date of your joining the company.

A detailed appointment letter will be given to you at the time of your joining. You are requested to join the company on or before 06.09.2020. This Letter of Offer is valid up to 07.09.2020 before which you are requested to confirm your acceptance or otherwise of this offer shall be void. This Letter of Offer is subject to the Medical Examination by any authorized Medical Centre.

You are required to be work in Factory Location located at Survey No. 280, 281, 292, 34011BS, Poonamallee – Thiruvallur High Road, Gudapakkam Village, Poonamallee Taluk Thiruvallur District – 600124, Tamil Nadu and shall be governed by the rules and regulations of the company.

At the time of reporting for duty, you will have to furnish one copy of the documents, together with original (for verification) as under:




PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

Reg No's: 280,281,292,340/1B5,Poonamallee-Thiruvallur High Road,Gudapakkam Village
Poonamallee Taluk,Thiruvallur District-6000124, Tamilnadu, India. We:<http://lsautomotive.in>

CIN No: U50300TN2006PTC061183

LS Automotive India Private Limited

(formerly known as Daesung Electric India Pvt. Ltd.,)

Contd...

1. Certificate for proof of age and all educational qualifications from SSC.
2. Relieving letter / service certificates, if any, from the last employer.
3. Salary certificate, if any, from the last employer. In case the service certificate explains the last held position, the last working day and the last drawn salary, the salary certificate is not necessary.
4. Four passport size photo.
5. Fill in Group Medclaim Form which is enclosed herewith.
6. Copy of Form 16.
7. We, however, wish to clarify that the appointment is subject to your being found medically fit. In this connection, we are enclosing a letter for medical examination, which may please be done and sent to us before joining duties.

Kindly ensure that all documents with the copies are brought along with you at the time of your joining to avoid any inconvenience while completing the joining formalities.

Kindly sign the duplicate copy of this letter of offer as a token of your acceptance.

Welcome to LS AUTOMOTIVE INDIA PVT LTD.,

Yours sincerely,

For LS Automotive India Pvt Ltd

Authorised Signatory

I duly accept this offer and will be join on or before 30/3/20

Name: Hari Kumar K Signature: Hari Kumar Date: 25/3/20

PRINCIPAL

Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203



Reg.No's: 280,281,292,340/1B5,Poonamalee-Thiruvallur High Road,Gudapakkam Village
Poonamalee Taluk,Thiruvallur District-6000124, Tamilnadu, India. We:<http://lsautomotive.in>

CIN No: U50300TN2006PTC061183

Date : 06/01/2020

Name: JAGAN · D

College: SRI VENKATESWARA COLLEGE OF ENGINEERING & TECHNOLOGY.

We are pleased to inform you that you have been provisionally selected to a position of production engineer, at our Factory. You can join June 2020 to October 2020. The date of joining for training at our factory will be intimated to you through letter or over phone or through your college.

You will be paid a stipend of Rs. 15,500/- per month (which is inclusive of Rs. 500/-pm attendance incentive) during the period of training. You can avail Breakfast and Lunch at subsidized rates. You will be provided PPE for the period of Training.

Please ensure that you should have cleared all subjects and shall have the Provisional Certificate and all certificates (10", +2 and Diploma) in Original. You should bring the Copy of following documents at the time of joining:

- 1) Mark sheet (10th, +2, Diploma)
- 2) Ration card
- 3) Aadhar Card
- 4) Copy of Vaccination Certificate (2 Doses completed).

You should also have a **Bank account in your name linked to Aadhar Card** at the time of reporting for Training. You may apply for PAN card and get the same before Joining.

You shall adhere to the rules and regulations of the Company and maintain good discipline during the period of training.

We look forward to your fruitful association with us.

Thanking you,

Yours faithfully,


Authorized Signatory



Head Office & Works: Salcomp Technologies India Private Limited, Nokia Telecom SEZ, SIPCOT Industrial Park, Phase Sriperumbudur, Kancheepuram District, Tamil Nadu-602 105, India Phone Number 044-4578 5

Branch Works: UNIT II- DTA Unit, Nokia Telecom SEZ, SIPCOT Industrial Park, Phase I, Sriperumbudur, Kancheepuram District, Tamil Nadu 602 105, India,

CIN No. U32309TN2019PTC133300 www.salcomp.com




PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

Salcomp

Date : 06/01/2020

Name: LAKSHMI . N

College: SRI VENKATESWARA COLLEGE OF ENGINEERING & TECHNOLOGY

We are pleased to inform you that you have been provisionally selected to a position of production engineer, at our Factory. You can join June 2020 to October 2020. The date of joining for training at our factory will be intimated to you through letter or over phone or through your college.

You will be paid a stipend of Rs. 15,500/- per month (which is inclusive of Rs. 500/-pm attendance incentive) during the period of training. You can avail Breakfast and Lunch at subsidized rates. You will be provided PPE for the period of Training.

Please ensure that you should have cleared all subjects and shall have the Provisional Certificate and all certificates (10th, +2 and Diploma) in Original. You should bring the Copy of following documents at the time of joining:

- 1) Mark sheet (10th, +2, Diploma)
- 2) Ration card
- 3) Aadhar Card
- 4) Copy of Vaccination Certificate (2 Doses completed).


You should also have a **Bank account in your name linked to Aadhar Card** at the time of reporting for Training. You may apply for PAN card and get the same before Joining.

You shall adhere to the rules and regulations of the Company and maintain good discipline during the period of training.

We look forward to your fruitful association with us.

Thanking you,

Yours faithfully,

A. M. S.

 Authorized Signatory

Head Office & Works: Salcomp Technologies India Private Limited, Nokia Telecom SEZ, SIPCOT Industrial Park, Phase Sriperumbudur, Kancheepuram District, Tamil Nadu-602 105, India Phone Number 044-4578 5

Branch Works: UNIT II- DTA Unit, Nokia Telecom SEZ, SIPCOT Industrial Park, Phase I, Sriperumbudur, Kancheepuram District, Tamil Nadu 602 105, India,

CIN No. U32309TN2019PTC133300 www.salcomp.com



PRINCIPAL

Sri Venkateswara College of Engineering and Technology, Thirupachur, Thiruvallur - 631 203

Salcomp

Date: 06/01/2020

Name: MOHANA PRIYA.S

College: SRI VENKATESWARA COLLEGE OF ENGINEERING & TECHNOLOGY

We are pleased to inform you that you have been provisionally selected to a position of production engineer, at our Factory. You can join June 2020 to October 2020. The date of joining for training at our factory will be intimated to you through letter or over phone or through your college.

You will be paid a stipend of Rs. 15,500/- per month (which is inclusive of Rs. 500/-pm attendance incentive) during the period of training. You can avail Breakfast and Lunch at subsidized rates. You will be provided PPE for the period of Training.

Please ensure that you should have cleared all subjects and shall have the Provisional Certificate and all certificates (10th, +2 and Diploma) in Original. You should bring the Copy of following documents at the time of joining:

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- 2) Ration card
- 3) Aadhar Card
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You shall adhere to the rules and regulations of the Company and maintain good discipline during the period of training.

We look forward to your fruitful association with us.

Thanking you,

Yours faithfully,

[Handwritten Signature]

 Authorized Signatory

Head Office & Works: Salcomp Technologies India Private Limited, Nokia Telecom SEZ, SIPCOT Industrial Park, Phase Sriperumbudur, Kancheepuram District, Tamil Nadu-602 105, India Phone Number 044-4578 5

Branch Works: UNIT II- DTA Unit, Nokia Telecom SEZ, SIPCOT Industrial Park, Phase-I, Sriperumbudur, Kancheepuram District, Tamil Nadu 602 105, India,

CIN No. U32309TN2019PTC133300 www.salcomp.com



[Handwritten Signature]
PRINCIPAL
 Sri Venkateswara College of
 Engineering and Technology,
 Thirupachur, Thiruvallur - 631 203

LS Automotive India Private Limited

(formerly known as Daesung Electric India Pvt. Ltd.,)

25th March 2020

PRIVATE & CONFIDENTIAL

Ms. Navajothi R
No.16 Pillayar Kovil Back Street, JCN Nagar , Poonamallee ,
Chennai - 56

Subject: Letter of Offer: Appointment as a JUNIOR ENGINEER -QUALITY (QA)
Department.

Dear Ms Navajothi R,

This has reference to your application and the subsequent interview you had with us. We are pleased to offer you an appointment as a JUNIOR ENGINEER – QUALITY (QA) Department on the following terms and conditions.

Your CTC has been fixed Rs. 1,80,000 /- (Rupees One Lakh Eighty Thousand Only) we mutually discussed and agreed upon.

You will be on probation for a period of six months from the date of your joining the company.

A detailed appointment letter will be given to you at the time of your joining. You are requested to join the company on or before 06.09.2020. This Letter of Offer is valid up to 07.09.2020 before which you are requested to confirm your acceptance or otherwise of this offer shall be void. This Letter of Offer is subject to the Medical Examination by any authorized Medical Centre.

You are required to be work in Factory Location located at Survey No. 280, 281, 292, 340/11 BS, Poonamallee – Thiruvallur High Road, Gudapakkam Village, Poonamallee Taluk Thiruvallur District – 600124, Tamil Nadu and shall be governed by the rules and regulations of the company.

At the time of reporting for duty, you will have to furnish one copy of the documents, together with original (for verification) as under:




PRINCIPAL
Sri Venkateswara College of Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

Reg.No's: 280,281,292,340/1B5,Poonamalee-Thiruvallur High Road,Gudapakkam Village
Poonamalee Taluk,Thiruvallur District-6000124, Tamilnadu, India. We:http://lsautomotive.in

CIN No: U50300TN2006PTC061183

LS Automotive India Private Limited

(formerly known as Daesung Electric India Pvt. Ltd.,)

Contd...

1. Certificate for proof of age and all educational qualifications from SSC.
2. Relieving letter / service certificates, if any, from the last employer.
3. Salary certificate, if any, from the last employer. In case the service certificate explains the last held position, the last working day and the last drawn salary, the salary certificate is not necessary.
4. Four passport size photo.
5. Fill in Group Mediclaim Form which is enclosed herewith.
6. Copy of Form 16.
7. We, however, wish to clarify that the appointment is subject to your being found medically fit. In this connection, we are enclosing a letter for medical examination, which may please be done and sent to us before joining duties.

Kindly ensure that all documents with the copies are brought along with you at the time of your joining to avoid any inconvenience while completing the joining formalities.

Kindly sign the duplicate copy of this letter of offer as a token of your acceptance.

Welcome to LS AUTOMOTIVE INDIA PVT LTD.,


Yours sincerely,

For LS Automotive India Pvt Ltd




Authorised Signatory *

I duly accept this offer and will be join on or before 30-03-20

Name: Navajethi - R Signature:  Date: 25-03-20


PRINCIPAL

Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203



Reg. No. 280, 281, 292, 340/1B5, Poonamalee-Thiruvallur High Road, Gudapakkam Village
Poonamalee Taluk, Thiruvallur District-6000124, Tamilnadu, India. We: <http://lsautomotive.in>

CIN No: U50300TN2006PTC061183

Date : 06/01/2020

Name: PRABAVATHI .K

College: SRI VENKATESWARA COLLEGE OF ENGINEERING & TECHNOLOGY.

We are pleased to inform you that you have been provisionally selected to a position of production engineer, at our Factory. You can join June 2020 to October 2020. The date of joining for training at our factory will be intimated to you through letter or over phone or through your college.

You will be paid a stipend of Rs. 15,500/- per month (which is inclusive of Rs. 500/-pm attendance incentive) during the period of training. You can avail Breakfast and Lunch at subsidized rates. You will be provided PPE for the period of Training.

Please ensure that you should have cleared all subjects and shall have the Provisional Certificate and all certificates (10th, +2 and Diploma) in Original. You should bring the Copy of following documents at the time of joining:

1) Mark sheet (10th, +2, Diploma) 2) Ration card 3) Aadhar Card 4) Copy of Vaccination Certificate (2 Doses completed).

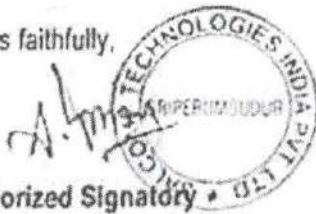
You should also have a **Bank account in your name linked to Aadhar Card** at the time of reporting for Training. You may apply for PAN card and get the same before Joining.

You shall adhere to the rules and regulations of the Company and maintain good discipline during the period of training.

We look forward to your fruitful association with us.

Thanking you,

Yours faithfully,


Authorized Signatory

Head Office & Works: Salcomp Technologies India Private Limited, Nokia Telecom SEZ, SIPCOT Industrial Park, Phase Sriperumbudur, Kancheepuram District, Tamil Nadu-602 105, India Phone Number 044-4578 5

Branch Works: UNIT II- DTA Unit, Nokia Telecom SEZ, SIPCOT Industrial Park, Phase I, Sriperumbudur, Kancheepuram District, Tamil Nadu 602 105, India,

CIN No. U32309TN2019PTC133300 www.salcomp.com




PRINCIPAL
Sri Venkateswara College of
Engineering and Technology.
Thirupachur, Thiruvallur - 631 203

LS Automotive India Private Limited

(formerly known as Daesung Electric India Pvt. Ltd.,)

25th March'2020

PRIVATE & CONFIDENTIAL

Mr. Punith Kumar R
132c Bharathi Nagar 2nd Street Villivakkam
Chennai - 600049

Subject: Letter of Offer: Appointment as a JUNIOR ENGINEER -QUALITY (QA)
Department.

Dear Mr. Punith Kumar R,

This has reference to your application and the subsequent interview you had with us. We are pleased to offer you an appointment as a JUNIOR ENGINEER - QUALITY (QA) Department on the following terms and conditions.

Your CTC has been fixed Rs. 1,80,000 /- (Rupees One Lakh Eighty Thousand Only) we mutually discussed and agreed upon.

You will be on probation for a period of six months from the date of your joining the company.

A detailed appointment letter will be given to you at the time of your joining. You are requested to join the company on or before 06.09.2020. This Letter of Offer is valid up to 07.09.2020 before which you are requested to confirm your acceptance or otherwise of this offer shall be void. This Letter of Offer is subject to the Medical Examination by any authorized Medical Centre.

You are required to be work in Factory Location located at Survey No. 280, 281, 292, 340/11B5, Poonamallee - Thiruvallur High Road, Gudapakkam Village, Poonamallee Taluk Thiruvallur District - 600124, Tamil Nadu and shall be governed by the rules and regulations of the company.

At the time of reporting for duty, you will have to furnish one copy of the documents, together with original (for verification) as under:




PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

Reg.No's: 280,281,292,340/1B5,Poonamalee-Thiruvallur High Road,Gudapakkam Village
Poonamalee Taluk,Thiruvallur District-6000124, Tamilnadu, India. We:<http://lsautomotive.in>

CIN No: U50300TN2006PTC061183

LS Automotive India Private Limited

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Contd...

1. Certificate for proof of age and all educational qualifications from SSC.
2. Relieving letter / service certificates, if any, from the last employer.
3. Salary certificate, if any, from the last employer. In case the service certificate explains the last held position, the last working day and the last drawn salary, the salary certificate is not necessary.
4. Four passport size photo.
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7. We, however, wish to clarify that the appointment is subject to your being found medically fit. In this connection, we are enclosing a letter for medical examination, which may please be done and sent to us before joining duties.

Kindly ensure that all documents with the copies are brought along with you at the time of your joining to avoid any inconvenience while completing the joining formalities.

Kindly sign the duplicate copy of this letter of offer as a token of your acceptance.

Welcome to LS AUTOMOTIVE INDIA PVT LTD.,

Yours sincerely,

For LS Automotive India Pvt Ltd



Authorised Signatory

I duly accept this offer and will be join on or before 30/03/2020

Name: Punith Kumar Signature: Punith Kumar Date: 25/3/2020




PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

Reg.No's: 280,281,292,340/1B5,Poonamalee-Thiruvallur High Road, Gudappakkam Village
Poonamalee Taluk, Thiruvallur District-6000124, Tamilnadu, India. We: <http://lsautomotive.in>

CIN No: U50300TN2006PTC061183

Date : 06/01/2020

Name: **SAKTHIVEL.T**

College: **SRI VENKATESWARA COLLEGE OF ENGINEERING & TECHNOLOGY**

We are pleased to inform you that you have been provisionally selected to a position of production engineer, at our Factory. You can join June 2020 to October 2020. The date of joining for training at our factory will be intimated to you through letter or over phone or through your college.

You will be paid a stipend of Rs. 15,500/- per month (which is inclusive of Rs. 500/-pm attendance incentive) during the period of training. You can avail Breakfast and Lunch at subsidized rates. You will be provided PPE for the period of Training.

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You shall adhere to the rules and regulations of the Company and maintain good discipline during the period of training.

We look forward to your fruitful association with us.

Thanking you,

Yours faithfully,

Authorized Signatory *



Head Office & Works: Salcomp Technologies India Private Limited, Nokia Telecom SEZ, SIPCOT Industrial Park, Phase Sriperumbudur, Kancheepuram District, Tamil Nadu-602 105, India Phone Number 044-4578 5

Branch Works: UNIT II- DTA Unit, Nokia Telecom SEZ, SIPCOT Industrial Park, Phase Itt, Sriperumbudur, Kancheepuram District, Tamil Nadu 602 105, India,

CIN No. U32309TN2019PTC133300 www.salcomp.com

PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

Date : 06/01/2020

Name: SIVAKUMAR . B

College: SRI VENKATESWARA COLLEGE OF ENGINEERING & TECHNOLOGY

We are pleased to inform you that you have been provisionally selected to a position of production engineer, at our Factory. You can join June 2020 to October 2020. The date of joining for training at our factory will be intimated to you through letter or over phone or through your college.

You will be paid a stipend of Rs. 15,500/- per month (which is inclusive of Rs. 500/-pm attendance incentive) during the period of training. You can avail Breakfast and Lunch at subsidized rates. You will be provided PPE for the period of Training.

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You shall adhere to the rules and regulations of the Company and maintain good discipline during the period of training.

We look forward to your fruitful association with us.

Thanking you,

Yours faithfully,


Authorized Signatory



Head Office & Works: Salcomp Technologies India Private Limited, Nokia Telecom SEZ, SIPCOT Industrial Park, Phase Sriperumbudur, Kancheepuram District, Tamil Nadu-602 105, India Phone Number 044-4578 5

Branch Works: UNIT II- DTA Unit, Nokia Telecom SEZ, SIPCOT Industrial Park, Phase Itt, Sriperumbudur, Kancheepuram District, Tamil Nadu 602 105, India,

CIN No. U32309TN2019PTC133300 www.salcomp.com




PRINCIPAL

Sri Venkateswara College of Engineering and Technology, Thirupachur, Thiruvallur - 631 203

LS Automotive India Private Limited

(formerly known as Daesung Electric India Pvt. Ltd.)

25th March'2020

PRIVATE & CONFIDENTIAL

Mr. Vasanth Kumar S
No 1298, Kamarajar street, Papanchathiram
Chennai -600123

Subject: Letter of Offer: Appointment as a JUNIOR ENGINEER -QUALITY (QA) Department.

Dear Mr. Vasanth Kumar S,

This has reference to your application and the subsequent interview you had with us. We are pleased to offer you an appointment as a JUNIOR ENGINEER – QUALITY (QA) Department on the following terms and conditions.

Your CTC has been fixed Rs. 1,80,000 /- (Rupees One Lakh Eighty Thousand Only) we mutually discussed and agreed upon.

You will be on probation for a period of six months from the date of your joining the company.

A detailed appointment letter will be given to you at the time of your joining. You are requested to join the company on or before 06.09.2020. This Letter of Offer is valid up to 07.09.2020 before which you are requested to confirm your acceptance or otherwise of this offer shall be void. This Letter of Offer is subject to the Medical Examination by any authorized Medical Centre.

You are required to be work in Factory Location located at Survey No. 280, 281, 292, 340/1B5, Poonamallee – Thiruvallur High Road, Gudapakkam Village, Poonamallee Taluk Thiruvallur District – 600124, Tamil Nadu and shall be governed by the rules and regulations of the company.

At the time of reporting for duty, you will have to furnish one copy of the documents, together with original (for verification) as under:




PRINCIPAL

Sri Venkateswara College of Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

Reg.No's: 280,281,292,340/1B5,Poonamalee-Thiruvallur High Road,Gudapakkam Village
Poonamalee Taluk,Thiruvallur District-6000124, Tamilnadu, India. We:<http://lsautomotive.in>

CIN No: U50300TN2006PTC061183

LS Automotive India Private Limited

(formerly known as Daesung Electric India Pvt. Ltd.,)

Contd...

1. Certificate for proof of age and all educational qualifications from SSC.
2. Relieving letter / service certificates, if any, from the last employer.
3. Salary certificate, if any, from the last employer. In case the service certificate explains the last held position, the last working day and the last drawn salary, the salary certificate is not necessary.
4. Four passport size photo.
5. Fill in Group Medclaim Form which is enclosed herewith.
6. Copy of Form 16.
7. We, however, wish to clarify that the appointment is subject to your being found medically fit. In this connection, we are enclosing a letter for medical examination, which may please be done and sent to us before joining duties.

Kindly ensure that all documents with the copies are brought along with you at the time of your joining to avoid any inconvenience while completing the joining formalities.

Kindly sign the duplicate copy of this letter of offer as a token of your acceptance.

Welcome to LS AUTOMOTIVE INDIA PVT LTD.,

Yours sincerely,

For LS Automotive India Pvt Ltd

Authorised Signatory

I duly accept this offer and will be join on or before 30-03-2020

Name: Vasanth Kumar S Signature: [Signature] Date: 25-03-2020



PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

Reg.No's: 280,281,292,340/1B5, Poonamalee-Thiruvallur High Road, Gudapakkam Village, Poonamalee Taluk, Thiruvallur District-6000124, Tamilnadu, India. We:http://lsautomotive.in

CIN No: U50300TN2006PTC061183

Date : 06/01/2020

Name: VELS

College: SRI VENKATESWARA COLLEGE OF ENGINEERING & TECHNOLOGY

We are pleased to inform you that you have been provisionally selected to a position of production engineer, at our Factory. You can join June 2020 to October 2020. The date of joining for training at our factory will be intimated to you through letter or over phone or through your college.

You will be paid a stipend of Rs. 15,500/- per month (which is inclusive of Rs. 500/-pm attendance incentive) during the period of training. You can avail Breakfast and Lunch at subsidized rates. You will be provided PPE for the period of Training.

Please ensure that you should have cleared all subjects and shall have the Provisional Certificate and all certificates (10th, +2 and Diploma) in Original. You should bring the Copy of following documents at the time of joining:

- 1) Mark sheet (10th, +2, Diploma)
- 2) Ration card
- 3) Aadhar Card
- 4) Copy of Vaccination Certificate (2 Doses completed).

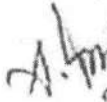

You should also have a **Bank account in your name linked to Aadhar Card** at the time of reporting for Training. You may apply for PAN card and get the same before Joining.

You shall adhere to the rules and regulations of the Company and maintain good discipline during the period of training.

We look forward to your fruitful association with us.

Thanking you,

Yours faithfully,

Authorized Signatory



Head Office & Works: Salcomp Technologies India Private Limited, Nokia Telecom SEZ, SIPCOT Industrial Park, Phase Sriperumbudur, Kancheepuram District, Tamil Nadu-602 105, India Phone Number 044-4578 5

Branch Works: UNIT II- DTA Unit, Nokia Telecom SEZ, SIPCOT Industrial Park, Phase I, Sriperumbudur, Kancheepuram District, Tamil Nadu 602 105, India,

CIN No. U32309TN2019PTC133300 www.salcomp.com


PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

Date: 06/01/2020

Name: ASHOK KUMAR P

College: SRI VENKATESWARA COLLEGE OF ENGINEERING & TECHNOLOGY

We are pleased to inform you that you have been provisionally selected to a position of production engineer, at our Factory. You can join June 2020 to October 2020. The date of joining for training at our factory will be intimated to you through letter or over phone or through your college.

You will be paid a stipend of Rs. 15,500/- per month (which is inclusive of Rs. 500/-pm attendance incentive) during the period of training. You can avail Breakfast and Lunch at subsidized rates. You will be provided PPE for the period of Training.

Please ensure that you should have cleared all subjects and shall have the Provisional Certificate and all certificates (10th, +2 and Diploma) in Original. You should bring the Copy of following documents at the time of joining:

1) Mark sheet (10th, +2, Diploma) 2) Ration card 3) Aadhar Card 4) Copy of Vaccination Certificate (2 Doses completed).

You should also have a **Bank account in your name linked to Aadhar Card** at the time of reporting for Training. You may apply for PAN card and get the same before Joining.

You shall adhere to the rules and regulations of the Company and maintain good discipline during the period of training.

We look forward to your fruitful association with us.

Thanking you,

Yours faithfully,

Authorized Signatory



Head Office & Works: Salcomp Technologies India Private Limited, Nokia Telecom SEZ, SIPCOT Industrial Park, Phase Sriperumbudur, Kancheepuram District, Tamil Nadu-602 105, India Phone Number 044-4578 5

Branch Works: UNIT II- DTA Unit, Nokia Telecom SEZ, SIPCOT Industrial Park, Phase I, Sriperumbudur, Kancheepuram District, Tamil Nadu 602 105, India,

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Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

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Date: 06/01/2020

Name: BALAGI . G

College: SRI VENKATESWARA COLLEGE OF ENGINEERING & TECHNOLOGY

We are pleased to inform you that you have been provisionally selected to a position of production engineer, at our Factory. You can join June 2020 to October 2020. The date of joining for training at our factory will be intimated to you through letter or over phone or through your college.

You will be paid a stipend of Rs. 15,500/- per month (which is inclusive of Rs. 500/-pm attendance incentive) during the period of training. You can avail Breakfast and Lunch at subsidized rates. You will be provided PPE for the period of Training.

Please ensure that you should have cleared all subjects and shall have the Provisional Certificate and all certificates (10th, +2 and Diploma) in Original. You should bring the Copy of following documents at the time of joining:

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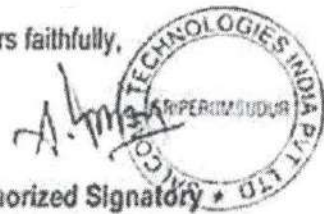
You should also have a Bank account in your name linked to Aadhar Card at the time of reporting for Training. You may apply for PAN card and get the same before Joining.

You shall adhere to the rules and regulations of the Company and maintain good discipline during the period of training.

We look forward to your fruitful association with us.

Thanking you,

Yours faithfully,


Authorized Signatory

Head Office & Works: Salcomp Technologies India Private Limited, Nokia Telecom SEZ, SIPCOT Industrial Park, Phase Sriperumbudur, Kancheepuram District, Tamil Nadu-602 105, India Phone Number 044-4578 5

Branch Works: UNIT II- DTA Unit, Nokia Telecom SEZ, SIPCOT Industrial Park, Phase IIT, Sriperumbudur, Kancheepuram District, Tamil Nadu 602 105, India,

CIN No. U32309TN2019PTC133300 www.salcomp.com




PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

Date : 06/01/2020

Name: GAJENDRAN . G

College: SRI VENKATESWARA COLLEGE OF ENGINEERING & TECHNOLOGY

We are pleased to inform you that you have been provisionally selected to a position of production engineer, at our Factory. You can join June 2020 to October 2020. The date of joining for training at our factory will be intimated to you through letter or over phone or through your college.

You will be paid a stipend of Rs. 15,500/- per month (which is inclusive of Rs. 500/-pm attendance incentive) during the period of training. You can avail Breakfast and Lunch at subsidized rates. You will be provided PPE for the period of Training.

Please ensure that you should have cleared all subjects and shall have the Provisional Certificate and all certificates (10th, +2 and Diploma) in Original. You should bring the Copy of following documents at the time of joining:

1) Mark sheet (10th, +2, Diploma) 2) Ration card 3) Aadhar Card 4) Copy of Vaccination Certificate (2 Doses completed).

You should also have a Bank account in your name linked to Aadhar Card at the time of reporting for Training. You may apply for PAN card and get the same before Joining.

You shall adhere to the rules and regulations of the Company and maintain good discipline during the period of training.

We look forward to your fruitful association with us.

Thanking you,

Yours faithfully,


Authorized Signatory



Head Office & Works: Salcomp Technologies India Private Limited, Nokia Telecom SEZ, SIPCOT Industrial Park, Phase Sriperumbudur, Kancheepuram District, Tamil Nadu-602 105, India Phone Number 044-4578 5

Branch Works: UNIT II- DTA Unit, Nokia Telecom SEZ, SIPCOT Industrial Park, Phase Itt, Sriperumbudur, Kancheepuram District, Tamil Nadu 602 105, India,

CIN No. U32309TN2019PTC133300 www.salcomp.com



PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

LS Automotive India Private Limited

(formerly known as Daesung Electric India Pvt. Ltd.,)

25th March 2020

PRIVATE & CONFIDENTIAL

Mr. Lokesh T

40/43, Nethaji Nagar Main Street, Tondiarpet
Chennai

Subject: Letter of Offer: Appointment as a JUNIOR ENGINEER -QUALITY (QA)
Department.

Dear Mr. Lokesh T,

This has reference to your application and the subsequent interview you had with us. We are pleased to offer you an appointment as a JUNIOR ENGINEER - QUALITY (QA) Department on the following terms and conditions.

Your CTC has been fixed Rs. 1,80,000 /- (Rupees One Lakh Eighty Thousand Only) we mutually discussed and agreed upon.

You will be on probation for a period of six months from the date of your joining the company.

A detailed appointment letter will be given to you at the time of your joining. You are requested to join the company on or before 06.09.2020. This Letter of Offer is valid up to 07.09.2020 before which you are requested to confirm your acceptance or otherwise of this offer shall be void. This Letter of Offer is subject to the Medical Examination by any authorized Medical Centre.

You are required to be work in Factory Location located at Survey No. 280, 281, 292, 340/11 BS, Poonamallee - Thiruvallur High Road, Gudapakkam Village, Poonamallee Taluk Thiruvallur District - 600124, Tamil Nadu and shall be governed by the rules and regulations of the company.

At the time of reporting for duty, you will have to furnish one copy of the documents, together with original (for verification) as under:



PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

Reg.No's: 280,281,292,340/1B5,Poonamallee-Thiruvallur High Road,Gudapakkam Village
Poonamallee Taluk,Thiruvallur District-6000124, Tamilnadu, India. We:<http://lsautomotive.in>

CIN No: U50300TN2006PTC061183

LS Automotive India Private Limited

(formerly known as Daesung Electric India Pvt. Ltd.,)

Contd...

1. Certificate for proof of age and all educational qualifications from SSC.
2. Relieving letter / service certificates, if any, from the last employer.
3. Salary certificate, if any, from the last employer. In case the service certificate explains the last held position, the last working day and the last drawn salary, the salary certificate is not necessary.
4. Four passport size photo.
5. Fill in Group Mediclaim Form which is enclosed herewith.
6. Copy of Form 16.
7. We, however, wish to clarify that the appointment is subject to your being found medically fit. In this connection, we are enclosing a letter for medical examination, which may please be done and sent to us before joining duties.

Kindly ensure that all documents with the copies are brought along with you at the time of your joining to avoid any inconvenience while completing the joining formalities.

Kindly sign the duplicate copy of this letter of offer as a token of your acceptance.

Welcome to LS AUTOMOTIVE INDIA PVT LTD.,

Yours sincerely,

For LS Automotive India Pvt Ltd

Authorised Signatory

I duly accept this offer and will be join on or before 30.3.2020

Name: Lokesh T Signature: Lokesh Date: 25.06.2020



PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

Reg.No's: 280,284,292,340/1B5,Poonamalee-Thiruvallur High Road,Gudapakkam Village
Poonamalee Taluk,Thiruvallur District-6000124, Tamilnadu, India. We:http://lsautomotive.in

CIN No: U50300TN2006PTC061183

Date : 06/01/2020

Name: MUNI SEKAR 'G'

College: SRI VENKATESWARA COLLEGE OF ENGINEERING & TECHNOLOGY

We are pleased to inform you that you have been provisionally selected to a position of production engineer, at our Factory. You can join June 2020 to October 2020. The date of joining for training at our factory will be intimated to you through letter or over phone or through your college.

You will be paid a stipend of Rs. 15,500/- per month (which is inclusive of Rs. 500/-pm attendance incentive) during the period of training. You can avail Breakfast and Lunch at subsidized rates. You will be provided PPE for the period of Training.

Please ensure that you should have cleared all subjects and shall have the Provisional Certificate and all certificates (10", +2 and Diploma) in Original. You should bring the Copy of following documents at the time of joining:

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You should also have a Bank account in your name linked to Aadhar Card at the time of reporting for Training. You may apply for PAN card and get the same before Joining.

You shall adhere to the rules and regulations of the Company and maintain good discipline during the period of training.

We look forward to your fruitful association with us.

Thanking you,

Yours faithfully,

Authorized Signatory



Head Office & Works: Salcomp Technologies India Private Limited, Nokia Telecom SEZ, SIPCOT Industrial Park, Phase Sriperumbudur, Kancheepuram District, Tamil Nadu-602 105, India Phone Number 044-4578 5

Branch Works: UNIT II- DTA Unit, Nokia Telecom SEZ, SIPCOT Industrial Park, Phase I, Sriperumbudur, Kancheepuram District, Tamil Nadu 602 105, India,

CIN No. U32309TN2019PTC133300 www.salcomp.com




PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

LS Automotive India Private Limited

(formerly known as Daesung Electric India Pvt. Ltd.,)

25th March 2020

PRIVATE & CONFIDENTIAL

Mr. Pradeep Kumar B
11/3, Samidoss street, Chinna Sakkadu, Manali,
Chennai-600068

Subject: Letter of Offer: Appointment as a JUNIOR ENGINEER -QUALITY (QA)
Department.

Dear Mr. Pradeep Kumar B,

This has reference to your application and the subsequent interview you had with us. We are pleased to offer you an appointment as a JUNIOR ENGINEER - QUALITY (QA) Department on the following terms and conditions.

Your CTC has been fixed Rs. 1,80,000 /- (Rupees One Lakh Eighty Thousand Only) we mutually discussed and agreed upon.

You will be on probation for a period of six months from the date of your joining the company.

A detailed appointment letter will be given to you at the time of your joining. You are requested to join the company on or before 06.09.2020. This Letter of Offer is valid up to 07.09.2020 before which you are requested to confirm your acceptance or otherwise of this offer shall be void. This Letter of Offer is subject to the Medical Examination by any authorized Medical Centre.

You are required to be work in Factory Location located at Survey No. 280, 281, 292, 34011BS, Poonamallee - Thiruvallur High Road, Gudapakkam Village, Poonamallee Taluk Thiruvallur District - 600124, Tamil Nadu and shall be governed by the rules and regulations of the company.

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PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

Reg.No's: 280,281,292,340/1B5,Poonamallee-Thiruvallur High Road,Gudapakkam Village
Poonamallee Taluk,Thiruvallur District-6000124, Tamilnadu, India. We:http://lsautomotive.in

CIN No: U50300TN2006PTC061183

LS Automotive India Private Limited

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Contd...

1. Certificate for proof of age and all educational qualifications from SSC.
2. Relieving letter / service certificates, if any, from the last employer.
3. Salary certificate, if any, from the last employer. In case the service certificate explains the last held position, the last working day and the last drawn salary, the salary certificate is not necessary.
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6. Copy of Form 16.
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Kindly ensure that all documents with the copies are brought along with you at the time of your joining to avoid any inconvenience while completing the joining formalities.

Kindly sign the duplicate copy of this letter of offer as a token of your acceptance.

Welcome to LS AUTOMOTIVE INDIA PVT LTD.,

Yours sincerely,

For LS Automotive India Pvt Ltd




Authorised Signatory *

I duly accept this offer and will be join on or before 30-3-20

Name: Pradeep Kumar B Signature: Pradeep Date: 25-3-20




PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

Reg.No's: 280,281,292,340/1B5,Poonamalee-Thiruvallur High Road,Gudapakkam Village
Poonamalee Taluk,Thiruvallur District-6000124, Tamilnadu, India. We:<http://lsautomotive.in>

CIN No: U50300TN2006PTC061183

Date : 06/01/2020

Name: PRAVEEN KANNAN · R

College: SRI VENKATESWARA COLLEGE OF ENGINEERING & TECHNOLOGY

We are pleased to inform you that you have been provisionally selected to a position of production engineer, at our Factory. You can join June 2020 to October 2020. The date of joining for training at our factory will be intimated to you through letter or over phone or through your college.

You will be paid a stipend of Rs. 15,500/- per month (which is inclusive of Rs. 500/-pm attendance incentive) during the period of training. You can avail Breakfast and Lunch at subsidized rates. You will be provided PPE for the period of Training.

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You should also have a Bank account in your name linked to Aadhar Card at the time of reporting for Training. You may apply for PAN card and get the same before Joining.

You shall adhere to the rules and regulations of the Company and maintain good discipline during the period of training.

We look forward to your fruitful association with us.

Thanking you,

Yours faithfully,

Authorized Signatory



Head Office & Works: Salcomp Technologies India Private Limited, Nokia Telecom SEZ, SIPCOT Industrial Park, Phase Sriperumbudur, Kancheepuram District, Tamil Nadu-602 105, India Phone Number 044-4578 5

Branch Works: UNIT II- DTA Unit, Nokia Telecom SEZ, SIPCOT Industrial Park, Phase I, Sriperumbudur, Kancheepuram District, Tamil Nadu 602 105, India,

CIN No. U32309TN2019PTC133300 www.salcomp.com



PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

Date: 06/01/2020

Name: SATHISH KUMAR K

College: SRI VENKATESWARA COLLEGE OF ENGINEERING & TECHNOLOGY

We are pleased to inform you that you have been provisionally selected to a position of production engineer, at our Factory. You can join June 2020 to October 2020. The date of joining for training at our factory will be intimated to you through letter or over phone or through your college.

You will be paid a stipend of Rs. 15,500/- per month (which is inclusive of Rs. 500/-pm attendance incentive) during the period of training. You can avail Breakfast and Lunch at subsidized rates. You will be provided PPE for the period of Training.

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We look forward to your fruitful association with us.

Thanking you,

Yours faithfully,



Authorized Signatory



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Branch Works: UNIT II- DTA Unit, Nokia Telecom SEZ, SIPCOT Industrial Park, Phase I, Sriperumbudur, Kancheepuram District, Tamil Nadu 602 105, India,

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PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

Date: 12 Nov 2020

Mr Akash D
No.1,New MGR Nagar 1st Street Extn,Manali,
Chennai -600068

Employee No: 2259030
Dear Mr Akash D

Appointment Letter

We are pleased to appoint you in our organization as EXECUTIVE OPERATIONS , Grade E2 in the department CREDIT CARDS OPERATIONS CREDIT subject to the following terms and conditions:

You are required to join our organization on or before 16 Nov 2020 and your place of work shall presently be at Chennai

You will be on orientation period till 04-Jan-2021

The responsibilities and tasks assigned to you under this Appointment letter synchronize with the definite time line schedules for completion of various project assignments mutually agreed by our Company, with our esteemed client. As our employee, you shall perform your services in a professional manner and shall ensure that the time bound tasks are substantially completed within the specified tenure, as may be mutually agreed and reviewed on case to case basis by your Reporting authority. Depending on your performance and track record to complete the individual assignments within the definite timeline, fresh tasks for completion shall be assigned/renewed, subject to consent of both the parties. For employee's joining in government / semi government / RBI guided projects; if under any circumstances the operator ID / criteria fulfilment parameter is suspended / barred / disqualified, then the employee's engagement under this appointment letter will come to an end with immediate effect without any liability except for the legitimate dues payable by Teamlease.

Your remuneration would be set as follows:

Salary Annexure (Per Month)

Particulars	Amount
Basic	6734
House Rent Allowance	3367
Special Allowance	2326
Gratuity	324
Employer PF Contribution	1357
ESIC - Employer	478
Mobile Allowance	500
Bonus	1750
TotalAmount	16836
Amount In Words(Rs)	Sixteen Thousand Eight Hundred Thirty Six Rupees

Salary and grade offered to you as above is based on the representation made by you during Your interactions with the Company officials and/ or documents submitted by you. In case of any discrepancy, company reserves right to alter/modify/withdraw the offer made to you.

Retirement / Statutory Benefits:

You will be Eligible for Retirement Benefits of the organization; Namely Provident Fund and Gratuity as per the company policy.

Gratuity:

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TeamLease Services Limited., CIN No. U74140MH2000PTC124003
BMC Commercial Complex, 8th Floor, 80 Feet Road, Koramangala, Bangalore - 560095.
Ph : (91-80) 33002345, Fax : (91-80) 33243001 www.teamlease.com


PRINCIPAL
Sri Venkateswara College of Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

You will be eligible for payment of Gratuity subject to fulfilment of the payment of Gratuity Act, 1972.

Incentive Scheme:

You will participate in the Sales Incentive scheme and would receive incentives based on your performance and contribution to the organization as per the scheme. Kindly note that you will not have any right to claim any performance Incentive from the Company, if you resign or abscond or if you are separated from the Company for whatsoever reason.

It is further agreed between the company and you that the incentive, payable if any, based on your performance and productivity is in Lieu of any other bonus including bonus based on profits payable under any law.

Transfer:

The organization shall have the right to transfer you to any of its offices or group companies in India that is in existence or may come into existence at a future date.

Leave:

You will be eligible for leave, As per Company rules, subject to approval from the competent authority. It may be noted that leaves cannot be deemed as granted unless sanctioned by Competent Authority. No leaves can be taken during probation period. Women employees who have completed 80 working days with the organization shall be eligible for Maternity leave as per the policy.

Unauthorised Leave / Absence:

If you are on unauthorised Leave and absence for more than seven (7) days without any intimation to the Company then it would be deemed that you are not interested in continuing with the organization and you would be Automatically Ceased to be an employee of the organization and in such a case you will be terminated from the services of the company with or without any intimation.

Job Profile:

Your duties and responsibilities will be explained to you on your joining the organization. However, you shall execute and perform all such duties that may be assigned to you by the organization and the organization reserves its right to change this at its discretion.

Professional Ethics and Confidentiality:

While you are in the services of the organization, you are not permitted to carry on any other business or profession or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the company and will not divulge to any person / third party or utilize any of the organization's confidential information or other related information (which you may possess by reason of your association with the organization) outside the organization.

Notice Period:

During the orientation period either party can terminate the services by giving 30 days' notice or Basic salary in lieu thereof at the organization's discretion.

After successful completion of orientation period either party may terminate the employment under this Appointment letter, by issuing 90 days' notice in writing or payment in lieu thereof at the organization's discretion.

You will be liable to submit all the company's assets data etc., provided during your tenure in the company for carrying official duties, at the time of separation from the company.

Background Verification / Reference Check

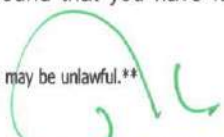
Your appointment will be subject to satisfactory reference check. The company reserves the right to have your background verified directly or through an outside agency. If on such verification it is found that you have furnished

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BMT Commercial Complex, 8th Floor, 80 Feet Road, Koramangala, Bangalore - 560095.
Ph : (91-80) 33002345, Fax : (91-80) 33243001 www.teamlease.co


PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

sexual harassment at workplace, we urge you to undergo an online training programme, on the subject matter.

Please note that undergoing online training is mandatory for this engagement.

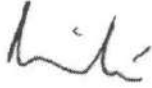
The link to undergo the programme and complete the evaluation is given below.

Link : <https://connect.teamlease.com/Learning>

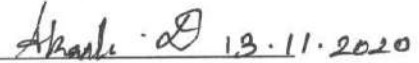
The training programme shall be conducted on a regular basis every year. Please complete the training programme within 15 days of receipt of this letter, after which it shall be treated as a deemed confirmation that you have understood your responsibilities in ensuring a safe workplace.

For TEAMLEASE SERVICES LIMITED

Accepted and Agreed



(Authorized Signatory)



Signature and date:

Name: Akash D



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Date: 12 Nov 2020

Mr Anand D
No-49(A) New M.G.R Nagar 2nd Street, Manali
Chennai 600068

Employee No: 2259032
Dear Mr Anand D

Appointment Letter

We are pleased to appoint you in our organization as EXECUTIVE OPERATIONS , Grade E2 in the department CREDIT CARDS OPERATIONS CREDIT subject to the following terms and conditions:

You are required to join our organization on or before 16 Nov 2020 and your place of work shall presently be at Chennai

You will be on orientation period till 04-Jan-2021

The responsibilities and tasks assigned to you under this Appointment letter synchronize with the definite time line schedules for completion of various project assignments mutually agreed by our Company, with our esteemed client. As our employee, you shall perform your services in a professional manner and shall ensure that the time bound tasks are substantially completed within the specified tenure, as may be mutually agreed and reviewed on case to case basis by your Reporting authority. Depending on your performance and track record to complete the individual assignments within the definite timeline, fresh tasks for completion shall be assigned/renewed, subject to consent of both the parties. For employee's joining in government / semi government / RBI guided projects; if under any circumstances the operator ID / criteria fulfilment parameter is suspended / barred / disqualified, then the employee's engagement under this appointment letter will come to an end with immediate effect without any liability except for the legitimate dues payable by Teamlease.

Your remuneration would be set as follows:

Salary Annexure (Per Month)

Particulars	Amount
Basic	6734
House Rent Allowance	3367
Special Allowance	2326
Gratuity	324
Employer PF Contribution	1357
ESIC - Employer	478
Mobile Allowance	500
Bonus	1750
TotalAmount	16836
Amount In Words(Rs)	Sixteen Thousand Eight Hundred Thirty Six Rupees

Salary and grade offered to you as above is based on the representation made by you during Your interactions with the Company officials and/ or documents submitted by you. In case of any discrepancy, company reserves right to alter/modify/withdraw the offer made to you.

Retirement / Statutory Benefits:

You will be Eligible for Retirement Benefits of the organization; Namely Provident Fund and Gratuity as per the company policy.

Gratuity:

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You will be eligible for payment of Gratuity subject to fulfilment of the payment of Gratuity Act, 1972.

Incentive Scheme:

You will participate in the Sales Incentive scheme and would receive incentives based on your performance and contribution to the organization as per the scheme. Kindly note that you will not have any right to claim any performance Incentive from the Company, if you resign or abscond or if you are separated from the Company for whatsoever reason.

It is further agreed between the company and you that the incentive, payable if any, based on your performance and productivity is in Lieu of any other bonus including bonus based on profits payable under any law.

Transfer:

The organization shall have the right to transfer you to any of its offices or group companies in India that is in existence or may come into existence at a future date.

Leave:

You will be eligible for leave, As per Company rules, subject to approval from the competent authority. It may be noted that leaves cannot be deemed as granted unless sanctioned by Competent Authority. No leaves can be taken during probation period. Women employees who have completed 80 working days with the organization shall be eligible for Maternity leave as per the policy.

Unauthorised Leave / Absence:

If you are on unauthorised Leave and absence for more than seven (7) days without any intimation to the Company then it would be deemed that you are not interested in continuing with the organization and you would be Automatically Ceased to be an employee of the organization and in such a case you will be terminated from the services of the company with or without any intimation.

Job Profile:

Your duties and responsibilities will be explained to you on your joining the organization. However, you shall execute and perform all such duties that may be assigned to you by the organization and the organization reserves its right to change this at its discretion.

Professional Ethics and Confidentiality:

While you are in the services of the organization, you are not permitted to carry on any other business or profession or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the company and will not divulge to any person / third party or utilize any of the organization's confidential information or other related information (which you may possess by reason of your association with the organization) outside the organization.

Notice Period:

During the orientation period either party can terminate the services by giving 30 days' notice or Basic salary in lieu thereof at the organization's discretion.

After successful completion of orientation period either party may terminate the employment under this Appointment letter, by issuing 90 days' notice in writing or payment in lieu thereof at the organization's discretion.

You will be liable to submit all the company's assets, data etc., provided during your tenure in the company for carrying official duties, at the time of separation from the company.

Background Verification / Reference Check

Your appointment will be subject to satisfactory reference check. The company reserves the right to have your background verified directly or through an outside agency. If on such verification it is found that you have furnished

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sexual harassment at workplace, we urge you to undergo an online training programme, on the subject matter.

Please note that undergoing online training is mandatory for this engagement.


The link to undergo the programme and complete the evaluation is given below.

Link : <https://tconnect.teamlease.com/Learning>

The training programme shall be conducted on a regular basis every year. Please complete the training programme within 15 days of receipt of this letter, after which it shall be treated as a deemed confirmation that you have understood your responsibilities in ensuring a safe workplace.

For TEAMLEASE SERVICES LIMITED

Accepted and Agreed




(Authorized Signatory)

Anand . 18.11.20

Signature and date:

Name: Anand D




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125

LS Automotive India Private Limited

(formerly known as Daesung Electric India Pvt. Ltd.,)

25th March'2020

PRIVATE & CONFIDENTIAL

Mr. Anwar Basha G
1/103 Chettiyar street, Manjur, Manjur (post), Paramakudi (TK), Ramanathapuram (DT),
Pin - 623707

Subject: Letter of Offer: Appointment as a JUNIOR ENGINEER -QUALITY (QA)
Department.

Dear Mr. Anwar Basha G,

This has reference to your application and the subsequent interview you had with us. We are pleased to offer you an appointment as a JUNIOR ENGINEER – QUALITY (QA) Department on the following terms and conditions.

Your CTC has been fixed Rs. 1,80,000 /- (Rupees One Lakh Eighty Thousand Only) we mutually discussed and agreed upon.

You will be on probation for a period of six months from the date of your joining the company.

A detailed appointment letter will be given to you at the time of your joining. You are requested to join the company on or before 06.09.2020. This Letter of Offer is valid up to 07.09.2020 before which you are requested to confirm your acceptance or otherwise of this offer shall be void. This Letter of Offer is subject to the Medical Examination by any authorized Medical Centre.

You are required to be work in Factory Location located at Survey No. 280, 281, 292, 34011BS, Poonamallee – Thiruvallur High Road, Gudapakkam Village, Poonamallee Taluk Thiruvallur District – 600124, Tamil Nadu and shall be governed by the rules and regulations of the company.

At the time of reporting for duty, you will have to furnish one copy of the documents, together with original (for verification) as under:




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Reg.No's: 280,281,292,340/1B5,Poonamallee-Thiruvallur High Road,Gudapakkam Village
Poonamallee Taluk,Thiruvallur District-6000124, Tamilnadu, India. We:http://lsautomotive.in

CIN No: U50300TN2006PTC061183

LS Automotive India Private Limited

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Contd...

1. Certificate for proof of age and all educational qualifications from SSC.
2. Relieving letter / service certificates, if any, from the last employer.
3. Salary certificate, if any, from the last employer. In case the service certificate explains the last held position, the last working day and the last drawn salary, the salary certificate is not necessary.
4. Four passport size photo.
5. Fill in Group Mediclaim Form which is enclosed herewith.
6. Copy of Form 16.
7. We, however, wish to clarify that the appointment is subject to your being found medically fit. In this connection, we are enclosing a letter for medical examination, which may please be done and sent to us before joining duties.

Kindly ensure that all documents with the copies are brought along with you at the time of your joining to avoid any inconvenience while completing the joining formalities.

Kindly sign the duplicate copy of this letter of offer as a token of your acceptance.

Welcome to LS AUTOMOTIVE INDIA PVT LTD.,

Yours sincerely,

For LS Automotive India Pvt Ltd

Authorised Signatory

I duly accept this offer and will be join on or before 17.4.2020

Name: Anubasha G Signature: Anubasha G Date: 25/3/20



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Thirupachur, Thiruvallur - 631 203

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Poonamalee Taluk, Thiruvallur District-6000124, Tamilnadu, India. We: <http://lsautomotive.in>

CIN No: U50300TN2006PTC061183

LS Automotive India Private Limited

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25th March'2020

PRIVATE & CONFIDENTIAL

Mr. ArunV

No: 105c srinivasa perumal Kovil street, Periya thoppu, Manali,
Chennai-600068

Subject: Letter of Offer: Appointment as a JUNIOR ENGINEER -QUALITY (QA)
Department.

Dear Mr. ArunV,

This has reference to your application and the subsequent interview you had with us. We are pleased to offer you an appointment as a JUNIOR ENGINEER - QUALITY (QA) Department on the following terms and conditions.

Your CTC has been fixed Rs. 1,80,000 /- (Rupees One Lakh Eighty Thousand Only) we mutually discussed and agreed upon.

You will be on probation for a period of six months from the date of your joining the company.

A detailed appointment letter will be given to you at the time of your joining. You are requested to join the company on or before 06.09.2020. This Letter of Offer is valid up to 07.09.2020 before which you are requested to confirm your acceptance or otherwise of this offer shall be void. This Letter of Offer is subject to the Medical Examination by any authorized Medical Centre.

You are required to be work in Factory Location located at Survey No. 280, 281, 292, 340/11 BS, Poonamallee - Thiruvallur High Road, Gudapakkam Village, Poonamallee Taluk Thiruvallur District - 600124, Tamil Nadu and shall be governed by the rules and regulations of the company.

At the time of reporting for duty, you will have to furnish one copy of the documents, together with original (for verification) as under:



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CIN No: U50300TN2006PTC061183

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Contd...

1. Certificate for proof of age and all educational qualifications from SSC.
2. Relieving letter / service certificates, if any, from the last employer.
3. Salary certificate, if any, from the last employer. In case the service certificate explains the last held position, the last working day and the last drawn salary, the salary certificate is not necessary.
4. Four passport size photo.
5. Fill in Group Mediclaim Form which is enclosed herewith.
6. Copy of Form 16.
7. We, however, wish to clarify that the appointment is subject to your being found medically fit. In this connection, we are enclosing a letter for medical examination, which may please be done and sent to us before joining duties.

Kindly ensure that all documents with the copies are brought along with you at the time of your joining to avoid any inconvenience while completing the joining formalities.

Kindly sign the duplicate copy of this letter of offer as a token of your acceptance.

Welcome to LS AUTOMOTIVE INDIA PVT LTD.,

Yours sincerely,

For LS Automotive India Pvt Ltd

Authorised Signatory

I duly accept this offer and will be join on or before 17.04.20

Name: V. Arun

Signature: [Signature]

Date: 25.3.20

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292,340/1B5,Poonamalee-Thiruvallur High Road,Gudapakkam Village
Poonamalee Taluk,Thiruvallur District-6000124, Tamilnadu, India. We:http://lsautomotive.in

CIN No: U50300TN2006PTC061183

Mr. Arun raj R

Dear Arun raj R,

We are pleased to offer you "Trainee" at our company in the **Design Engineer at our Verso3D office.** Your date of joining shall commence on 28-02-2020 and shall end on 25-06-2020. The terms and conditions of your duty with the Company are set forth below:

1. Subject to your acceptance of the terms and conditions contained herein, your project and responsibilities during the Term will be determined by the supervisor assigned to you for the duration of the training.
2. Your monthly Salary of Rs.18,000/- per month only during the Trainee period.
3. Your timings will be from 9:00 AM to 6:00 PM (Monday to Friday)(Saturday working based on requirement). Please be sure to share Aadhar and Pan card documents by replying to offer letter mail.
4. A notice of 1 month is required during your Training period with the company by either party to terminate.

5. Conflict of Interest

You are required not to engage in any other gainful or commercial employment or business either part time or full time in an honorary manner or in a way that provides remuneration. Directly or indirectly as long as you are employed with Verso3D.

5. Confidentiality Agreement

All information and training materials shared by the Company which you gain during the work time should be deemed confidential. Confidential Information includes all confidential and proprietary material that you may design, author, create, distribute or produce during the term of your duty.

6. Intellectual Property Ownership (IP)

The IP and confidential information shared with you during the course of your position shall remain exclusive property of the company. The IP includes R&D designs, Innovations, Concepts, Designs, Methodology, Prototypes and Copyrights created by you during work period will be exclusive property of the company as to its proprietorship, exploitation and use. By signing this agreement, you agree all the above terms and condition.

We look forward you to joining our team!

Acceptance of offer letter

Best Regards


Signature





Thillai Balaji Sankaravel
Managing Director
Verso3D

+91-9982 05 4949 verso3d01@gmail.com

Office no:313,Apeejay house, 39/12
Haddows Road, Nungambakkam, Chennai-600 006

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LS Automotive India Private Limited

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25th March'2020

PRIVATE & CONFIDENTIAL

Mr. Balaji V
No:5/44 Kulakkarai street ,Nemilicherry
Thiruninravur

Subject: Letter of Offer: Appointment as a JUNIOR ENGINEER -QUALITY (QA)
Department.

Dear Mr. Balaji V,

This has reference to your application and the subsequent interview you had with us. We are pleased to offer you an appointment as a JUNIOR ENGINEER – QUALITY (QA) Department on the following terms and conditions.

Your CTC has been fixed Rs. 1,80,000 /- (Rupees One Lakh Eighty Thousand Only) we mutually discussed and agreed upon.

You will be on probation for a period of six months from the date of your joining the company.

A detailed appointment letter will be given to you at the time of your joining. You are requested to join the company on or before 06.09.2020. This Letter of Offer is valid up to 07.09.2020 before which you are requested to confirm your acceptance or otherwise of this offer shall be void. This Letter of Offer is subject to the Medical Examination by any authorized Medical Centre.

You are required to be work in Factory Location located at Survey No. 280, 281, 292, 34011BS, Poonamallee – Thiruvallur High Road, Gudapakkam Village, Poonamallee Taluk Thiruvallur District – 600124, Tamil Nadu and shall be governed by the rules and regulations of the company.

At the time of reporting for duty, you will have to furnish one copy of the documents, together with original (for verification) as under:



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CIN No: U50300TN2006PTC061183

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Contd...

1. Certificate for proof of age and all educational qualifications from SSC.
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5. Fill in Group Mediclaim Form which is enclosed herewith.
6. Copy of Form 16.
7. We, however, wish to clarify that the appointment is subject to your being found medically fit. In this connection, we are enclosing a letter for medical examination, which may please be done and sent to us before joining duties.

Kindly ensure that all documents with the copies are brought along with you at the time of your joining to avoid any inconvenience while completing the joining formalities.

Kindly sign the duplicate copy of this letter of offer as a token of your acceptance.

Welcome to LS AUTOMOTIVE INDIA PVT LTD.,

Yours sincerely,

For LS Automotive India Pvt Ltd

Authorised Signatory

I duly accept this offer and will be join on or before 17/04/20

Name: V. Balaji Signature: Balaji Date: 25/03/20

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Poonamalee Taluk, Thiruvallur District-6000124, Tamilnadu, India. We:http://lsautomotive.in

CIN No: U50300TN2006PTC061183

Date: 12 Nov 2020

Ms Depasridhar B
3/35 Natarajan salai, Thirumalai Nagar, Ramapuram,
Chennai -89

Employee No: 2259034
Dear Ms Deearidhar B

Appointment Letter

We are pleased to appoint you in our organization as EXECUTIVE OPERATIONS , Grade E2 in the department CREDIT CARDS OPERATIONS CREDIT subject to the following terms and conditions:

Your are required to join our organization on or before 16 Nov 2020 and your place of work shall presently be at Chennai

You will be on orientation period till 04-Jan-2021

The responsibilities and tasks assigned to you under this Appointment letter synchronize with the definite time line schedules for completion of various project assignments mutually agreed by our Company, with our esteemed client. As our employee, you shall perform your services in a professional manner and shall ensure that the time bound tasks are substantially completed within the specified tenure, as may be mutually agreed and reviewed on case to case basis by your Reporting authority. Depending on your performance and track record to complete the individual assignments within the definite timeline, fresh tasks for completion shall be assigned/renewed, subject to consent of both the parties. For employee's joining in government / semi government / RBI guided projects; if under any circumstances the operator ID / criteria fulfilment parameter is suspended / barred / disqualified, then the employee's engagement under this appointment letter will come to an end with immediate effect without any liability except for the legitimate dues payable by Teamlease.

Your remuneration would be set as follows:

Salary Annexure (Per Month)

Particulars	Amount
Basic	6734
House Rent Allowance	3367
Special Allowance	2326
Gratuity	324
Employer PF Contribution	1357
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Retirement / Statutory Benefits:

You will be Eligible for Retirement Benefits of the organization;Namely Provident Fund and Gratuity as per the company policy.

Gratuity:

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You will be eligible for payment of Gratuity subject to fulfilment of the payment of Gratuity Act, 1972.

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You will participate in the Sales Incentive scheme and would receive incentives based on your performance and contribution to the organization as per the scheme. Kindly note that you will not have any right to claim any performance Incentive from the Company, if you resign or abscond or if you are separated from the Company for whatsoever reason.

It is further agreed between the company and you that the incentive, payable if any, based on your performance and productivity is in Lieu of any other bonus including bonus based on profits payable under any law.

Transfer:

The organization shall have the right to transfer you to any of its offices or group companies in India that is in existence or may come into existence at a future date.

Leave:

You will be eligible for leave, As per Company rules, subject to approval from the competent authority. It may be noted that leaves cannot be deemed as granted unless sanctioned by Competent Authority. No leaves can be taken during probation period. Women employees who have completed 80 working days with the organization shall be eligible for Maternity leave as per the policy.

Unauthorised Leave / Absence:

If you are on unauthorised Leave and absence for more than seven (7) days without any intimation to the Company then it would be deemed that you are not interested in continuing with the organization and you would be Automatically Ceased to be an employee of the organization and in such a case you will be terminated from the services of the company with or without any intimation.

Job Profile:

Your duties and responsibilities will be explained to you on your joining the organization. However, you shall execute and perform all such duties that may be assigned to you by the organization and the organization reserves its right to change this at its discretion.

Professional Ethics and Confidentiality:

While you are in the services of the organization, you are not permitted to carry on any other business or profession or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the company and will not divulge to any person / third party or utilize any of the organization's confidential information or other related information (which you may possess by reason of your association with the organization) outside the organization.

Notice Period:

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After successful completion of orientation period either party may terminate the employment under this Appointment letter, by issuing 90 days' notice in writing or payment in lieu thereof at the organization's discretion.

You will be liable to submit all the company's assets, data etc., provided during your tenure in the company for carrying official duties, at the time of separation from the company.


Background Verification / Reference Check

Your appointment will be subject to satisfactory reference check. The company reserves the right to have your background verified directly or through an outside agency. If on such verification it is found that you have furnished

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sexual harassment at workplace, we urge you to undergo an online training programme, on the subject matter.

Please note that undergoing online training is mandatory for this engagement.

The link to undergo the programme and complete the evaluation is given below.

Link : <https://tconnect.teamlease.com/Learning>

The training programme shall be conducted on a regular basis every year. Please complete the training programme within 15 days of receipt of this letter, after which it shall be treated as a deemed confirmation that you have understood your responsibilities in ensuring a safe workplace.

For TEAMLEASE SERVICES LIMITED

Accepted and Agreed



(Authorized Signatory)



Signature and date:

Name: Deesridhar B



PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

Mr. Don Vincent J

Dear Don Vincent J,

We are pleased to offer you "Trainee" at our company in the **Design Engineer at our Verso3D office**. Your date of joining shall commence on 28-02-2020 and shall end on 25-06-2020. The terms and conditions of your duty with the Company are set forth below:

1. Subject to your acceptance of the terms and conditions contained herein, your project and responsibilities during the Term will be determined by the supervisor assigned to you for the duration of the training.
2. Your monthly Salary of Rs.18,000/- per month only during the Trainee period.
3. Your timings will be from 9:00 AM to 6:00 PM (Monday to Friday)(Saturday working based on requirement). Please be sure to share Aadhar and Pan card documents by replying to offer letter mail.
4. A notice of 1 month is required during your Training period with the company by either party to terminate.
5. **Conflict of Interest**
You are required not to engage in any other gainful or commercial employment or business either part time or full time in an honorary manner or in a way that provides remuneration. Directly or indirectly as long as you are employed with Verso3D.

5. Confidentiality Agreement

All information and training materials shared by the Company which you gain during the work time should be deemed confidential. Confidential Information includes all confidential and proprietary material that you may design, author, create, distribute or produce during the term of your duty.

6. Intellectual Property Ownership (IP)

The IP and confidential information shared with you during the course of your position shall remain exclusive property of the company. The IP includes R&D designs, Innovations, Concepts, Designs, Methodology, Prototypes and Copyrights created by you during work period will be exclusive property of the company as to its proprietorship, exploitation and use. By signing this agreement, you agree all the above terms and condition.

We look forward you to joining our team!

Acceptance of offer letter

Best Regards

J. Vincent
Signature



91-9962 06 4949

verso3d01@gmail.com

Office no:313,Apeejay house, 39/12
Haddows Road, Nungambakkam, Chennai-600 006

Thillai Balaji S

Thillai Balaji Sankaravel
Managing Director
Verso3D

PRINCIPAL

Sri Venkateswara College of
Engineering and Technology
Thirupachur, Thiruvallur - 631 203

LS Automotive India Private Limited

(formerly known as Daesung Electric India Pvt. Ltd.)

25th March 2020

PRIVATE & CONFIDENTIAL

Mr. Franklin Selvakumar S

No 28/974, Nagalamman Nagar, Vadambakkam post, Arakkonam Tk, Vellore District
Pin: 631003

Subject: Letter of Offer: Appointment as a JUNIOR ENGINEER -QUALITY (QA)
Department.

Dear Mr. Franklin Selvakumar S,

This has reference to your application and the subsequent interview you had with us. We are pleased to offer you an appointment as a JUNIOR ENGINEER – QUALITY (QA) Department on the following terms and conditions.

Your CTC has been fixed Rs. 1,80,000 /- (Rupees One Lakh Eighty Thousand Only) we mutually discussed and agreed upon.

You will be on probation for a period of six months from the date of your joining the company.

A detailed appointment letter will be given to you at the time of your joining. You are requested to join the company on or before 06.09.2020. This Letter of Offer is valid up to 07.09.2020 before which you are requested to confirm your acceptance or otherwise of this offer shall be void. This Letter of Offer is subject to the Medical Examination by any authorized Medical Centre.

You are required to be work in Factory Location located at Survey No. 280, 281, 292, 340/1 BS, Poonamallee – Thiruvallur High Road, Gudapakkam Village, Poonamallee Taluk Thiruvallur District – 600124, Tamil Nadu and shall be governed by the rules and regulations of the company.

At the time of reporting for duty, you will have to furnish one copy of the documents, together with original (for verification) as under:



(Handwritten Signature)
PRINCIPAL

Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

Reg.No's: 280,281,292,340/1B5,Poonamallee-Thiruvallur High Road,Gudapakkam Village
Poonamallee Taluk,Thiruvallur District-6000124, Tamilnadu, India. We:http://lsautomotive.in

CIN No: U50300TN2006PTC061183

LS Automotive India Private Limited

(formerly known as Daesung Electric India Pvt. Ltd.,)

Contd...

1. Certificate for proof of age and all educational qualifications from SSC.
2. Relieving letter / service certificates, if any, from the last employer.
3. Salary certificate, if any, from the last employer. In case the service certificate explains the last held position, the last working day and the last drawn salary, the salary certificate is not necessary.
4. Four passport size photo.
5. Fill in Group Medclaim Form which is enclosed herewith.
6. Copy of Form 16.
7. We, however, wish to clarify that the appointment is subject to your being found medically fit. In this connection, we are enclosing a letter for medical examination, which may please be done and sent to us before joining duties.

Kindly ensure that all documents with the copies are brought along with you at the time of your joining to avoid any inconvenience while completing the joining formalities.

Kindly sign the duplicate copy of this letter of offer as a token of your acceptance.

Welcome to LS AUTOMOTIVE INDIA PVT LTD.,

Yours sincerely,

For LS Automotive India Pvt Ltd

Authorised Signatory

I duly accept this offer and will be join on or before 17 04. 20

Name: Franklin Selvak Signature: [Signature] Date: 25/3/20



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Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

Reg.No's: 280,281,292,340/1B5,Poonamalee-Thiruvallur High Road,Gudapakkam Village
Poonamalee Taluk,Thiruvallur District-6000124, Tamilnadu, India. We:<http://lsautomotive.in>

CIN No: U50300Ti2006PTC061183

Date: 12 Nov 2020

Ms Gunanithi

No: 105c srinivasa perumal Kovil street, periya thoppu, Manali,
Chennai-600068.

Employee No: 2259036

Dear Mrs Gunanithi

Appointment Letter

We are pleased to appoint you in our organization as EXECUTIVE OPERATIONS , Grade E2 in the department CREDIT CARDS OPERATIONS CREDIT subject to the following terms and conditions:

Your are required to join our organization on or before 16 Nov 2020 and your place of work shall presently be at Chennai

You will be on orientation period till 04-Jan-2021

The responsibilities and tasks assigned to you under this Appointment letter synchronize with the definite time line schedules for completion of various project assignments mutually agreed by our Company, with our esteemed client. As our employee, you shall perform your services in a professional manner and shall ensure that the time bound tasks are substantially completed within the specified tenure, as may be mutually agreed and reviewed on case to case basis by your Reporting authority. Depending on your performance and track record to complete the individual assignments within the definite timeline, fresh tasks for completion shall be assigned/renewed, subject to consent of both the parties. For employee's joining in government / semi government / RBI guided projects; if under any circumstances the operator ID / criteria fulfilment parameter is suspended / barred / disqualified, then the employee's engagement under this appointment letter will come to an end with immediate effect without any liability except for the legitimate dues payable by Teamlease.

Your remuneration would be set as follows:

Salary Annexure (Per Month)

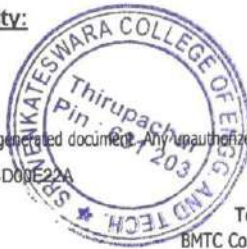
Particulars	Amount
Basic	6734
House Rent Allowance	3367
Special Allowance	2326
Gratuity	324
Employer PF Contribution	1357
ESIC - Employer	478
Mobile Allowance	500
Bonus	1750
TotalAmount	16836
Amount In Words(Rs)	Sixteen Thousand Eight Hundred Thirty Six Rupees

Salary and grade offered to you as above is based on the representation made by you during Your interactions with the Company officials and/ or documents submitted by you. In case of any discrepancy, company reserves right to alter/modify/withdraw the offer made to you.

Retirement / Statutory Benefits:

You will be Eligible for Retirement Benefits of the organization; Namely Provident Fund and Gratuity as per the company policy.

Gratuity:



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Thirupachur, Thiruvallur - 631 203

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TeamLease Services Limited., CIN No. U74140MH2000PTC124003
BMTc Commercial Complex, 8th Floor, 80 Feet Road, Koramangala, Bangalore - 560095.
Ph : (91-80) 33002345, Fax : (91-80) 33243001 www.teamlease.com

You will be eligible for payment of Gratuity subject to fulfilment of the payment of Gratuity Act, 1972.

Incentive Scheme:

You will participate in the Sales Incentive scheme and would receive incentives based on your performance and contribution to the organization as per the scheme. Kindly note that you will not have any right to claim any performance Incentive from the Company, if you resign or abscond or if you are separated from the Company for whatsoever reason.

It is further agreed between the company and you that the incentive, payable if any, based on your performance and productivity is in Lieu of any other bonus including bonus based on profits payable under any law.

Transfer:

The organization shall have the right to transfer you to any of its offices or group companies in India that is in existence or may come into existence at a future date.

Leave:

You will be eligible for leave, As per Company rules, subject to approval from the competent authority. It may be noted that leaves cannot be deemed as granted unless sanctioned by Competent Authority. No leaves can be taken during probation period. Women employees who have completed 80 working days with the organization shall be eligible for Maternity leave as per the policy.

Unauthorised Leave / Absence:

If you are on unauthorised Leave and absence for more than seven (7) days without any intimation to the Company then it would be deemed that you are not interested in continuing with the organization and you would be Automatically Ceased to be an employee of the organization and in such a case you will be terminated from the services of the company with or without any intimation.

Job Profile:

Your duties and responsibilities will be explained to you on your joining the organization. However, you shall execute and perform all such duties that may be assigned to you by the organization and the organization reserves its right to change this at its discretion.

Professional Ethics and Confidentiality:

While you are in the services of the organization, you are not permitted to carry on any other business or profession or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the company and will not divulge to any person / third party or utilize any of the organization's confidential information or other related information (which you may possess by reason of your association with the organization) outside the organization.

Notice Period:

During the orientation period either party can terminate the services by giving 30 days' notice or Basic salary in lieu thereof at the organization's discretion.

After successful completion of orientation period either party may terminate the employment under this Appointment letter, by issuing 90 days' notice in writing or payment in lieu thereof at the organization's discretion.

You will be liable to submit all the company's assets, data etc., provided during your tenure in the company for carrying official duties, at the time of separation from the company.

Background Verification / Reference Check

Your appointment will be subject to satisfactory reference check. The company reserves the right to have your background verified directly or through an outside agency. If on such verification it is found that you have furnished

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Engineering and Technology
Thirupachur, Thiruvallur - 631 203

sexual harassment at workplace, we urge you to undergo an online training programme, on the subject matter.

Please note that undergoing online training is mandatory for this engagement.

The link to undergo the programme and complete the evaluation is given below.

Link : <https://connect.teamlease.com/Learning>

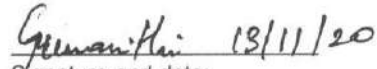
The training programme shall be conducted on a regular basis every year. Please complete the training programme within 15 days of receipt of this letter, after which it shall be treated as a deemed confirmation that you have understood your responsibilities in ensuring a safe workplace.

For TEAMLEASE SERVICES LIMITED

Accepted and Agreed



(Authorized Signatory)



Signature and date:

Name: GUNANITHI



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Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

Mr. Hariharan S

Dear Hariharan S,

We are pleased to offer you "Trainee" at our company in the **Design Engineer at our Verso3D office.** Your date of joining shall commence on 28-02-2020 and shall end on 25-06-2020. The terms and conditions of your duty with the Company are set forth below:

1. Subject to your acceptance of the terms and conditions contained herein, your project and responsibilities during the Term will be determined by the supervisor assigned to you for the duration of the training.
2. Your monthly Salary of Rs.18,000/- per month only during the Trainee period.
3. Your timings will be from 9:00 AM to 6:00 PM (Monday to Friday)(Saturday working based on requirement). Please be sure to share Aadhar and Pan card documents by replying to offer letter mail.
4. A notice of 1 month is required during your Training period with the company by either party to terminate.

5. Conflict of Interest

You are required not to engage in any other gainful or commercial employment or business either part time or full time in an honorary manner or in a way that provides remuneration. Directly or indirectly as long as you are employed with Verso3D.

5. Confidentiality Agreement

All information and training materials shared by the Company which you gain during the work time should be deemed confidential. Confidential Information includes all confidential and proprietary material that you may design, author, create, distribute or produce during the term of your duty.

6. Intellectual Property Ownership (IP)

The IP and confidential information shared with you during the course of your position shall remain exclusive property of the company. The IP includes R&D designs, Innovations, Concepts, Designs, Methodology, Prototypes and Copyrights created by you during work period will be exclusive property of the company as to its proprietorship, exploitation and use. By signing this agreement, you agree all the above terms and condition.

We look forward you to joining our team!

Acceptance of offer letter

Best Regards


Signature





Thillai Balaji Sankaravel
Managing Director
Verso3D

+91-9962 06 4949

verso3d01@gmail.com

Office no:313,Apeejay house, 39/12
Haddows Road, Nungambakkam, Chennai-600 006


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Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

Date: 12 Nov 2020

Mr Jaffar Ali N
No. 2, Bharathi nagar, TMV road, korattur,
Chennai- 600080

Employee No: 2259038
Dear Mr Jaffar Ali N

Appointment Letter

We are pleased to appoint you in our organization as EXECUTIVE OPERATIONS , Grade E2 in the department CREDIT CARDS OPERATIONS CREDIT subject to the following terms and conditions:

You are required to join our organization on or before 16 Nov 2020 and your place of work shall presently be at Chennai

You will be on orientation period till 04-Jan-2021

The responsibilities and tasks assigned to you under this Appointment letter synchronize with the definite time line schedules for completion of various project assignments mutually agreed by our Company, with our esteemed client. As our employee, you shall perform your services in a professional manner and shall ensure that the time bound tasks are substantially completed within the specified tenure, as may be mutually agreed and reviewed on case to case basis by your Reporting authority. Depending on your performance and track record to complete the individual assignments within the definite timeline, fresh tasks for completion shall be assigned/renewed, subject to consent of both the parties. For employee's joining in government / semi government / RBI guided projects; if under any circumstances the operator ID / criteria fulfilment parameter is suspended / barred / disqualified, then the employee's engagement under this appointment letter will come to an end with immediate effect without any liability except for the legitimate dues payable by Teamlease.

Your remuneration would be set as follows:

Salary Annexure (Per Month)

Particulars	Amount
Basic	6734
House Rent Allowance	3367
Special Allowance	2326
Gratuity	324
Employer PF Contribution	1357
ESIC - Employer	478
Mobile Allowance	500
Bonus	1750
Total Amount	16836
Amount In Words(Rs)	Sixteen Thousand Eight Hundred Thirty Six Rupees

Salary and grade offered to you as above is based on the representation made by you during Your interactions with the Company officials and/ or documents submitted by you. In case of any discrepancy, company reserves right to alter/modify/withdraw the offer made to you.

Retirement / Statutory Benefits:

You will be Eligible for Retirement Benefits of the organization; Namely Provident Fund and Gratuity as per the company policy.

Gratuity:

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TeamLease Services Limited., CIN No. U74140MH2000PTC124003
BMT Commercial Complex, 8th Floor, 80 Feet Road, Koramangala, Bangalore - 560095.
Ph : (91-80) 33002345, Fax : (91-80) 33243001 www.teamlease.com



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Sri Venkateswara College
Engineering and Technology
Thirupachur, Thiruvallur - 631 203

You will be eligible for payment of Gratuity subject to fulfilment of the payment of Gratuity Act, 1972.

Incentive Scheme:

You will participate in the Sales Incentive scheme and would receive incentives based on your performance and contribution to the organization as per the scheme. Kindly note that you will not have any right to claim any performance Incentive from the Company, if you resign or abscond or if you are separated from the Company for whatsoever reason.

It is further agreed between the company and you that the incentive, payable if any, based on your performance and productivity is in Lieu of any other bonus including bonus based on profits payable under any law.

Transfer:

The organization shall have the right to transfer you to any of its offices or group companies in India that is in existence or may come into existence at a future date.

Leave:

You will be eligible for leave, As per Company rules, subject to approval from the competent authority. It may be noted that leaves cannot be deemed as granted unless sanctioned by Competent Authority. No leaves can be taken during probation period. Women employees who have completed 80 working days with the organization shall be eligible for Maternity leave as per the policy.

Unauthorised Leave / Absence:

If you are on unauthorised Leave and absence for more than seven (7) days without any intimation to the Company then it would be deemed that you are not interested in continuing with the organization and you would be Automatically Ceased to be an employee of the organization and in such a case you will be terminated from the services of the company with or without any intimation.

Job Profile:

Your duties and responsibilities will be explained to you on your joining the organization. However, you shall execute and perform all such duties that may be assigned to you by the organization and the organization reserves its right to change this at its discretion.

Professional Ethics and Confidentiality:

While you are in the services of the organization, you are not permitted to carry on any other business or profession or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the company and will not divulge to any person / third party or utilize any of the organization's confidential information or other related information (which you may possess by reason of your association with the organization) outside the organization.

Notice Period:

During the orientation period either party can terminate the services by giving 30 days' notice or Basic salary in lieu thereof at the organization's discretion.

After successful completion of orientation period either party may terminate the employment under this Appointment letter, by issuing 90 days' notice in writing or payment in lieu thereof at the organization's discretion.

You will be liable to submit all the company's assets, data etc., provided during your tenure in the company for carrying official duties, at the time of separation from the company.

Background Verification / Reference Check

Your appointment will be subject to satisfactory reference check. The company reserves the right to have your background verified directly or through an outside agency. If on such verification it is found that you have furnished

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TeamLease Services Limited., CIN No. U74140MH2000PTC124003
BMT Commercial Complex, 8th Floor, 80 Feet Road, Koramangala, Bangalore - 560095.
Ph : (91-80) 33002345, Fax : (91-80) 33243001 www.teamlease.com

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Thirupachur, Thiruvallur - 631 203

sexual harassment at workplace, we urge you to undergo an online training programme, on the subject matter.

Please note that undergoing online training is mandatory for this engagement.

The link to undergo the programme and complete the evaluation is given below.

Link : <https://lconnect.teamlease.com/Learning>

The training programme shall be conducted on a regular basis every year. Please complete the training programme within 15 days of receipt of this letter, after which it shall be treated as a deemed confirmation that you have understood your responsibilities in ensuring a safe workplace.

For TEAMLEASE SERVICES LIMITED


Accepted and Agreed



(Authorized Signatory)

Signature and date:

Name: Jafer Ali N



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Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

LS Automotive India Private Limited

(formerly known as Daesung Electric India Pvt. Ltd.,)

25th March'2020

PRIVATE & CONFIDENTIAL

Mr. Karthick B

D No; 31/1, Amman Koil Street., Kiz avadham, Anvarthikanpet post, Arakkonam taluk, Ranipet DT-632502

Subject: Letter of Offer: Appointment as a JUNIOR ENGINEER -QUALITY (QA) Department.

Dear Mr.Karthick B,

This has reference to your application and the subsequent interview you had with us. We are pleased to offer you an appointment as a JUNIOR ENGINEER - QUALITY (QA) Department on the following terms and conditions.

Your CTC has been fixed Rs. 1,80,000 /- (Rupees One Lakh Eighty Thousand Only) we mutually discussed and agreed upon.

You will be on probation for a period of six months from the date of your joining the company.

A detailed appointment letter will be given to you at the time of your joining. You are requested to join the company on or before 06.09.2019. This Letter of Offer is valid up to 07.09.2019 before which you are requested to confirm your acceptance or otherwise of this offer shall be void. This Letter of Offer is subject to the Medical Examination by any authorized Medical Centre.

You are required to be work in Factory Location located at Survey No. 280, 281, 292, 340/1BS, Poonamallee - Thiruvallur High Road, Gudapakkam Village, Poonamallee Taluk Thiruvallur District - 600124, Tamil Nadu and shall be governed by the rules and regulations of the company.

At the time of reporting for duty, you will have to furnish one copy of the documents, together with original (for verification) as under:



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Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

LS Automotive India Private Limited

(formerly known as Daesung Electric India Pvt. Ltd.,)

Contd...

1. Certificate for proof of age and all educational qualifications from SSC.
2. Relieving letter / service certificates, if any, from the last employer.
3. Salary certificate, if any, from the last employer. In case the service certificate explains the last held position, the last working day and the last drawn salary, the salary certificate is not necessary.
4. Four passport size photo.
5. Fill in Group Mediciam Form which is enclosed herewith.
6. Copy of Form 16.
7. We, however, wish to clarify that the appointment is subject to your being found medically fit. In this connection, we are enclosing a letter for medical examination, which may please be done and sent to us before joining duties.

Kindly ensure that all documents with the copies are brought along with you at the time of your joining to avoid any inconvenience while completing the joining formalities.

Kindly sign the duplicate copy of this letter of offer as a token of your acceptance.

Welcome to LS AUTOMOTIVE INDIA PVT LTD.,

Yours sincerely,

For LS Automotive India Pvt Ltd

Authorised Signatory

I duly accept this offer and will be join on or before 17.04.20

Name: Karthick B Signature: Karthick Date: 25.03.20

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Thirupachur, Thiruvallur - 631 203



Reg.No's 280,281,292,340/1B5,Poonamalee-Thiruvallur High Road,Gudapakkam Village
Poonamalee Taluk,Thiruvallur District-6000124, Tamilnadu, India. We:http://lsautomotive.in

CIN No: U50300TN2006PTC061183



136

Oct 09, 2020

To,

Mr. KARTHICK N

OFFER LETTER

Dear Mr. KARTHICK N,

With reference to your application for employment and subsequent interview you had with us, we are pleased to offer you an employment with KIA India Private Limited, subject to following terms and conditions:

1. You will be designated as Junior Engineer- Press.
 2. You will be under Training for a period of One Year and after successful completion of training, you will have undergo One Year Probation
 3. You will directly report to the Head of Section / Head of Department.
 4. Your date of commencement of employment will be on or before Nov 16, 2020.
 5. You will be entitled to receive compensation and benefits TCTC is Rs.330,587 (Three Lakhs Thirty Thousand Five Hundred & Eighty Seven Rupees per annum) as per the enclosed Annexure-1.
 6. Your services are governed by the terms & conditions mentioned in your appointment letter, which will be issued on your date of joining.
 7. Your appointment is subject to
 - a) You being found medically fit in medical examination conducted by Company Medical Officer / appropriate medical center as recommended by company.
 - b) You are being found "good" in background verification
 8. You are requested to bring following documents on your date of joining.
 - a) Date of Birth proof certificate (Copy of Passport / PAN card/Driving License)
 - b) Address proof certificates (Copy of Aadhar card / Voter ID)
- c) Photocopy of all Academic Certificates (from 10th to Highest)
d) Experience & Relieving letter from previous employers (as applicable).
e) Six passport size color photos of Self and one joint photo of Dependents.
f) Last 3 months pay slips & Last 6 months Bank statements.
* Aadhar card & PAN card are mandatory.

Kindly sign a copy of this letter as a token of your acceptance of this offer. Looking forward for a long and mutually beneficial association.

For KIA India Private Limited,

Dr. C. B. Patil
General Manager - Human Resource



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Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

Movement that inspires

Mr. Manikandan M

Dear Manikandan M,

We are pleased to offer you "Trainee" at our company in the **Design Engineer at our Verso3D office**. Your date of joining shall commence on 28-02-2020 and shall end on 25-06-2020. The terms and conditions of your duty with the Company are set forth below:

1. Subject to your acceptance of the terms and conditions contained herein, your project and responsibilities during the Term will be determined by the supervisor assigned to you for the duration of the training.
2. Your monthly Salary of Rs.18,000/- per month only during the Trainee period.
3. Your timings will be from 9:00 AM to 6:00 PM (Monday to Friday)(Saturday working based on requirement). Please be sure to share Aadhar and Pan card documents by replying to offer letter mail.
4. A notice of 1 month is required during your Training period with the company by either party to terminate.

5. Conflict of Interest

You are required not to engage in any other gainful or commercial employment or business either part time or full time in an honorary manner or in a way that provides remuneration. Directly or indirectly as long as you are employed with Verso3D.

5. Confidentiality Agreement

All information and training materials shared by the Company which you gain during the work time should be deemed confidential.

Confidential Information includes all confidential and proprietary material that you may design, author, create, distribute or produce during the term of your duty.

6. Intellectual Property Ownership (IP)

The IP and confidential information shared with you during the course of your position shall remain exclusive property of the company. The IP includes R&D designs, Innovations, Concepts, Designs, Methodology, Prototypes and Copyrights created by you during work period will be exclusive property of the company as to its proprietorship, exploitation and use. By signing this agreement, you agree all the above terms and condition.

We look forward you to joining our team!

Acceptance of offer letter

Best Regards

Manikandan..M
Signature

Thillai Balaji S

Thillai Balaji Sankaravel
Managing Director
Verso3D



+91 962 06 4940

verso3d01@gmail.com

Office no: 313, Apeejay house, 39/12
Haddows Road, Nungambakkam, Chennai-600 006

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Engineering and Technology
Thirupachur, Thiruvallur - 631 203



Mr. Nagendran M

Dear Nagendran M,

We are pleased to offer you "Trainee" at our company in the **Design Engineer at our Verso3D office.** Your date of joining shall commence on 28-02-2020 and shall end on 25-06-2020. The terms and conditions of your duty with the Company are set forth below:

1. Subject to your acceptance of the terms and conditions contained herein, your project and responsibilities during the Term will be determined by the supervisor assigned to you for the duration of the training.
2. Your monthly Salary of Rs.18,000/- per month only during the Trainee period.
3. Your timings will be from 9:00 AM to 6:00 PM (Monday to Friday)(Saturday working based on requirement). Please be sure to share Aadhar and Pan card documents by replying to offer letter mail.
4. A notice of 1 month is required during your Training period with the company by either party to terminate.

5. Conflict of Interest

You are required not to engage in any other gainful or commercial employment or business either part time or full time in an honorary manner or in a way that provides remuneration. Directly or indirectly as long as you are employed with Verso3D.

5. Confidentiality Agreement

All information and training materials shared by the Company which you gain during the work time should be deemed confidential.

Confidential Information includes all confidential and proprietary material that you may design, author, create, distribute or produce during the term of your duty.

6. Intellectual Property Ownership (IP)

The IP and confidential information shared with you during the course of your position shall remain exclusive property of the company. The IP includes R&D designs, Innovations, Concepts, Designs, Methodology, Prototypes and Copyrights created by you during work period will be exclusive property of the company as to its proprietorship, exploitation and use. By signing this agreement, you agree all the above terms and condition.

We look forward you to joining our team!

Acceptance of offer letter

Best Regards


Signature






Thillai Balaji Sankaravel
Managing Director
Verso3D

+91-9962 06 1949 verso3d01@gmail.com

Office no:313,Apeejay house, 39/12
Haddows Road, Nungambakkam, Chennai-600 006


PRINCIPAL
Sri Venkateswara College of
Engineering and Technology
Thirupachur, Thiruvallur - 631 203

Date: 12 Nov 2020

Mr Naveen Sundar Singh M
No 2/146 Kamarajar Street, Vandalur
Chengalpet
600048

Employee No: 2257064
Dear Mr Naveen Sundar Singh M

Appointment Letter

We are pleased to appoint you in our organization as EXECUTIVE OPERATIONS, Grade E2 in the department CREDIT CARDS OPERATIONS CREDIT subject to the following terms and conditions.

You are required to join our organization on or before 16 Nov 2020 and your place of work shall presently be at Chennai

You will be on orientation period till 4-Jan-2021

The responsibilities and tasks assigned to you under this Appointment letter synchronize with the definite time line schedules for completion of various project assignments mutually agreed by our Company, with our esteemed client. As our employee, you shall perform your services in a professional manner and shall ensure that the time bound tasks are substantially completed within the specified tenure, as may be mutually agreed and reviewed on case to case basis by your Reporting authority. Depending on your performance and track record to complete the individual assignments within the definite timeline, fresh tasks for completion shall be assigned/renewed, subject to consent of both the parties. For employee's joining in government / semi government / RBI guided projects; if under any circumstances the operator ID / criteria fulfilment parameter is suspended / barred / disqualified, then the employee's engagement under this appointment letter will come to an end with immediate effect without any liability except for the legitimate dues payable by Teamlease.

Your remuneration would be set as follows:

Salary Annexure (Per Month)

Particulars	Amount
Basic	6734
House Rent Allowance	3367
Special Allowance	2326
Gratuity	324
Employer PF Contribution	1357
ESIC - Employer	478
Mobile Allowance	500
Bonus	1750
TotalAmount	16836
Amount In Words(Rs)	Sixteen Thousand Eight Hundred Thirty Six Rupees

Salary and grade offered to you as above is based on the representation made by you during Your interactions with the Company officials and/ or documents submitted by you. In case of any discrepancy, company reserves right to alter/modify/withdraw the offer made to you.

Retirement / Statutory Benefits:

You will be Eligible for Retirement Benefits of the organization; Namely Provident Fund and Gratuity as per the company policy.

Gratuity:



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Thirupachur, Thiruvallur - 631 203

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You will be eligible for payment of Gratuity subject to fulfilment of the payment of Gratuity Act, 1972.

Incentive Scheme:

You will participate in the Sales Incentive scheme and would receive incentives based on your performance and contribution to the organization as per the scheme. Kindly note that you will not have any right to claim any performance Incentive from the Company, if you resign or abscond or if you are separated from the Company for whatsoever reason.

It is further agreed between the company and you that the incentive, payable if any, based on your performance and productivity is in Lieu of any other bonus including bonus based on profits payable under any law.

Transfer:

The organization shall have the right to transfer you to any of its offices or group companies in India that is in existence or may come into existence at a future date.

Leave:

You will be eligible for leave, As per Company rules, subject to approval from the competent authority. It may be noted that leaves cannot be deemed as granted unless sanctioned by Competent Authority. No leaves can be taken during probation period. Women employees who have completed 80 working days with the organization shall be eligible for Maternity leave as per the policy.

Unauthorised Leave / Absence:

If you are on unauthorised Leave and absence for more than seven (7) days without any intimation to the Company then it would be deemed that you are not interested in continuing with the organization and you would be Automatically Ceased to be an employee of the organization and in such a case you will be terminated from the services of the company with or without any intimation.

Job Profile:

Your duties and responsibilities will be explained to you on your joining the organization. However, you shall execute and perform all such duties that may be assigned to you by the organization and the organization reserves its right to change this at its discretion.

Professional Ethics and Confidentiality:

While you are in the services of the organization, you are not permitted to carry on any other business or profession or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the company and will not divulge to any person / third party or utilize any of the organization's confidential information or other related information (which you may possess by reason of your association with the organization) outside the organization.

Notice Period:

During the orientation period either party can terminate the services by giving 30 days' notice or Basic salary in lieu thereof at the organization's discretion.

After successful completion of orientation period either party may terminate the employment under this Appointment letter, by issuing 90 days' notice in writing or payment in lieu thereof at the organization's discretion.

You will be liable to submit all the company's assets, data etc., provided during your tenure in the company for carrying official duties, at the time of separation from the company.

Background Verification / Reference Check

Your appointment will be subject to satisfactory reference check. The company reserves the right to have your background verified directly or through an outside agency. If on such verification it is found that you have furnished

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TeamLease Services Limited., CIN No. U74140MH2000PTC124003
BMT Commercial Complex, 8th Floor, 80 Feet Road, Koramangala, Bangalore - 560095.
Ph : (91-80) 33002345, Fax : (91-80) 33243001 www.teamlease.com

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Thirupachur, Thiruvallur - 631 203

sexual harassment at workplace, we urge you to undergo an online training programme, on the subject matter.


Please note that undergoing online training is mandatory for this engagement.

The link to undergo the programme and complete the evaluation is given below.

Link : <https://tlconnect.teamlease.com/Learning>

The training programme shall be conducted on a regular basis every year. Please complete the training programme within 15 days of receipt of this letter, after which it shall be treated as a deemed confirmation that you have understood your responsibilities in ensuring a safe workplace.

For **TEAMLEASE SERVICES LIMITED**



(Authorized Signatory)


Accepted and Agreed



Signature and date:

Name: Naveen Sundhar Singh M

13/11/2020



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Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

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LS Automotive India Private Limited

(formerly known as Daesung Electric India Pvt. Ltd.,)

25th March'2020

PRIVATE & CONFIDENTIAL

Mr. Nirmal Kumar G
No:151 jasmin nagar, melapedu,Palavedu (post)
chennai-600055

Subject: Letter of Offer: Appointment as a JUNIOR ENGINEER -QUALITY (QA) Department.

Dear Mr.Nirmal Kumar G,

This has reference to your application and the subsequent interview you had with us. We are pleased to offer you an appointment as a JUNIOR ENGINEER – QUALITY (QA) Department on the following terms and conditions.

Your CTC has been fixed Rs. 1,80,000 /- (Rupees One Lakh Eighty Thousand Only) we mutually discussed and agreed upon.

You will be on probation for a period of six months from the date of your joining the company.

A detailed appointment letter will be given to you at the time of your joining. You are requested to join the company on or before 06.09.2020. This Letter of Offer is valid up to 07.09.2020 before which you are requested to confirm your acceptance or otherwise of this offer shall be void. This Letter of Offer is subject to the Medical Examination by any authorized Medical Centre.

You are required to be work in Factory Location located at Survey No. 280, 281, 292, 34011BS, Poonamallee – Thiruvallur High Road, Gudapakkam Village, Poonamallee Taluk Thiruvallur District – 600124, Tamil Nadu and shall be governed by the rules and regulations of the company.

At the time of reporting for duty, you will have to furnish one copy of the documents, together with original (for verification) as under:



(Signature)
PRINCIPAL
Sri Venkateswara College
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

LS Automotive India Private Limited

(formerly known as Daesung Electric India Pvt. Ltd.,)

Contd...

1. Certificate for proof of age and all educational qualifications from SSC.
2. Relieving letter / service certificates, if any, from the last employer.
3. Salary certificate, if any, from the last employer. In case the service certificate explains the last held position, the last working day and the last drawn salary, the salary certificate is not necessary.
4. Four passport size photo.
5. Fill in Group Mediclaim Form which is enclosed herewith.
6. Copy of Form 16.
7. We, however, wish to clarify that the appointment is subject to your being found medically fit. In this connection, we are enclosing a letter for medical examination, which may please be done and sent to us before joining duties.

Kindly ensure that all documents with the copies are brought along with you at the time of your joining to avoid any inconvenience while completing the joining formalities.

Kindly sign the duplicate copy of this letter of offer as a token of your acceptance.

Welcome to LS AUTOMOTIVE INDIA PVT LTD.,

Yours sincerely,

For LS Automotive India Pvt Ltd

Authorised Signatory

I duly accept this offer and will be join on or before 17/4/20

Name: Nirmal Kumar Signature: Nirmal Date: 05/3/20



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Sri Venkateswara College of
Engineering and Technology
Thirupachur, Thiruvallur - 631 203

Reg.No: 280,281,292,340/1B5,Poonamalee-Thiruvallur High Road,Gudapakkam Village
Poonamalee Taluk, Thiruvallur District-6000124, Tamilnadu, India. We:<http://lsautomotive.in>

CIN No: U50300TN2006PTC061183

Date: 12 Nov 2020

Mr Parthiban S
No 33 Kalaingar Street, Kakkanji Nagar Pattabiram,
Chennai-600072

Employee No: 2259042
Dear Mr Parthiban S

Appointment Letter

We are pleased to appoint you in our organization as EXECUTIVE OPERATIONS , Grade E2 in the department CREDIT CARDS OPERATIONS CREDIT subject to the following terms and conditions:

You are required to join our organization on or before 16 Nov 2020 and your place of work shall presently be at Chennai

You will be on orientation period till 04-Jan-2021

The responsibilities and tasks assigned to you under this Appointment letter synchronize with the definite time line schedules for completion of various project assignments mutually agreed by our Company, with our esteemed client. As our employee, you shall perform your services in a professional manner and shall ensure that the time bound tasks are substantially completed within the specified tenure, as may be mutually agreed and reviewed on case to case basis by your Reporting authority. Depending on your performance and track record to complete the individual assignments within the definite timeline, fresh tasks for completion shall be assigned/renewed, subject to consent of both the parties. For employee's joining in government / semi government / RBI guided projects; if under any circumstances the operator ID / criteria fulfilment parameter is suspended / barred / disqualified, then the employee's engagement under this appointment letter will come to an end with immediate effect without any liability except for the legitimate dues payable by Teamlease.

Your remuneration would be set as follows:

Salary Annexure (Per Month)

Particulars	Amount
Basic	6734
House Rent Allowance	3367
Special Allowance	2326
Gratuity	324
Employer PF Contribution	1357
ESIC - Employer	478
Mobile Allowance	500
Bonus	1750
TotalAmount	16836
Amount In Words(Rs)	Sixteen Thousand Eight Hundred Thirty Six Rupees

Salary and grade offered to you as above is based on the representation made by you during Your interactions with the Company officials and/ or documents submitted by you. In case of any discrepancy, company reserves right to alter/modify/withdraw the offer made to you.

Retirement / Statutory Benefits:

You will be Eligible for Retirement Benefits of the organization; Namely Provident Fund and Gratuity as per the company policy.

Gratuity:




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Incentive Scheme:

You will participate in the Sales Incentive scheme and would receive incentives based on your performance and contribution to the organization as per the scheme. Kindly note that you will not have any right to claim any performance Incentive from the Company, if you resign or abscond or if you are separated from the Company for whatsoever reason.

It is further agreed between the company and you that the incentive, payable if any, based on your performance and productivity is in Lieu of any other bonus including bonus based on profits payable under any law.

Transfer:

The organization shall have the right to transfer you to any of its offices or group companies in India that is in existence or may come into existence at a future date.

Leave:

You will be eligible for leave, As per Company rules, subject to approval from the competent authority. It may be noted that leaves cannot be deemed as granted unless sanctioned by Competent Authority. No leaves can be taken during probation period. Women employees who have completed 80 working days with the organization shall be eligible for Maternity leave as per the policy.

Unauthorised Leave / Absence:

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Job Profile:

Your duties and responsibilities will be explained to you on your joining the organization. However, you shall execute and perform all such duties that may be assigned to you by the organization and the organization reserves its right to change this at its discretion.

Professional Ethics and Confidentiality:

While you are in the services of the organization, you are not permitted to carry on any other business or profession or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the company and will not divulge to any person / third party or utilize any of the organization's confidential information or other related information (which you may possess by reason of your association with the organization) outside the organization.

Notice Period:

During the orientation period either party can terminate the services by giving 30 days' notice or Basic salary in lieu thereof at the organization's discretion.

After successful completion of orientation period either party may terminate the employment under this Appointment letter, by issuing 90 days' notice in writing or payment in lieu thereof at the organization's discretion.

You will be liable to submit all the company's assets, data etc., provided during your tenure in the company for carrying official duties, at the time of separation from the company.

Background Verification / Reference Check

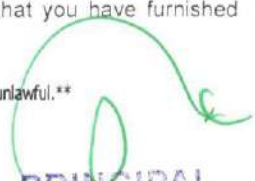
Your appointment will be subject to satisfactory reference check. The company reserves the right to have your background verified directly or through an outside agency. If on such verification it is found that you have furnished

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TeamLease Services Limited., CIN No. U74140MH2000PTC124003
BMT Commercial Complex, 8th Floor, 80 Feet Road, Koramangala, Bangalore - 560095.
Ph : (91-80) 33002345, Fax : (91-80) 33243001 www.teamlease.com



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Sri Venkateswara College
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

sexual harassment at workplace, we urge you to undergo an online training programme, on the subject matter.

Please note that undergoing online training is mandatory for this engagement.

The link to undergo the programme and complete the evaluation is given below.

Link : <https://tconnect.teamlease.com/Learning>

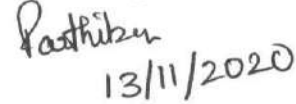
The training programme shall be conducted on a regular basis every year. Please complete the training programme within 15 days of receipt of this letter, after which it shall be treated as a deemed confirmation that you have understood your responsibilities in ensuring a safe workplace.

For TEAMLEASE SERVICES LIMITED



(Authorized Signatory)


Accepted and Agreed



13/11/2020

Signature and date:

Name: Parthiban S



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Thirupachur, Thiruvallur - 631 203

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Oct 09, 2020

To,

Mr. POOVARASAN S

OFFER LETTER


Dear Mr. POOVARASAN S,

With reference to your application for employment and subsequent interview you had with us, we are pleased to offer you an employment with KIA India Private Limited, subject to following terms and conditions:


1. You will be designated as Junior Engineer- Press.
 2. You will be under Training for a period of One Year and after successful completion of training, you will have undergo One Year Probation
 3. You will directly report to the Head of Section / Head of Department.
 4. Your date of commencement of employment will be on or before Nov 16, 2020.
 5. You will be entitled to receive compensation and benefits TCTC is Rs.330,587 (Three Lakhs Thirty Thousand Five Hundred & Eighty Seven Rupees per annum) as per the enclosed Annexure-1.
 6. Your services are governed by the terms & conditions mentioned in your appointment letter, which will be issued on your date of joining.
 7. Your appointment is subject to
 - a) You being found medically fit in medical examination conducted by Company Medical Officer / appropriate medical center as recommended by company.
 - b) You are being found "good" in background verification
 8. You are requested to bring following documents on your date of joining.
 - a) Date of Birth proof certificate (Copy of Passport / PAN card/Driving License)
 - b) Address proof certificates (Copy of Aadhar card / Voter ID)
- c) Photocopy of all Academic Certificates (from 10th to Highest)
- d) Experience & Relieving letter from previous employers (as applicable).
 - e) Six passport size color photos of Self and one joint photo of Dependents.
 - f) Last 3 months pay slips & Last 6 months Bank statements.
- * Aadhar card & PAN card are mandatory.

Kindly sign a copy of this letter as a token of your acceptance of this offer. Looking forward for a long and mutually beneficial association.

For KIA India Private Limited,


Dr. C. B. Patil
General Manager - Human Resource




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Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

Movement that inspires

Mr. Prakash K

Date: 28-02-2020

Dear Prakash K,

We are pleased to offer you "Trainee" at our company in the **Design Engineer at our Verso3D office**. Your date of joining shall commence on 28-02-2020 and shall end on 25-06-2020. The terms and conditions of your duty with the Company are set forth below:

1. Subject to your acceptance of the terms and conditions contained herein, your project and responsibilities during the Term will be determined by the supervisor assigned to you for the duration of the training.
2. Your monthly Salary of Rs.18,000/- per month only during the Trainee period.
3. Your timings will be from 9:00 AM to 6:00 PM (Monday to Friday)(Saturday working based on requirement). Please be sure to share Aadhar and Pan card documents by replying to offer letter mail.
4. A notice of 1 month is required during your Training period with the company by either party to terminate.

5. Conflict of Interest

You are required not to engage in any other gainful or commercial employment or business either part time or full time in an honorary manner or in a way that provides remuneration. Directly or indirectly as long as you are employed with Verso3D.

5. Confidentiality Agreement

All information and training materials shared by the Company which you gain during the work time should be deemed confidential. Confidential Information includes all confidential and proprietary material that you may design, author, create, distribute or produce during the term of your duty.

6. Intellectual Property Ownership (IP)



The IP and confidential information shared with you during the course of your position shall remain exclusive property of the company. The IP includes R&D designs, Innovations, Concepts, Designs, Methodology, Prototypes and Copyrights created by you during work period will be exclusive property of the company as to its proprietorship, exploitation and use. By signing this agreement, you agree all the above terms and condition.

We look forward you to joining our team!

Acceptance of offer letter


Signature
PRINCIPAL
Sri Venkateswara College
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

Best Regards

Thillai Balaji Sankaravel
Managing Director
Verso3D +91-9962 06 4949 verso3d01@gmail.com Office no:313,Apeejay house, 39/12
Haddows Road, Nungambakkam, Chennai-600 006



കിയാ ഇന്ത്യാ പ്രൈവറ്റ് ലിമിറ്റഡ്

KIA INDIA PRIVATE LIMITED
(Formerly known as KIA Motors India Private Limited)
CIN: U29309AP2017FTC 105878
Regd. Office: N.H.44, Sy. No.151-2, Erramanchi, Penukonda (M)
Anantapur District - 515 164

144

Oct 09, 2020

To,

Mr. RAGAVENTHARAN G

OFFER LETTER

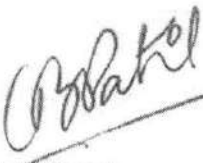
Dear Mr. RAGAVENTHARAN G,

With reference to your application for employment and subsequent interview you had with us, we are pleased to offer you an employment with KIA India Private Limited, subject to following terms and conditions:

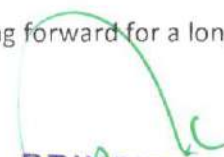
1. You will be designated as Junior Engineer- Press.
 2. You will be under Training for a period of One Year and after successful completion of training, you will have undergo One Year Probation
 3. You will directly report to the Head of Section / Head of Department.
 4. Your date of commencement of employment will be on or before Nov 16, 2020.
 5. You will be entitled to receive compensation and benefits TCTC is Rs.330,587 (Three Lakhs Thirty Thousand Five Hundred & Eighty Seven Rupees per annum) as per the enclosed Annexure-1.
 6. Your services are governed by the terms & conditions mentioned in your appointment letter, which will be issued on your date of joining.
 7. Your appointment is subject to
 - a) You being found medically fit in medical examination conducted by Company Medical Officer / appropriate medical center as recommended by company.
 - b) You are being found "good" in background verification
 8. You are requested to bring following documents on your date of joining.
 - a) Date of Birth proof certificate (Copy of Passport / PAN card/Driving License)
 - b) Address proof certificates (Copy of Aadhar card / Voter ID)
- c) Photocopy of all Academic Certificates (from 10th to Highest)
 - d) Experience & Relieving letter from previous employers (as applicable).
 - e) Six passport size color photos of Self and one joint photo of Dependents.
 - f) Last 3 months pay slips & Last 6 months Bank statements.
- * Aadhar card & PAN card are mandatory.

Kindly sign a copy of this letter as a token of your acceptance of this offer. Looking forward for a long and mutually beneficial association.

For KIA India Private Limited,


Dr. C. B. Patil
General Manager - Human Resource




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Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

Movement that inspires

LS Automotive India Private Limited

(formerly known as Daesung Electric India Pvt. Ltd.,)

25th March 2020

PRIVATE & CONFIDENTIAL

Mr. Rahul B
No 33 Kalaingar Street, Kakkanji Nagar Pattabiram,
Chennai-600072

Subject: Letter of Offer: Appointment as a JUNIOR ENGINEER -QUALITY (QA)
Department.

Dear Mr. Rahul B,

This has reference to your application and the subsequent interview you had with us. We are pleased to offer you an appointment as a JUNIOR ENGINEER - QUALITY (QA) Department on the following terms and conditions.

Your CTC has been fixed Rs. 1,80,000 /- (Rupees One Lakh Eighty Thousand Only) we mutually discussed and agreed upon.

You will be on probation for a period of six months from the date of your joining the company.

A detailed appointment letter will be given to you at the time of your joining. You are requested to join the company on or before 06.09.2020. This Letter of Offer is valid up to 07.09.2020 before which you are requested to confirm your acceptance or otherwise of this offer shall be void. This Letter of Offer is subject to the Medical Examination by any authorized Medical Centre.

You are required to be work in Factory Location located at Survey No. 280, 281, 292, 340/11BS, Poonamallee - Thiruvallur High Road, Gudapakkam Village, Poonamallee Taluk Thiruvallur District - 600124, Tamil Nadu and shall be governed by the rules and regulations of the company.

At the time of reporting for duty, you will have to furnish one copy of the documents, together with original (for verification) as under:



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Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

LS Automotive India Private Limited

(formerly known as Daesung Electric India Pvt. Ltd.,)

Contd...

1. Certificate for proof of age and all educational qualifications from SSC.
2. Relieving letter / service certificates, if any, from the last employer.
3. Salary certificate, if any, from the last employer. In case the service certificate explains the last held position, the last working day and the last drawn salary, the salary certificate is not necessary.
4. Four passport size photo.
5. Fill in Group Mediclaim Form which is enclosed herewith.
6. Copy of Form 16.
7. We, however, wish to clarify that the appointment is subject to your being found medically fit. In this connection, we are enclosing a letter for medical examination, which may please be done and sent to us before joining duties.

Kindly ensure that all documents with the copies are brought along with you at the time of your joining to avoid any inconvenience while completing the joining formalities.

Kindly sign the duplicate copy of this letter of offer as a token of your acceptance.

Welcome to LS AUTOMOTIVE INDIA PVT LTD.,

Yours sincerely,

For LS Automotive India Pvt Ltd

Authorised Signatory

I duly accept this offer and will be join on or before 17.04.2020

Name: Rahul B Signature: Rahul Date: 09.03.2020



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Sri Venkateswara College
Engineering and Technology
Thirupachur, Thiruvallur - 631 203

Reg No's: 280, 281, 292, 340/1B5, Poonamalee-Thiruvallur High Road, Gudapakkam Village
Poonamalee Taluk, Thiruvallur District-6000124, Tamilnadu, India. We: <http://lsautomotive.in>

CIN No: U50300TN2006PTC061183



KIA INDIA PRIVATE LIMITED

(Formerly known as KIA Motors India Private Limited)

CIN: U29309AP2017FTC 105878

Regd. Office: N.H.44, Sy. No.151-2, Erramanchi, Penukonda (M)

Anantapur District - 515 164

146

Oct 09, 2020

To,

Mr. RAMANAN N

OFFER LETTER

Dear Mr. RAMANAN N,

With reference to your application for employment and subsequent interview you had with us, we are pleased to offer you an employment with KIA India Private Limited, subject to following terms and conditions:

1. You will be designated as Junior Engineer- Press.
 2. You will be under Training for a period of One Year and after successful completion of training, you will have undergo One Year Probation
 3. You will directly report to the Head of Section / Head of Department.
 4. Your date of commencement of employment will be on or before Nov 16, 2020.
 5. You will be entitled to receive compensation and benefits TCTC is Rs.330,587 (Three Lakhs Thirty Thousand Five Hundred & Eighty Seven Rupees per annum) as per the enclosed Annexure-1.
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 - f) Last 3 months pay slips & Last 6 months Bank statements.
- * Aadhar card & PAN card are mandatory.

Kindly sign a copy of this letter as a token of your acceptance of this offer. Looking forward for a long and mutually beneficial association.

For KIA India Private Limited,

Dr. C. B. Patil
General Manager - Human Resource



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Sri Venkateswara College
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

Movement that inspires

Mr. Rohith S

Dear Rohith S,

We are pleased to offer you "Trainee" at our company in the **Design Engineer at our Verso3D office**. Your date of joining shall commence on 28-02-2020 and shall end on 25-06-2020. The terms and conditions of your duty with the Company are set forth below:

1. Subject to your acceptance of the terms and conditions contained herein, your project and responsibilities during the Term will be determined by the supervisor assigned to you for the duration of the training.
2. Your monthly Salary of Rs.18,000/- per month only during the Trainee period.
3. Your timings will be from 9:00 AM to 6:00 PM (Monday to Friday)(Saturday working based on requirement). Please be sure to share Aadhar and Pan card documents by replying to offer letter mail.
4. A notice of 1 month is required during your Training period with the company by either party to terminate.
5. **Conflict of Interest**
You are required not to engage in any other gainful or commercial employment or business either part time or full time in an honorary manner or in a way that provides remuneration. Directly or indirectly as long as you are employed with Verso3D.

5. Confidentiality Agreement

All information and training materials shared by the Company which you gain during the work time should be deemed confidential. Confidential Information includes all confidential and proprietary material that you may design, author, create, distribute or produce during the term of your duty.

6. Intellectual Property Ownership (IP)

The IP and confidential information shared with you during the course of your position shall remain exclusive property of the company. The IP includes R&D designs, Innovations, Concepts, Designs, Methodology, Prototypes and Copyrights created by you during work period will be exclusive property of the company as to its proprietorship, exploitation and use. By signing this agreement, you agree all the above terms and condition.

We look forward you to joining our team!

Acceptance of offer letter

Best Regards


Signature





Thillai Balaji Sankaravel
Managing Director
Verso3D

+91-9962 6 16 16 | verso3d01@gmail.com

Office no:313,Apeejay house, 39/12
Haddows Road, Nungambakkam, Chennai-600 006

PRINCIPAL
Sri Venkateswara College
Engineering and Technology
Thirupachur, Thiruvallur - 631 203

148

LS Automotive India Private Limited

(formerly known as Daesung Electric India Pvt. Ltd.,)

25th March'2020

PRIVATE & CONFIDENTIAL

Mr. Saran Raj

147PTC Street, Annai Anjugam Nagar, Nandabakkam, Kundrathur
Chennai-69

Subject: Letter of Offer: Appointment as a JUNIOR ENGINEER -QUALITY (QA)
Department.

Dear Mr. Saran Raj,

This has reference to your application and the subsequent interview you had with us. We are pleased to offer you an appointment as a JUNIOR ENGINEER - QUALITY (QA) Department on the following terms and conditions.

Your CTC has been fixed Rs. 1,80,000 /- (Rupees One Lakh Eighty Thousand Only) we mutually discussed and agreed upon.

You will be on probation for a period of six months from the date of your joining the company.

A detailed appointment letter will be given to you at the time of your joining. You are requested to join the company on or before 06.09.2020. This Letter of Offer is valid up to 07.09.2020 before which you are requested to confirm your acceptance or otherwise of this offer shall be void. This Letter of Offer is subject to the Medical Examination by any authorized Medical Centre.

You are required to be work in Factory Location located at Survey No. 280, 281, 292, 340/1B5, Poonamallee - Thiruvallur High Road, Gudapakkam Village, Poonamallee Taluk Thiruvallur District - 600124, Tamil Nadu and shall be governed by the rules and regulations of the company.

At the time of reporting for duty, you will have to furnish one copy of the documents, together with original (for verification) as under:



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Thirupachur, Thiruvallur - 631 203

Reg.No's: 280,281,292,340/1B5,Poonamallee-Thiruvallur High Road,Gudapakkam Village
Poonamallee Taluk,Thiruvallur District-6000124, Tamilnadu, India. We:http://lsautomotive.in

CIN No: U50300TN2006PTC061183

LS Automotive India Private Limited

(formerly known as Daesung Electric India Pvt. Ltd.,)

Contd...

1. Certificate for proof of age and all educational qualifications from SSC.
2. Relieving letter / service certificates, if any, from the last employer.
3. Salary certificate, if any, from the last employer. In case the service certificate explains the last held position, the last working day and the last drawn salary, the salary certificate is not necessary.
4. Four passport size photo.
5. Fill in Group Mediclaim Form which is enclosed herewith.
6. Copy of Form 16.
7. We, however, wish to clarify that the appointment is subject to your being found medically fit. In this connection, we are enclosing a letter for medical examination, which may please be done and sent to us before joining duties.

Kindly ensure that all documents with the copies are brought along with you at the time of your joining to avoid any inconvenience while completing the joining formalities.

Kindly sign the duplicate copy of this letter of offer as a token of your acceptance.

Welcome to LS AUTOMOTIVE INDIA PVT LTD.,

Yours sincerely,

For LS Automotive India Pvt Ltd

Authorised Signatory

I duly accept this offer and will be join on or before 27.7.20

Name: Suman Raj

Signature: Suman Raj Date: 25.8.20



PRINCIPAL
Sri Venkateswara Coll
Engineering and Techn
Thirupachur, Thiruvallur - 6

Reg.No's: 280, 281, 292, 340/1B5, Poonamalee-Thiruvallur High Road, Gudapakkam Village
Poonamalee Taluk, Thiruvallur District-6000124, Tamilnadu, India. We: <http://lsautomotive.in>

CIN No: U50300TN2006PTC061183

LS Automotive India Private Limited

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25th March'2020

PRIVATE & CONFIDENTIAL

Mr. Saravanan K
2/164 Bajanai koil Street, Thandalam,
Sriperumbudur -602105

Subject: Letter of Offer: Appointment as a JUNIOR ENGINEER -QUALITY (QA)
Department.

Dear Mr. Saravanan K,

This has reference to your application and the subsequent interview you had with us. We are pleased to offer you an appointment as a JUNIOR ENGINEER – QUALITY (QA) Department on the following terms and conditions.

Your CTC has been fixed Rs. 1,80,000 /- (Rupees One Lakh Eighty Thousand Only) we mutually discussed and agreed upon.

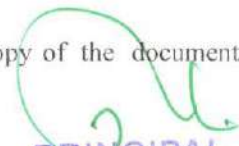
You will be on probation for a period of six months from the date of your joining the company.

A detailed appointment letter will be given to you at the time of your joining. You are requested to join the company on or before 06.09.2020. This Letter of Offer is valid up to 07.09.2020 before which you are requested to confirm your acceptance or otherwise of this offer shall be void. This Letter of Offer is subject to the Medical Examination by any authorized Medical Centre.

You are required to be work in Factory Location located at Survey No. 280, 281, 292, 34011BS, Poonamallee – Thiruvallur High Road, Gudapakkam Village, Poonamallee Taluk Thiruvallur District – 600124, Tamil Nadu and shall be governed by the rules and regulations of the company.

At the time of reporting for duty, you will have to furnish one copy of the documents together with original (for verification) as under:




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Reg.No's: 280,281,292,340/1B5,Poonamallee-Thiruvallur High Road,Gudapakkam Village
Poonamallee Taluk,Thiruvallur District-6000124, Tamilnadu, India. We:http://lsautomotive.in

CIN No: U50300TN2006PTC061183

LS Automotive India Private Limited

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Contd...

1. Certificate for proof of age and all educational qualifications from SSC.
2. Relieving letter / service certificates, if any, from the last employer.
3. Salary certificate, if any, from the last employer. In case the service certificate explains the last held position, the last working day and the last drawn salary, the salary certificate is not necessary.
4. Four passport size photo.
5. Fill in Group Mediclaim Form which is enclosed herewith.
6. Copy of Form 16.
7. We, however, wish to clarify that the appointment is subject to your being found medically fit. In this connection, we are enclosing a letter for medical examination, which may please be done and sent to us before joining duties.

Kindly ensure that all documents with the copies are brought along with you at the time of your joining to avoid any inconvenience while completing the joining formalities.

Kindly sign the duplicate copy of this letter of offer as a token of your acceptance.

Welcome to LS AUTOMOTIVE INDIA PVT LTD.,

Yours sincerely,

For LS Automotive India Pvt Ltd

Authorised Signatory

I duly accept this offer and will be join on or before 17/4/20

Name: Saravanan K Signature: [Signature] Date: 25/3/20



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Thirupachur, Thiruvallur - 631 203

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Poonamalee Taluk,Thiruvallur District-6000124, Tamilnadu, India. We:<http://lsautomotive.in>

CIN No: U50300TN2006PTC061183



Mr. Sathish Kumar A

Dear Sathish Kumar A,

We are pleased to offer you "Trainee" at our company in the **Design Engineer at our Verso3D office.** Your date of joining shall commence on 28-02-2020 and shall end on 25-06-2020. The terms and conditions of your duty with the Company are set forth below:

1. Subject to your acceptance of the terms and conditions contained herein, your project and responsibilities during the Term will be determined by the supervisor assigned to you for the duration of the training.
2. Your monthly Salary of Rs.18,000/- per month only during the Trainee period.
3. Your timings will be from 9:00 AM to 6:00 PM (Monday to Friday)(Saturday working based on requirement). Please be sure to share Aadhar and Pan card documents by replying to offer letter mail.
4. A notice of 1 month is required during your Training period with the company by either party to terminate.

5. Conflict of Interest

You are required not to engage in any other gainful or commercial employment or business either part time or full time in an honorary manner or in a way that provides remuneration. Directly or indirectly as long as you are employed with Verso3D.

5. Confidentiality Agreement

All information and training materials shared by the Company which you gain during the work time should be deemed confidential.

Confidential Information includes all confidential and proprietary material that you may design, author, create, distribute or produce during the term of your duty.

6. Intellectual Property Ownership (IP)

The IP and confidential information shared with you during the course of your position shall remain exclusive property of the company. The IP includes R&D designs, Innovations, Concepts, Designs, Methodology, Prototypes and Copyrights created by you during work period will be exclusive property of the company as to its proprietorship, exploitation and use. By signing this agreement, you agree all the above terms and condition.

We look forward you to joining our team!

Acceptance of offer letter

Best Regards


Signature






Thillai Balaji Sankaravel
Managing Director
Verso3D

+91-9555164949 verso3d01@gmail.com

Office no:313, Apeejay house, 39/12
Haddows Road, Nungambakkam, Chennai-600 006


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LS Automotive India Private Limited

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25th March'2020

PRIVATE & CONFIDENTIAL

Mr. Sri Gowtha Kunishkar M
No 37 Sundaram main road, Vyasarpadi
Chennai 39

Subject: Letter of Offer: Appointment as a JUNIOR ENGINEER -QUALITY (QA) Department.

Dear Mr. Sri Gowtha Kunishkar M,

This has reference to your application and the subsequent interview you had with us. We are pleased to offer you an appointment as a JUNIOR ENGINEER - QUALITY (QA) Deptment on the following terms and conditions.

Your CTC has been fixed Rs. 1,80,000 /- (Rupees One Lakh Eighty Thousand Only) we mutually discussed and agreed upon.

You will be on probation for a period of six months from the date of your joining the company.

A detailed appointment letter will be given to you at the time of your joining. You are requested to join the company on or before 06.09.2020. This Letter of Offer is valid up to 07.09.2020 before which you are requested to confirm your acceptance or otherwise of this offer shall be void. This Letter of Offer is subject to the Medical Examination by any authorized Medical Centre.

You are required to be work in Factory Location located at Survey No. 280, 281, 292, 340/11BS, Poonamallee - Thiruvallur High Road, Gudapakkam Village, Poonamallee Taluk Thiruvallur District - 600124, Tamil Nadu and shall be governed by the rules and regulations of the company.

At the time of reporting for duty, you will have to furnish one copy of the documents, together with original (for verification) as under:



(Handwritten Signature)
PRINCIPAL

Sri Venkateswara College of Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

Reg.No's: 280,281,292,340/1B5,Poonamallee-Thiruvallur High Road,Gudapakkam Village Poonamallee Taluk,Thiruvallur District-6000124, Tamilnadu, India. We:http://lsautomotive.in

CIN No: U50300TN2006PTC061183

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Contd...

1. Certificate for proof of age and all educational qualifications from SSC.
2. Relieving letter / service certificates, if any, from the last employer.
3. Salary certificate, if any, from the last employer. In case the service certificate explains the last held position, the last working day and the last drawn salary, the salary certificate is not necessary.
4. Four passport size photo.
5. Fill in Group Medclaim Form which is enclosed herewith.
6. Copy of Form 16.
7. We, however, wish to clarify that the appointment is subject to your being found medically fit. In this connection, we are enclosing a letter for medical examination, which may please be done and sent to us before joining duties.

Kindly ensure that all documents with the copies are brought along with you at the time of your joining to avoid any inconvenience while completing the joining formalities.

Kindly sign the duplicate copy of this letter of offer as a token of your acceptance.

Welcome to LS AUTOMOTIVE INDIA PVT LTD.,

Yours sincerely,

For LS Automotive India Pvt Ltd

Authorised Signatory

I duly accept this offer and will be join on or before 17-4-2020



Name: Sri Gowtha Kunnish Signature: [Signature] Date: 25-03-20

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Poonamalee Taluk,Thiruvallur District-6000124, Tamilnadu, India. We:<http://lsautomotive.in>

CIN No: U50300TN2006PTC061183

LS Automotive India Private Limited

(formerly known as Daesung Electric India Pvt. Ltd.,)

25th March'2020

PRIVATE & CONFIDENTIAL

Mr. Tamil Selvan K
No. 72 Valluvar street, Mittanamalli, Avadi IAF
Chennai - 600055

Subject: Letter of Offer: Appointment as a JUNIOR ENGINEER -QUALITY (QA)
Department.

Dear Mr.Tamil Selvan K,

This has reference to your application and the subsequent interview you had with us. We are pleased to offer you an appointment as a JUNIOR ENGINEER – QUALITY (QA) Department on the following terms and conditions.

Your CTC has been fixed Rs. 1,80,000 /- (Rupees One Lakh Eighty Thousand Only) we mutually discussed and agreed upon.

You will be on probation for a period of six months from the date of your joining the company.

A detailed appointment letter will be given to you at the time of your joining. You are requested to join the company on or before 06.09.2020. This Letter of Offer is valid up to 07.09.2020 before which you are requested to confirm your acceptance or otherwise of this offer shall be void. This Letter of Offer is subject to the Medical Examination by any authorized Medical Centre.

You are required to be work in Factory Location located at Survey No. 280, 281, 292, 340/1BS, Poonamallee – Thiruvallur High Road, Gudapakkam Village, Poonamallee Taluk Thiruvallur District – 600124, Tamil Nadu and shall be governed by the rules and regulations of the company.

At the time of reporting for duty, you will have to furnish one copy of the documents, together with original (for verification) as under:



PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

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Contd...

1. Certificate for proof of age and all educational qualifications from SSC.
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3. Salary certificate, if any, from the last employer. In case the service certificate explains the last held position, the last working day and the last drawn salary, the salary certificate is not necessary.
4. Four passport size photo.
5. Fill in Group Mediclaim Form which is enclosed herewith.
6. Copy of Form 16.
7. We, however, wish to clarify that the appointment is subject to your being found medically fit. In this connection, we are enclosing a letter for medical examination, which may please be done and sent to us before joining duties.

Kindly ensure that all documents with the copies are brought along with you at the time of your joining to avoid any inconvenience while completing the joining formalities.

Kindly sign the duplicate copy of this letter of offer as a token of your acceptance.

Welcome to LS AUTOMOTIVE INDIA PVT LTD.,

Yours sincerely,

For LS Automotive India Pvt Ltd




Authorised Signatory *

I duly accept this offer and will be join on or before 17.04.2020



Name: K. Tamil Selvan Signature: [Handwritten Signature] Date: 25.03.2020

PRINCIPAL

**Sri Venkateswara College of
Engineering and Technology
Thirupachur, Thiruvallur - 631 203**

Reg. No's: 280,281,292,340/1B5, Poonamalee-Thiruvallur High Road, Gudapakkam Village
Poonamalee Taluk, Thiruvallur District-6000124, Tamilnadu, India. We: <http://lsautomotive.in>

CIN No: U50300TN2006PTC061183



KIA INDIA PRIVATE LIMITED

(Formerly known as KIA Motors India Private Limited)

CIN: U29309AP2017FTC 105878

Regd. Office: N.H.44, Sy. No.151-2, Erramanchi, Penukonda (M)

Anantapur District - 515 164

153

Oct 09, 2020

To,

Mr. TILAK SURIYA M

OFFER LETTER


Dear Mr. TILAK SURIYA M,

With reference to your application for employment and subsequent interview you had with us, we are pleased to offer you an employment with KIA India Private Limited, subject to following terms and conditions:

1. You will be designated as Junior Engineer- Press.
 2. You will be under Training for a period of One Year and after successful completion of training, you will have undergo One Year Probation
 3. You will directly report to the Head of Section / Head of Department.
 4. Your date of commencement of employment will be on or before Nov 16, 2020.
 5. You will be entitled to receive compensation and benefits TCTC is Rs.330,587 (Three Lakhs Thirty Thousand Five Hundred & Eighty Seven Rupees per annum) as per the enclosed Annexure-1.
 6. Your services are governed by the terms & conditions mentioned in your appointment letter, which will be issued on your date of joining.
 7. Your appointment is subject to
 - a) You being found medically fit in medical examination conducted by Company Medical Officer / appropriate medical center as recommended by company.
 - b) You are being found "good" in background verification
 8. You are requested to bring following documents on your date of joining.
 - a) Date of Birth proof certificate (Copy of Passport / PAN card/Driving License)
 - b) Address proof certificates (Copy of Aadhar card / Voter ID)
 - c) Photocopy of all Academic Certificates (from 10th to Highest)
 - d) Experience & Relieving letter from previous employers (as applicable).
 - e) Six passport size color photos of Self and one joint photo of Dependents.
 - f) Last 3 months pay slips & Last 6 months Bank statements.
- * Aadhar card & PAN card are mandatory.

Kindly sign a copy of this letter as a token of your acceptance of this offer. Looking forward for a long and mutually beneficial association.

For KIA India Private Limited,


Dr. C. B. Patil
General Manager - Human Resource




PRINCIPAL
Sri Venkateswara College of
Engineering and Technology
Thirupachur, Thiruvallur - 631 203

Movement that inspires

Date: 12 Nov 2020

Mr Uma Maheshwaran
No 37 ,Sundaram main road ,Vyasarpadi
Chennai 39

Employee No: 2259046
Dear Mr Uma Maheshwara

Appointment Letter

We are pleased to appoint you in our organization as EXECUTIVE OPERATIONS , Grade E2 in the department CREDIT CARDS OPERATIONS CREDIT subject to the following terms and conditions:

Your are required to join our organization on or before 16 Nov 2020 and your place of work shall presently be at Chennai

You will be on orientation period till 04-Jan-2021

The responsibilities and tasks assigned to you under this Appointment letter synchronize with the definite time line schedules for completion of various project assignments mutually agreed by our Company, with our esteemed client. As our employee, you shall perform your services in a professional manner and shall ensure that the time bound tasks are substantially completed within the specified tenure, as may be mutually agreed and reviewed on case to case basis by your Reporting authority. Depending on your performance and track record to complete the individual assignments within the definite timeline, fresh tasks for completion shall be assigned/renewed, subject to consent of both the parties. For employee's joining in government / semi government / RBI guided projects; if under any circumstances the operator ID / criteria fulfilment parameter is suspended / barred / disqualified, then the employee's engagement under this appointment letter will come to an end with immediate effect without any liability except for the legitimate dues payable by Teamlease.

Your remuneration would be set as follows:

Salary Annexure (Per Month)

Particulars	Amount
Basic	6734
House Rent Allowance	3367
Special Allowance	2326
Gratuity	324
Employer PF Contribution	1357
ESIC - Employer	478
Mobile Allowance	500
Bonus	1750
TotalAmount	16836
Amount In Words(Rs)	Sixteen Thousand Eight Hundred Thirty Six Rupees

Salary and grade offered to you as above is based on the representation made by you during Your interactions with the Company officials and/ or documents submitted by you. In case of any discrepancy, company reserves right to alter/modify/withdraw the offer made to you.

Retirement / Statutory Benefits:

You will be Eligible for Retirement Benefits of the organization; Namely Provident Fund and Gratuity as per the company policy.

Gratuity:

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TeamLease Services Limited., CIN No. U74140MH2000PTC124003
EMTC Commercial Complex, 8th Floor, 80 Feet Road, Koramangala, Bangalore - 560095
Ph : (91-80) 33002345, Fax : (91-80) 33243001 www.teamlease.com

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Sri Venkateswara College of Engineering and Technology.
Thirupachur, Thiruvallur - 631 203

You will be eligible for payment of Gratuity subject to fulfilment of the payment of Gratuity Act, 1972.

Incentive Scheme:

You will participate in the Sales Incentive scheme and would receive incentives based on your performance and contribution to the organization as per the scheme. Kindly note that you will not have any right to claim any performance Incentive from the Company, if you resign or abscond or if you are separated from the Company for whatsoever reason.

It is further agreed between the company and you that the incentive, payable if any, based on your performance and productivity is in Lieu of any other bonus including bonus based on profits payable under any law.

Transfer:

The organization shall have the right to transfer you to any of its offices or group companies in India that is in existence or may come into existence at a future date.

Leave:

You will be eligible for leave, As per Company rules, subject to approval from the competent authority. It may be noted that leaves cannot be deemed as granted unless sanctioned by Competent Authority. No leaves can be taken during probation period. Women employees who have completed 80 working days with the organization shall be eligible for Maternity leave as per the policy.

Unauthorised Leave / Absence:

If you are on unauthorised Leave and absence for more than seven (7) days without any intimation to the Company then it would be deemed that you are not interested in continuing with the organization and you would be Automatically Ceased to be an employee of the organization and in such a case you will be terminated from the services of the company with or without any intimation.

Job Profile:

Your duties and responsibilities will be explained to you on your joining the organization. However, you shall execute and perform all such duties that may be assigned to you by the organization and the organization reserves its right to change this at its discretion.

Professional Ethics and Confidentiality:

While you are in the services of the organization, you are not permitted to carry on any other business or profession or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the company and will not divulge to any person / third party or utilize any of the organization's confidential information or other related information (which you may possess by reason of your association with the organization) outside the organization.

Notice Period:

During the orientation period either party can terminate the services by giving 30 days' notice or Basic salary in lieu thereof at the organization's discretion.

After successful completion of orientation period either party may terminate the employment under this Appointment letter, by issuing 90 days' notice in writing or payment in lieu thereof at the organization's discretion.

You will be liable to submit all the company's assets, data etc., provided during your tenure in the company for carrying official duties, at the time of separation from the company.

Background Verification / Reference Check

Your appointment will be subject to satisfactory reference check. The company reserves the right to have your background verified directly or through an outside agency. If on such verification it is found that you have furnished

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BMTc Commercial Complex, 8th Floor, 80 Feet Road, Koramangala, Bangalore - 560095.
Ph : (91-80) 33002345, Fax : (91-80) 33243001 www.teamlease.com


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Engineering and Technology
Thirupachur, Thiruvallur - 631 203

sexual harassment at workplace, we urge you to undergo an online training programme, on the subject matter.

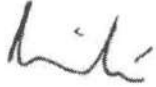
Please note that undergoing online training is mandatory for this engagement.

The link to undergo the programme and complete the evaluation is given below.

Link : <https://tconnect.teamlease.com/Learning>

The training programme shall be conducted on a regular basis every year. Please complete the training programme within 15 days of receipt of this letter, after which it shall be treated as a deemed confirmation that you have understood your responsibilities in ensuring a safe workplace.

For TEAMLEASE SERVICES LIMITED



(Authorized Signatory)

Accepted and Agreed



13/11/2020

Signature and date:

Name: Uma Maheshwaran



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LS Automotive India Private Limited

(formerly known as Daesung Electric India Pvt. Ltd.,)

25th March'2020

PRIVATE & CONFIDENTIAL

Mr. Vasanth V

Subject: Letter of Offer: Appointment as a JUNIOR ENGINEER -QUALITY (QA) Department.

Dear Mr. Vasanth V,

This has reference to your application and the subsequent interview you had with us. We are pleased to offer you an appointment as a JUNIOR ENGINEER – QUALITY (QA) Department on the following terms and conditions.

Your CTC has been fixed Rs. 1,80,000 /- (Rupees One Lakh Eighty Thousand Only) we mutually discussed and agreed upon.

You will be on probation for a period of six months from the date of your joining the company.

A detailed appointment letter will be given to you at the time of your joining. You are requested to join the company on or before 06.09.2020. This Letter of Offer is valid up to 07.09.2020 before which you are requested to confirm your acceptance or otherwise of this offer shall be void. This Letter of Offer is subject to the Medical Examination by any authorized Medical Centre.

You are required to be work in Factory Location located at Survey No. 280, 281, 292, 340/11 BS, Poonamallee – Thiruvallur High Road, Gudapakkam Village, Poonamallee Taluk Thiruvallur District – 600124, Tamil Nadu and shall be governed by the rules and regulations of the company.

At the time of reporting for duty, you will have to furnish one copy of the documents, together with original (for verification) as under:



[Handwritten Signature]
PRINCIPAL

Sri Venkateswara College of Engineering and Technology
Thirupachur, Thiruvallur - 631 203

Reg.No's: 280,281,292,340/1B5,Poonamallee-Thiruvallur High Road,Gudapakkam Village Poonamallee Taluk,Thiruvallur District-6000124, Tamilnadu, India. We:<http://lsautomotive.in>

CIN No: U50300TN2006PTC061183

LS Automotive India Private Limited

(formerly known as Daesung Electric India Pvt. Ltd.,)

Contd...

1. Certificate for proof of age and all educational qualifications from SSC.
2. Relieving letter / service certificates, if any, from the last employer.
3. Salary certificate, if any, from the last employer. In case the service certificate explains the last held position, the last working day and the last drawn salary, the salary certificate is not necessary.
4. Four passport size photo.
5. Fill in Group Mediclaim Form which is enclosed herewith.
6. Copy of Form 16.
7. We, however, wish to clarify that the appointment is subject to your being found medically fit. In this connection, we are enclosing a letter for medical examination, which may please be done and sent to us before joining duties.

Kindly ensure that all documents with the copies are brought along with you at the time of your joining to avoid any inconvenience while completing the joining formalities.

Kindly sign the duplicate copy of this letter of offer as a token of your acceptance.

Welcome to LS AUTOMOTIVE INDIA PVT LTD.,

Yours sincerely,

For LS Automotive India Pvt Ltd

Authorised Signatory

I duly accept this offer and will be join on or before 17.4.20



Name: Masanth V Signature: Masanth V Date: 25.8.20

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Sri Venkateswara College of
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Thirupachur, Thiruvallur - 631 203

Reg.No's: 280,281,292,340/1B5,Poonamalee-Thiruvallur High Road, Gudapakkam Village
Poonamalee Taluk, Thiruvallur District-6000124, Tamilnadu, India. We:<http://lsautomotive.in>

CIN No: U50300TN2006PTC061183



Oct 09, 2020

To,

MS. VASUMATHI M

OFFER LETTER

Dear Ms. VASUMATHI M,

With reference to your application for employment and subsequent interview you had with us, we are pleased to offer you an employment with KIA India Private Limited, subject to following terms and conditions:

1. You will be designated as Junior Engineer- Press.
 2. You will be under Training for a period of One Year and after successful completion of training, you will have undergo One Year Probation
 3. You will directly report to the Head of Section / Head of Department.
 4. Your date of commencement of employment will be on or before Nov 16, 2020.
 5. You will be entitled to receive compensation and benefits TCTC is Rs.330,587 (Three Lakhs Thirty Thousand Five Hundred & Eighty Seven Rupees per annum) as per the enclosed Annexure-1.
 6. Your services are governed by the terms & conditions mentioned in your appointment letter, which will be issued on your date of joining.
 7. Your appointment is subject to
 - a) You being found medically fit in medical examination conducted by Company Medical Officer / appropriate medical center as recommended by company.
 - b) You are being found "good" in background verification
 8. You are requested to bring following documents on your date of joining.
 - a) Date of Birth proof certificate (Copy of Passport / PAN card/Driving License)
 - b) Address proof certificates (Copy of Aadhar card / Voter ID)
- c) Photocopy of all Academic Certificates (from 10th to Highest)
 - d) Experience & Relieving letter from previous employers (as applicable).
 - e) Six passport size color photos of Self and one joint photo of Dependents.
 - f) Last 3 months pay slips & Last 6 months Bank statements.
- * Aadhar card & PAN card are mandatory.

Kindly sign a copy of this letter as a token of your acceptance of this offer. Looking forward for a long and mutually beneficial association.

For KIA India Private Limited,

Dr. C. B. Patil

General Manager - Human Resources

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Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203



Movement that inspires



Mr. Velu K

Date: 28-02-2020

Dear Velu K,

We are pleased to offer you "Trainee" at our company in the **Design Engineer at our Verso3D office**. Your date of joining shall commence on 28-02-2020 and shall end on 25-06-2020. The terms and conditions of your duty with the Company are set forth below:

1. Subject to your acceptance of the terms and conditions contained herein, your project and responsibilities during the Term will be determined by the supervisor assigned to you for the duration of the training.
2. Your monthly Salary of Rs.18,000/- per month only during the Trainee period.
3. Your timings will be from 9:00 AM to 6:00 PM (Monday to Friday)(Saturday working based on requirement). Please be sure to share Aadhar and Pan card documents by replying to offer letter mail.
4. A notice of 1 month is required during your Training period with the company by either party to terminate.

5. Conflict of Interest

You are required not to engage in any other gainful or commercial employment or business either part time or full time in an honorary manner or in a way that provides remuneration. Directly or indirectly as long as you are employed with Verso3D.

5. Confidentiality Agreement

All information and training materials shared by the Company which you gain during the work time should be deemed confidential.

Confidential Information includes all confidential and proprietary material that you may design, author, create, distribute or produce during the term of your duty.

6. Intellectual Property Ownership (IP)

The IP and confidential information shared with you during the course of your position shall remain exclusive property of the company. The IP includes R&D designs, Innovations, Concepts, Designs, Methodology, Prototypes and Copyrights created by you during work period will be exclusive property of the company as to its proprietorship, exploitation and use. By signing this agreement, you agree all the above terms and condition.

We look forward you to joining our team!

Acceptance of offer letter

Best Regards

Velu.K
Signature



Thillai Balaji S

Thillai Balaji Sankaravel
Managing Director
Verso3D



+91-9962 06 4949



verso3d01@gmail.com



Office no:313,Apeejay house, 39/12
Haddows Road, Nungambakkam, Chennai-600 006

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Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203



KIA INDIA PRIVATE LIMITED

(Formerly known as KIA Motors India Private Limited)

CIN: U29309AP2017FTC 105878

Regd. Office: N.H.44, Sy. No.151-2, Erramanchi, Penukonda (M)

Anantapur District - 515 164

158

Oct 09, 2020

To,

Mr. VENKATESH M

OFFER LETTER


Dear Mr. VENKATESH M,

With reference to your application for employment and subsequent interview you had with us, we are pleased to offer you an employment with KIA India Private Limited, subject to following terms and conditions:

1. You will be designated as Junior Engineer- Press.
 2. You will be under Training for a period of One Year and after successful completion of training, you will have undergo One Year Probation
 3. You will directly report to the Head of Section / Head of Department.
 4. Your date of commencement of employment will be on or before Nov 16, 2020.
 5. You will be entitled to receive compensation and benefits TCTC is Rs.330,587 (Three Lakhs Thirty Thousand Five Hundred & Eighty Seven Rupees per annum) as per the enclosed Annexure-1.
 6. Your services are governed by the terms & conditions mentioned in your appointment letter, which will be issued on your date of joining.
 7. Your appointment is subject to
 - a) You being found medically fit in medical examination conducted by Company Medical Officer / appropriate medical center as recommended by company.
 - b) You are being found "good" in background verification
 8. You are requested to bring following documents on your date of joining.
 - a) Date of Birth proof certificate (Copy of Passport / PAN card/Driving License)
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 - c) Photocopy of all Academic Certificates (from 10th to Highest)
 - d) Experience & Relieving letter from previous employers (as applicable).
 - e) Six passport size color photos of Self and one joint photo of Dependents.
 - f) Last 3 months pay slips & Last 6 months Bank statements.
- * Aadhar card & PAN card are mandatory.

Kindly sign a copy of this letter as a token of your acceptance of this offer. Looking forward for a long and mutually beneficial association.

For KIA India Private Limited,


Dr. C. B. Patil
General Manager - Human Resources




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Thirupachur, Thiruvallur - 631 203

Movement that inspires

Date: 12 Nov 2020

Mr Vignesh S
No:08, karpakam 1st Street , ponniammanmedu ,
Chennai-110

Employee No: 2259048
Dear Mr Vignesh S

Appointment Letter

We are pleased to appoint you in our organization as EXECUTIVE OPERATIONS , Grade E2 in the department CREDIT CARDS OPERATIONS CREDIT subject to the following terms and conditions:

Your are required to join our organization on or before 16 Nov 2020 and your place of work shall presently be at Chennai

You will be on orientation period till 04-Jan-2021

The responsibilities and tasks assigned to you under this Appointment letter synchronize with the definite time line schedules for completion of various project assignments mutually agreed by our Company; with our esteemed client. As our employee, you shall perform your services in a professional manner and shall ensure that the time bound tasks are substantially completed within the specified tenure, as may be mutually agreed and reviewed on case to case basis by your Reporting authority. Depending on your performance and track record to complete the individual assignments within the definite timeline, fresh tasks for completion shall be assigned/renewed, subject to consent of both the parties. For employee's joining in government / semi government / RBI guided projects; if under any circumstances the operator ID / criteria fulfilment parameter is suspended / barred / disqualified, then the employee's engagement under this appointment letter will come to an end with immediate effect without any liability except for the legitimate dues payable by Teamlease.

Your remuneration would be set as follows:

Salary Annexure (Per Month)

Particulars	Amount
Basic	6734
House Rent Allowance	3367
Special Allowance	2326
Gratuity	324
Employer PF Contribution	1357
ESIC - Employer	478
Mobile Allowance	500
Bonus	1750
TotalAmount	16836
Amount In Words(Rs)	Sixteen Thousand Eight Hundred Thirty Six Rupees

Salary and grade offered to you as above is based on the representation made by you during Your interactions with the Company officials and/ or documents submitted by you. In case of any discrepancy, company reserves right to alter/modify/withdraw the offer made to you.

Retirement / Statutory Benefits:

You will be Eligible for Retirement Benefits of the organization;Namely Provident Fund and Gratuity as per the company policy.

Gratuity:

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TeamLease Services Limited., CIN No. U74140MH2000PTC124003
BMT Commercial Complex, 8th Floor, 80 Feet Road, Koramangala, Bangalore - 560095.
Ph : (91-80) 33002345, Fax : (91-80) 33243001 www.teamlease.com



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Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

You will be eligible for payment of Gratuity subject to fulfilment of the payment of Gratuity Act, 1972.

Incentive Scheme:

You will participate in the Sales Incentive scheme and would receive incentives based on your performance and contribution to the organization as per the scheme. Kindly note that you will not have any right to claim any performance Incentive from the Company, if you resign or abscond or if you are separated from the Company for whatsoever reason.

It is further agreed between the company and you that the incentive, payable if any, based on your performance and productivity is in Lieu of any other bonus including bonus based on profits payable under any law.

Transfer:

The organization shall have the right to transfer you to any of its offices or group companies in India that is in existence or may come into existence at a future date.

Leave:

You will be eligible for leave, As per Company rules, subject to approval from the competent authority. It may be noted that leaves cannot be deemed as granted unless sanctioned by Competent Authority. No leaves can be taken during probation period. Women employees who have completed 80 working days with the organization shall be eligible for Maternity leave as per the policy.

Unauthorised Leave / Absence:

If you are on unauthorised Leave and absence for more than seven (7) days without any intimation to the Company then it would be deemed that you are not interested in continuing with the organization and you would be Automatically Ceased to be an employee of the organization and in such a case you will be terminated from the services of the company with or without any intimation.

Job Profile:

Your duties and responsibilities will be explained to you on your joining the organization. However, you shall execute and perform all such duties that may be assigned to you by the organization and the organization reserves its right to change this at its discretion.

Professional Ethics and Confidentiality:

While you are in the services of the organization, you are not permitted to carry on any other business or profession or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the company and will not divulge to any person / third party or utilize any of the organization's confidential information or other related information (which you may possess by reason of your association with the organization) outside the organization.

Notice Period:

During the orientation period either party can terminate the services by giving 30 days' notice or Basic salary in lieu thereof at the organization's discretion.

After successful completion of orientation period either party may terminate the employment under this Appointment letter, by issuing 90 days' notice in writing or payment in lieu thereof at the organization's discretion.

You will be liable to submit all the company's assets, data etc., provided during your tenure in the company for carrying official duties, at the time of separation from the company.

Background Verification / Reference Check

Your appointment will be subject to satisfactory reference check. The company reserves the right to have your background verified directly or through an outside agency. If on such verification it is found that you have furnished

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BMTCC Commercial Complex, 8th Floor, 80 Feet Road, Koramangala, Bangalore - 560095.
Ph : (91-80) 33002345, Fax : (91-80) 33243001 www.teamlease.com



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Engineering and Technology
Thirupachur, Thiruvallur - 631 203

sexual harassment at workplace, we urge you to undergo an online training programme, on the subject matter.

Please note that undergoing online training is mandatory for this engagement.

The link to undergo the programme and complete the evaluation is given below.

Link : <https://ticonnect.teamlease.com/Learning>

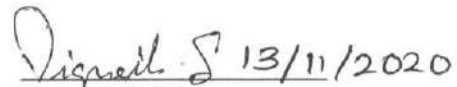
The training programme shall be conducted on a regular basis every year. Please complete the training programme within 15 days of receipt of this letter, after which it shall be treated as a deemed confirmation that you have understood your responsibilities in ensuring a safe workplace.

For TEAMLEASE SERVICES LIMITED


Accepted and Agreed



(Authorized Signatory)



Signature and date:
Name: Vignesh S



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LS Automotive India Private Limited

(formerly known as Daesung Electric India Pvt. Ltd.,)

25th March'2020

PRIVATE & CONFIDENTIAL

Mr. Yuvaraj S
147PTC Street, Annai Anjugam Nagar, Nandabakkam, Kundrathur
Chennai-69

Subject: Letter of Offer: Appointment as a JUNIOR ENGINEER -QUALITY (QA)
Department.

Dear Mr. Yuvaraj S,

This has reference to your application and the subsequent interview you had with us. We are pleased to offer you an appointment as a JUNIOR ENGINEER – QUALITY (QA) Department on the following terms and conditions.

Your CTC has been fixed Rs. 1,80,000 /- (Rupees One Lakh Eighty Thousand Only) we mutually discussed and agreed upon.

You will be on probation for a period of six months from the date of your joining the company.

A detailed appointment letter will be given to you at the time of your joining. You are requested to join the company on or before 06.09.2020. This Letter of Offer is valid up to 07.09.2020 before which you are requested to confirm your acceptance or otherwise of this offer shall be void. This Letter of Offer is subject to the Medical Examination by any authorized Medical Centre.

You are required to be work in Factory Location located at Survey No. 280, 281, 292, 340/11BS, Poonamallee – Thiruvallur High Road, Gudapakkam Village, Poonamallee Taluk Thiruvallur District – 600124, Tamil Nadu and shall be governed by the rules and regulations of the company.

At the time of reporting for duty, you will have to furnish one copy of the documents, together with original (for verification) as under:



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Thirupachur, Thiruvallur - 631 203

LS Automotive India Private Limited

(formerly known as Daesung Electric India Pvt. Ltd.,)

Contd...

1. Certificate for proof of age and all educational qualifications from SSC.
2. Relieving letter / service certificates, if any, from the last employer.
3. Salary certificate, if any, from the last employer. In case the service certificate explains the last held position, the last working day and the last drawn salary, the salary certificate is not necessary.
4. Four passport size photo.
5. Fill in Group Mediclaim Form which is enclosed herewith.
6. Copy of Form 16.
7. We, however, wish to clarify that the appointment is subject to your being found medically fit. In this connection, we are enclosing a letter for medical examination, which may please be done and sent to us before joining duties.

Kindly ensure that all documents with the copies are brought along with you at the time of your joining to avoid any inconvenience while completing the joining formalities.

Kindly sign the duplicate copy of this letter of offer as a token of your acceptance.

Welcome to LS AUTOMOTIVE INDIA PVT LTD.,

Yours sincerely,

For LS Automotive India Pvt Ltd

Authorised Signatory

I duly accept this offer and will be join on or before 17-04-20

Name: Yuvanraj S Signature: [Signature] Date: 25-03-20



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Poonamalee Taluk,Thiruvallur District-6000124, Tamilnadu, India. We:http://lsautomotive.in

CIN No: U50300TN2006PTC061183



Mr. Abdusalam A

Date: 28-02-2020

Dear Abdusalam A,

We are pleased to offer you "Trainee" at our company in the **Design Engineer at our Verso3D office.** Your date of joining shall commence on 28-02-2020 and shall end on 25-06-2020. The terms and conditions of your duty with the Company are set forth below:

1. Subject to your acceptance of the terms and conditions contained herein, your project and responsibilities during the Term will be determined by the supervisor assigned to you for the duration of the training.
2. Your monthly Salary of Rs.18,000/- per month only during the Trainee period.
3. Your timings will be from 9:00 AM to 6:00 PM (Monday to Friday)(Saturday working based on requirement). Please be sure to share Aadhar and Pan card documents by replying to offer letter mail.
4. A notice of 1 month is required during your Training period with the company by either party to terminate.

5. Conflict of Interest

You are required not to engage in any other gainful or commercial employment or business either part time or full time in an honorary manner or in a way that provides remuneration. Directly or indirectly as long as you are employed with Verso3D.

5. Confidentiality Agreement

All information and training materials shared by the Company which you gain during the work time should be deemed confidential. Confidential Information includes all confidential and proprietary material that you may design, author, create, distribute or produce during the term of your duty.

6. Intellectual Property Ownership (IP)

The IP and confidential information shared with you during the course of your position shall remain exclusive property of the company. The IP includes R&D designs, Innovations, Concepts, Designs, Methodology, Prototypes and Copyrights created by you during work period will be exclusive property of the company as to its proprietorship, exploitation and use. By signing this agreement, you agree all the above terms and condition.

We look forward you to joining our team!

Acceptance of offer letter

Best Regards

Signature
Abdusalam A



Thillai Balaji S
PRINCIPAL
Sri Venkateswara College
Engineering and Technology
Thirupachur, Thiruvallur - 631 203
Thillai Balaji Sankaravel
Managing Director
Verso3D

+91-9962 06 4949

verso3d01@gmail.com

Office no:313,Apeejay house, 39/12
Haddows Road, Nungambakkam, Chennai-600 006



KIA INDIA PRIVATE LIMITED

(Formerly known as KIA Motors India Private Limited)

CIN: U29309AP2017FTC 105878

Regd. Office: N.H.44, Sy. No.151-2, Erramanchi, Penukonda (M)
Anantapur District - 515 164

162

Oct 09, 2020

To,

Mr. ASHOK KUMAR M

OFFER LETTER

Dear Mr. ASHOK KUMAR M,


With reference to your application for employment and subsequent interview you had with us, we are pleased to offer you an employment with KIA India Private Limited, subject to following terms and conditions:

1. You will be designated as Junior Engineer- Press.
2. You will be under Training for a period of One Year and after successful completion of training, you will have undergo One Year Probation
3. You will directly report to the Head of Section / Head of Department.
4. Your date of commencement of employment will be on or before Nov 16, 2020.
5. You will be entitled to receive compensation and benefits TCTC is Rs.330,587 (Three Lakhs Thirty Thousand Five Hundred & Eighty Seven Rupees per annum) as per the enclosed Annexure-1.
6. Your services are governed by the terms & conditions mentioned in your appointment letter, which will be issued on your date of joining.
7. Your appointment is subject to
 - a) You being found medically fit in medical examination conducted by Company Medical Officer / appropriate medical center as recommended by company.
 - b) You are being found "good" in background verification
8. You are requested to bring following documents on your date of joining.
 - a) Date of Birth proof certificate (Copy of Passport / PAN card/Driving License)
 - b) Address proof certificates (Copy of Aadhar card / Voter ID)
 - c) Photocopy of all Academic Certificates (from 10th to Highest)
 - d) Experience & Relieving letter from previous employers (as applicable).
 - e) Six passport size color photos of Self and one joint photo of Dependents.
 - f) Last 3 months pay slips & Last 6 months Bank statements.

* Aadhar card & PAN card are mandatory.

Kindly sign a copy of this letter as a token of your acceptance of this offer. Looking forward for a long and mutually beneficial association.

For KIA India Private Limited,


Dr. C. B. Patil
General Manager - Human Resource




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Thirupachur, Thiruvallur - 631 203

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Date: 12 Nov 2020

Mr Aswin R
No 33 Kalaingar Street, Kakkanji Nagar Pattabiram,
Chennai-600072

Employee No: 22590650
Dear Mr Aswin R

Appointment Letter

We are pleased to appoint you in our organization as EXECUTIVE OPERATIONS , Grade E2 in the department CREDIT CARDS OPERATIONS CREDIT subject to the following terms and conditions:

You are required to join our organization on or before 16 Nov 2020 and your place of work shall presently be at Chennai

You will be on orientation period till 04-Jan-2021

The responsibilities and tasks assigned to you under this Appointment letter synchronize with the definite time line schedules for completion of various project assignments mutually agreed by our Company, with our esteemed client. As our employee, you shall perform your services in a professional manner and shall ensure that the time bound tasks are substantially completed within the specified tenure, as may be mutually agreed and reviewed on case to case basis by your Reporting authority. Depending on your performance and track record to complete the individual assignments within the definite timeline, fresh tasks for completion shall be assigned/renewed, subject to consent of both the parties. For employee's joining in government / semi government / RBI guided projects; if under any circumstances the operator ID / criteria fulfilment parameter is suspended / barred / disqualified, then the employee's engagement under this appointment letter will come to an end with immediate effect without any liability except for the legitimate dues payable by Teamlease.

Your remuneration would be set as follows:

Salary Annexure (Per Month)

Particulars	Amount
Basic	6734
House Rent Allowance	3367
Special Allowance	2326
Gratuity	324
Employer PF Contribution	1357
ESIC - Employer	478
Mobile Allowance	500
Bonus	1750
TotalAmount	16836
Amount In Words(Rs)	Sixteen Thousand Eight Hundred Thirty Six Rupees

Salary and grade offered to you as above is based on the representation made by you during Your interactions with the Company officials and/ or documents submitted by you. In case of any discrepancy, company reserves right to alter/modify/withdraw the offer made to you.

Retirement / Statutory Benefits:

You will be Eligible for Retirement Benefits of the organization; Namely Provident Fund and Gratuity as per the company policy.

Gratuity:

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TeamLease Services Limited., CIN No. U74140MH2000PTC124003
BMTC Commercial Complex, 8th Floor, 80 Feet Road, Koramangala, Bangalore - 560095.
Ph : (91-80) 33002345, Fax : (91-80) 33243001 www.teamlease.com


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Engineering and Technology
Thirupachur, Thiruvallur - 631 203

You will be eligible for payment of Gratuity subject to fulfilment of the payment of Gratuity Act, 1972.

Incentive Scheme:

You will participate in the Sales Incentive scheme and would receive incentives based on your performance and contribution to the organization as per the scheme. Kindly note that you will not have any right to claim any performance Incentive from the Company, if you resign or abscond or if you are separated from the Company for whatsoever reason.

It is further agreed between the company and you that the incentive, payable if any, based on your performance and productivity is in Lieu of any other bonus including bonus based on profits payable under any law.

Transfer:

The organization shall have the right to transfer you to any of its offices or group companies in India that is in existence or may come into existence at a future date.

Leave:

You will be eligible for leave, As per Company rules, subject to approval from the competent authority. It may be noted that leaves cannot be deemed as granted unless sanctioned by Competent Authority. No leaves can be taken during probation period. Women employees who have completed 80 working days with the organization shall be eligible for Maternity leave as per the policy.

Unauthorised Leave / Absence:

If you are on unauthorised Leave and absence for more than seven (7) days without any intimation to the Company then it would be deemed that you are not interested in continuing with the organization and you would be Automatically Ceased to be an employee of the organization and in such a case you will be terminated from the services of the company with or without any intimation.

Job Profile:

Your duties and responsibilities will be explained to you on your joining the organization. However, you shall execute and perform all such duties that may be assigned to you by the organization and the organization reserves its right to change this at its discretion.

Professional Ethics and Confidentiality:

While you are in the services of the organization, you are not permitted to carry on any other business or profession or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the company and will not divulge to any person / third party or utilize any of the organization's confidential information or other related information (which you may possess by reason of your association with the organization) outside the organization.

Notice Period:

During the orientation period either party can terminate the services by giving 30 days' notice or Basic salary in lieu thereof at the organization's discretion.

After successful completion of orientation period either party may terminate the employment under this Appointment letter, by issuing 90 days' notice in writing or payment in lieu thereof at the organization's discretion.

You will be liable to submit all the company's assets, data etc., provided during your tenure in the company for carrying official duties, at the time of separation from the company.

Background Verification / Reference Check

Your appointment will be subject to satisfactory reference check. The company reserves the right to have your background verified directly or through an outside agency. If on such verification it is found that you have furnished

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BMT Commercial Complex, 8th Floor, 80 Feet Road, Koramangala, Bangalore - 560095.
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sexual harassment at workplace, we urge you to undergo an online training programme, on the subject matter.

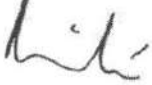
Please note that undergoing online training is mandatory for this engagement.

The link to undergo the programme and complete the evaluation is given below.

Link : <https://connect.teamlease.com/Learning>


The training programme shall be conducted on a regular basis every year. Please complete the training programme within 15 days of receipt of this letter, after which it shall be treated as a deemed confirmation that you have understood your responsibilities in ensuring a safe workplace.

For **TEAMLEASE SERVICES LIMITED**



(Authorized Signatory)


Accepted and Agreed



13/11/2020

Signature and date:

Name: Aswin R



PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

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LS Automotive India Private Limited

(formerly known as Daesung Electric India Pvt. Ltd.,)

25th March'2020

PRIVATE & CONFIDENTIAL

Mr. Hari S

No 28/974, Nagalamman Nagar, Vadamambakkam post, Arakkonam Tk, Vellore District
Pin: 631003

Subject: Letter of Offer: Appointment as a JUNIOR ENGINEER -QUALITY (QA)
Department.

Dear Mr. Hari S,

This has reference to your application and the subsequent interview you had with us. We are pleased to offer you an appointment as a JUNIOR ENGINEER - QUALITY (QA) Department on the following terms and conditions.

Your CTC has been fixed Rs. 1,80,000 /- (Rupees One Lakh Eighty Thousand Only) we mutually discussed and agreed upon.

You will be on probation for a period of six months from the date of your joining the company.

A detailed appointment letter will be given to you at the time of your joining. You are requested to join the company on or before 06.09.2020. This Letter of Offer is valid up to 07.09.2020 before which you are requested to confirm your acceptance or otherwise of this offer shall be void. This Letter of Offer is subject to the Medical Examination by any authorized Medical Centre.

You are required to be work in Factory Location located at Survey No. 280, 281, 292, 340/1B5, Poonamallee - Thiruvallur High Road, Gudapakkam Village, Poonamallee Taluk Thiruvallur District - 600124, Tamil Nadu and shall be governed by the rules and regulations of the company.

At the time of reporting for duty, you will have to furnish one copy of the documents, together with original (for verification) as under:



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Thirupachur, Thiruvallur - 631 203

Reg.No's: 280,281,292,340/1B5,Poonamalee-Thiruvallur High Road,Gudapakkam Village
Poonamalee Taluk,Thiruvallur District-6000124, Tamilnadu, India. We:http://lsautomotive.in

CIN No: U50300TN2006PTC061183

LS Automotive India Private Limited

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Contd...

1. Certificate for proof of age and all educational qualifications from SSC.
2. Relieving letter / service certificates, if any, from the last employer.
3. Salary certificate, if any, from the last employer. In case the service certificate explains the last held position, the last working day and the last drawn salary, the salary certificate is not necessary.
4. Four passport size photo.
5. Fill in Group Mediclaim Form which is enclosed herewith.
6. Copy of Form 16.
7. We, however, wish to clarify that the appointment is subject to your being found medically fit. In this connection, we are enclosing a letter for medical examination, which may please be done and sent to us before joining duties.

Kindly ensure that all documents with the copies are brought along with you at the time of your joining to avoid any inconvenience while completing the joining formalities.

Kindly sign the duplicate copy of this letter of offer as a token of your acceptance.

Welcome to LS AUTOMOTIVE INDIA PVT LTD.,

Yours sincerely,

For LS Automotive India Pvt Ltd




Authorised Signatory


I duly accept this offer and will be join on or before 17-04-20

Name: Havis

Signature: Havis

Date: 25-04-20




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Sri Venkateswara College
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Thirupachur, Thiruvallur - 631 203

Reg. No's: 280,281,292,340/1B5, Poonamalee-Thiruvallur High Road, Gudapakkam Village
Poonamalee Taluk, Thiruvallur District-6000124, Tamilnadu, India. We: <http://lsautomotive.in>

CIN No: U50300TN2006PTC061183

Mr. Irshath Ahamed S T

Date: 28-02-2020

Dear Irshath Ahamed S T,

We are pleased to offer you "Trainee" at our company in the **Design Engineer** at our Verso3D office. Your date of joining shall commence on 28-02-2020 and shall end on 25-06-2020. The terms and conditions of your duty with the Company are set forth below:

1. Subject to your acceptance of the terms and conditions contained herein, your project and responsibilities during the Term will be determined by the supervisor assigned to you for the duration of the training.
2. Your monthly Salary of Rs.18,000/- per month only during the Trainee period.
3. Your timings will be from 9:00 AM to 6:00 PM (Monday to Friday)(Saturday working based on requirement). Please be sure to share Aadhar and Pan card documents by replying to offer letter mail.
4. A notice of 1 month is required during your Training period with the company by either party to terminate.

5. Conflict of Interest

You are required not to engage in any other gainful or commercial employment or business either part time or full time in an honorary manner or in a way that provides remuneration. Directly or indirectly as long as you are employed with Verso3D.

5. Confidentiality Agreement

All information and training materials shared by the Company which you gain during the work time should be deemed confidential. Confidential Information includes all confidential and proprietary material that you may design, author, create, distribute or produce during the term of your duty.

6. Intellectual Property Ownership (IP)

The IP and confidential information shared with you during the course of your position shall remain exclusive property of the company. The IP includes R&D designs, Innovations, Concepts, Designs, Methodology, Prototypes and Copyrights created by you during work period will be exclusive property of the company as to its proprietorship, exploitation and use. By signing this agreement, you agree all the above terms and condition.

We look forward you to joining our team!

Acceptance of offer letter

Best Regards

Irshath Ahmed S T.
Signature



Thillai Balaji S

Thillai Balaji Sankaravel
Managing Director
Verso3D

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Thirupachur, Thiruvallur - 631 203

+91-9962 06 4949

verso3d01@gmail.com

Office no:313,Apeejay house, 39/12
Haddows Road, Nungambakkam, Chennai-600 006



KIA INDIA PRIVATE LIMITED

(Formerly known as KIA Motors India Private Limited)

CIN: U29309AP2017FTC 105878

Regd. Office: N.H.44, Sy. No.151-2, Erramanchi, Penukonda (M)
Anantapur District - 515 164

166

Oct 09, 2020

To,

Mr. JAYAKANTH R

OFFER LETTER

Dear Mr. JAYAKANTH R,

With reference to your application for employment and subsequent interview you had with us, we are pleased to offer you an employment with KIA India Private Limited, subject to following terms and conditions:


1. You will be designated as Junior Engineer- Press.
 2. You will be under Training for a period of One Year and after successful completion of training, you will have undergo One Year Probation
 3. You will directly report to the Head of Section / Head of Department.
 4. Your date of commencement of employment will be on or before Nov 16, 2020.
 5. You will be entitled to receive compensation and benefits TCTC is Rs.330,587 (Three Lakhs Thirty Thousand Five Hundred & Eighty Seven Rupees per annum) as per the enclosed Annexure-1.
 6. Your services are governed by the terms & conditions mentioned in your appointment letter, which will be issued on your date of joining.
 7. Your appointment is subject to
 - a) You being found medically fit in medical examination conducted by Company Medical Officer / appropriate medical center as recommended by company.
 - b) You are being found "good" in background verification
 8. You are requested to bring following documents on your date of joining.
 - a) Date of Birth proof certificate (Copy of Passport / PAN card/Driving License)
 - b) Address proof certificates (Copy of Aadhar card / Voter ID)
- c) Photocopy of all Academic Certificates (from 10th to Highest)
d) Experience & Relieving letter from previous employers (as applicable).
e) Six passport size color photos of Self and one joint photo of Dependents.
f) Last 3 months pay slips & Last 6 months Bank statements.
* Aadhar card & PAN card are mandatory.

Kindly sign a copy of this letter as a token of your acceptance of this offer. Looking forward for a long and mutually beneficial association.

For KIA India Private Limited,


Dr. C. B. Patil
General Manager - Human Resource




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Thirupachur, Thiruvallur - 631 203

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KIA INDIA PRIVATE LIMITED

(Formerly known as KIA Motors India Private Limited)

CIN: U29309AP2017FTC 105878

Regd. Office: N.H.44, Sy. No.151-2, Erramanchi, Penukonda (M)

Anantapur District - 515 164

167

Oct 09, 2020

To,

Mr. KANNAN S

OFFER LETTER

Dear Mr. KANNAN S,

With reference to your application for employment and subsequent interview you had with us, we are pleased to offer you an employment with KIA India Private Limited, subject to following terms and conditions:

1. You will be designated as Junior Engineer- Press.
 2. You will be under Training for a period of One Year and after successful completion of training, you will have undergo One Year Probation
 3. You will directly report to the Head of Section / Head of Department.
 4. Your date of commencement of employment will be on or before Nov 16, 2020.
 5. You will be entitled to receive compensation and benefits TCTC is Rs.330,587 (Three Lakhs Thirty Thousand Five Hundred & Eighty Seven Rupees per annum) as per the enclosed Annexure-1.
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 - b) You are being found "good" in background verification
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 - c) Photocopy of all Academic Certificates (from 10th to Highest)
 - d) Experience & Relieving letter from previous employers (as applicable).
 - e) Six passport size color photos of Self and one joint photo of Dependents.
 - f) Last 3 months pay slips & Last 6 months Bank statements.
- * Aadhar card & PAN card are mandatory.

Kindly sign a copy of this letter as a token of your acceptance of this offer. Looking forward for a long and mutually beneficial association.

For KIA India Private Limited,

Dr. C. B. Paril
General Manager - Human Resource

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Engineering and Technology
Thirupachur, Thiruvallur - 631 203



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Date: 12 Nov 2020

Mr Kiran K
No:08, karpakam 1st Street , ponniurammanmedu ,
Chennai-110

Employee No: 2259052
Dear Mr Kiran K

Appointment Letter

We are pleased to appoint you in our organization as EXECUTIVE OPERATIONS , Grade E2 in the department CREDIT CARDS OPERATIONS CREDIT subject to the following terms and conditions:

You are required to join our organization on or before 16 Nov 2020 and your place of work shall presently be at Chennai

You will be on orientation period till 04-Jan-2021

The responsibilities and tasks assigned to you under this Appointment letter synchronize with the definite time line schedules for completion of various project assignments mutually agreed by our Company, with our esteemed client. As our employee, you shall perform your services in a professional manner and shall ensure that the time bound tasks are substantially completed within the specified tenure, as may be mutually agreed and reviewed on case to case basis by your Reporting authority. Depending on your performance and track record to complete the individual assignments within the definite timeline, fresh tasks for completion shall be assigned/renewed, subject to consent of both the parties. For employee's joining in government / semi government / RBI guided projects; if under any circumstances the operator ID / criteria fulfilment parameter is suspended / barred / disqualified, then the employee's engagement under this appointment letter will come to an end with immediate effect without any liability except for the legitimate dues payable by Teamlease.

Your remuneration would be set as follows:

Salary Annexure (Per Month)

Particulars	Amount
Basic	6734
House Rent Allowance	3367
Special Allowance	2326
Gratuity	324
Employer PF Contribution	1357
ESIC - Employer	478
Mobile Allowance	500
Bonus	1750
TotalAmount	16836
Amount In Words(Rs)	Sixteen Thousand Eight Hundred Thirty Six Rupees

Salary and grade offered to you as above is based on the representation made by you during Your interactions with the Company officials and/ or documents submitted by you. In case of any discrepancy, company reserves right to alter/modify/withdraw the offer made to you.

Retirement / Statutory Benefits:

You will be Eligible for Retirement Benefits of the organization; Namely Provident Fund and Gratuity as per the company policy.

Gratuity:

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TeamLease Services Limited., CIN No. U74140MH2000PTC124003
BMTC Commercial Complex, 8th Floor, 80 Feet Road, Koramangala, Bangalore - 560095.
Ph : (91-80) 33002345, Fax : (91-80) 33243001 www.teamlease.com



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Engineering and Technology
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You will be eligible for payment of Gratuity subject to fulfilment of the payment of Gratuity Act, 1972.

Incentive Scheme:

You will participate in the Sales Incentive scheme and would receive incentives based on your performance and contribution to the organization as per the scheme. Kindly note that you will not have any right to claim any performance Incentive from the Company, if you resign or abscond or if you are separated from the Company for whatsoever reason.

It is further agreed between the company and you that the incentive, payable if any, based on your performance and productivity is in Lieu of any other bonus including bonus based on profits payable under any law.

Transfer:

The organization shall have the right to transfer you to any of its offices or group companies in India that is in existence or may come into existence at a future date.

Leave:

You will be eligible for leave, As per Company rules, subject to approval from the competent authority. It may be noted that leaves cannot be deemed as granted unless sanctioned by Competent Authority. No leaves can be taken during probation period. Women employees who have completed 80 working days with the organization shall be eligible for Maternity leave as per the policy.

Unauthorised Leave / Absence:

If you are on unauthorised Leave and absence for more than seven (7) days without any intimation to the Company then it would be deemed that you are not interested in continuing with the organization and you would be Automatically Ceased to be an employee of the organization and in such a case you will be terminated from the services of the company with or without any intimation.

Job Profile:

Your duties and responsibilities will be explained to you on your joining the organization. However, you shall execute and perform all such duties that may be assigned to you by the organization and the organization reserves its right to change this at its discretion.

Professional Ethics and Confidentiality:

While you are in the services of the organization, you are not permitted to carry on any other business or profession or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the company and will not divulge to any person / third party or utilize any of the organization's confidential information or other related information (which you may possess by reason of your association with the organization) outside the organization.

Notice Period:

During the orientation period either party can terminate the services by giving 30 days' notice or Basic salary in lieu thereof at the organization's discretion.

After successful completion of orientation period either party may terminate the employment under this Appointment letter, by issuing 90 days' notice in writing or payment in lieu thereof at the organization's discretion.

You will be liable to submit all the company's assets, data etc., provided during your tenure in the company for carrying official duties, at the time of separation from the company.

Background Verification / Reference Check

Your appointment will be subject to satisfactory reference check. The company reserves the right to have your background verified directly or through an outside agency. If on such verification it is found that you have furnished

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TeamLease Services Limited., CIN No. U74140MH2000PTC124003
BMT Commercial Complex, 8th Floor, 80 Feet Road, Koramangala, Bangalore - 560095
Ph : (91-80) 33002345, Fax : (91-80) 33243001 www.teamlease.com


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Thirupachur, Thiruvallur - 631 203

sexual harassment at workplace, we urge you to undergo an online training programme, on the subject matter.


Please note that undergoing online training is mandatory for this engagement.

The link to undergo the programme and complete the evaluation is given below.

Link : <https://tlconnect.teamlease.com/Learning>

The training programme shall be conducted on a regular basis every year. Please complete the training programme within 15 days of receipt of this letter, after which it shall be treated as a deemed confirmation that you have understood your responsibilities in ensuring a safe workplace.

For TEAMLEASE SERVICES LIMITED



(Authorized Signatory)

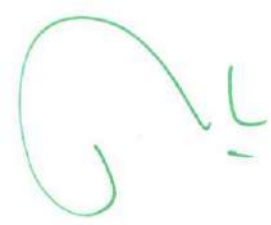
Accepted and Agreed



13/11/2020

Signature and date:

Name: Kiran K



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LS Automotive India Private Limited

(formerly known as Daesung Electric India Pvt. Ltd.,)

25th March'2020

PRIVATE & CONFIDENTIAL

Mr. Kousigan E
3/35 Natarajan salai, Thirumalai Nagar, Ramapuram,
Chennai -89

Subject: Letter of Offer: Appointment as a JUNIOR ENGINEER -QUALITY (QA)
Department.

Dear Mr.Kousigan E,

This has reference to your application and the subsequent interview you had with us. We are pleased to offer you an appointment as a JUNIOR ENGINEER – QUALITY (QA) Department on the following terms and conditions.

Your CTC has been fixed Rs. 1,80,000 /- (Rupees One Lakh Eighty Thousand Only) we mutually discussed and agreed upon.

You will be on probation for a period of six months from the date of your joining the company.

A detailed appointment letter will be given to you at the time of your joining. You are requested to join the company on or before 06.09.2020. This Letter of Offer is valid up to 07.09.2020 before which you are requested to confirm your acceptance or otherwise of this offer shall be void. This Letter of Offer is subject to the Medical Examination by any authorized Medical Centre.

You are required to be work in Factory Location located at Survey No. 280, 281, 292, 34011BS, Poonamallee – Thiruvallur High Road, Gudapakkam Village, Poonamallee Taluk Thiruvallur District – 600124, Tamil Nadu and shall be governed by the rules and regulations of the company.

At the time of reporting for duty, you will have to furnish one copy of the documents, together with original (for verification) as under:




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Contd...

1. Certificate for proof of age and all educational qualifications from SSC.
2. Relieving letter / service certificates, if any, from the last employer.
3. Salary certificate, if any, from the last employer. In case the service certificate explains the last held position, the last working day and the last drawn salary, the salary certificate is not necessary.
4. Four passport size photo.
5. Fill in Group Medclaim Form which is enclosed herewith.
6. Copy of Form 16.
7. We, however, wish to clarify that the appointment is subject to your being found medically fit. In this connection, we are enclosing a letter for medical examination, which may please be done and sent to us before joining duties.

Kindly ensure that all documents with the copies are brought along with you at the time of your joining to avoid any inconvenience while completing the joining formalities.

Kindly sign the duplicate copy of this letter of offer as a token of your acceptance.

Welcome to LS AUTOMOTIVE INDIA PVT LTD.,

Yours sincerely,

For LS Automotive India Pvt Ltd




Authorised Signatory *

I duly accept this offer and will be join on or before 17-4-20

Name: Kousigan. E Signature: R. E Date: 25-03-20


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Engineering and Technology,
Thirupachur, Thiruvallur - 631 203



Reg.No. 280,281,292,340/1B5,Poonamalee-Thiruvallur High Road,Gudapakkam Village
Poonamalee Taluk,Thiruvallur District-6000124, Tamilnadu, India. We:<http://lsautomotive.in>

CIN No: U50300TN2006PTC061183

Date: 28-02-2020

Mr. Lokesh J E

Dear Lokesh J E ,

We are pleased to offer you "Trainee" at our company in the **Design Engineer at our Verso3D office.** Your date of joining shall commence on 28-02-2020 and shall end on 25-06-2020. The terms and conditions of your duty with the Company are set forth below:

1. Subject to your acceptance of the terms and conditions contained herein, your project and responsibilities during the Term will be determined by the supervisor assigned to you for the duration of the training.
2. Your monthly Salary of Rs.18,000/- per month only during the Trainee period.
3. Your timings will be from 9:00 AM to 6:00 PM (Monday to Friday)(Saturday working based on requirement). Please be sure to share Aadhar and Pan card documents by replying to offer letter mail.
4. A notice of 1 month is required during your Training period with the company by either party to terminate.

5. Conflict of Interest

You are required not to engage in any other gainful or commercial employment or business either part time or full time in an honorary manner or in a way that provides remuneration. Directly or indirectly as long as you are employed with Verso3D.

5. Confidentiality Agreement

All information and training materials shared by the Company which you gain during the work time should be deemed confidential.

Confidential Information includes all confidential and proprietary material that you may design, author, create, distribute or produce during the term of your duty.

6. Intellectual Property Ownership (IP)

The IP and confidential information shared with you during the course of your position shall remain exclusive property of the company. The IP includes R&D designs, Innovations, Concepts, Designs, Methodology , Prototypes and Copyrights created by you during work period will be exclusive property of the company as to its proprietorship, exploitation and use. By signing this agreement , you agree all the above terms and condition.

We look forward you to joining our team!

Acceptance of offer letter

Best Regards

Lokesh
Signature



Thillai Balaji S

Thillai Balaji Sankaravel
Managing Director
Verso3D

+91-9962 06 4949

verso3d01@gmail.com

Office no:313,Apeejay house, 39/12
Haddows Road, Nungambakkam, Chennai-600 006

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LS Automotive India Private Limited

(formerly known as Daesung Electric India Pvt. Ltd.)

25th March 2020

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Mr. ManiGandan C

1/103 Chettiyar street, Manjur, Manjur (post), Paramakudi (TK), Ramanathapuram (DT),
Pin - 623707

Subject: Letter of Offer: Appointment as a JUNIOR ENGINEER -QUALITY (QA)
Department.

Dear Mr. ManiGandan C,

This has reference to your application and the subsequent interview you had with us. We are pleased to offer you an appointment as a JUNIOR ENGINEER – QUALITY (QA) Department on the following terms and conditions.

Your CTC has been fixed Rs. 1,80,000 /- (Rupees One Lakh Eighty Thousand Only) we mutually discussed and agreed upon.

You will be on probation for a period of six months from the date of your joining the company.

A detailed appointment letter will be given to you at the time of your joining. You are requested to join the company on or before 06.09.2020. This Letter of Offer is valid up to 07.09.2020 before which you are requested to confirm your acceptance or otherwise of this offer shall be void. This Letter of Offer is subject to the Medical Examination by any authorized Medical Centre.

You are required to be work in Factory Location located at Survey No. 280, 281, 292, 340/11 BS, Poonamallee – Thiruvallur High Road, Gudapakkam Village, Poonamallee Taluk Thiruvallur District – 600124, Tamil Nadu and shall be governed by the rules and regulations of the company.

At the time of reporting for duty, you will have to furnish one copy of the documents, together with original (for verification) as under:



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Poonamallee Taluk,Thiruvallur District-6000124, Tamilnadu, India. We:<http://lsautomotive.in>
CIN No: U50300TN2006PTC061183

LS Automotive India Private Limited

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Contd...

1. Certificate for proof of age and all educational qualifications from SSC.
2. Relieving letter / service certificates, if any, from the last employer.
3. Salary certificate, if any, from the last employer. In case the service certificate explains the last held position, the last working day and the last drawn salary, the salary certificate is not necessary.
4. Four passport size photo.
5. Fill in Group Mediclaim Form which is enclosed herewith.
6. Copy of Form 16.
7. We, however, wish to clarify that the appointment is subject to your being found medically fit. In this connection, we are enclosing a letter for medical examination, which may please be done and sent to us before joining duties.

Kindly ensure that all documents with the copies are brought along with you at the time of your joining to avoid any inconvenience while completing the joining formalities.

Kindly sign the duplicate copy of this letter of offer as a token of your acceptance.

Welcome to LS AUTOMOTIVE INDIA PVT LTD.,

Yours sincerely,

For LS Automotive India Pvt Ltd



Authorised Signatory

I duly accept this offer and will be join on or before 17/4/20

Name: C. Manigandan Signature: Mani Gander Date: 25/3/20



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Reg.No's: 280,281,292,340/1B5,Poonamalee-Thiruvallur High Road,Gudapakkam Village
Poonamalee Taluk,Thiruvallur District-6000124, Tamilnadu, India. We:<http://lsautomotive.in>
CIN No: U50300TN2006PTC061183



KIA INDIA PRIVATE LIMITED

KIA INDIA PRIVATE LIMITED

(Formerly known as KIA Motors India Private Limited)

CIN: U29309AP2017FTC 105878

Regd. Office: N.H.44, Sy. No.151-2, Erramanchi, Penukonda (M)

Anantapur District - 515 164

172

Oct 09, 2020

To,

Mr. MOHAMED MUZAMIL H

OFFER LETTER


Dear Mr. MOHAMED MUZAMIL H,

With reference to your application for employment and subsequent interview you had with us, we are pleased to offer you an employment with KIA India Private Limited, subject to following terms and conditions:

1. You will be designated as Junior Engineer- Press.
 2. You will be under Training for a period of One Year and after successful completion of training, you will have undergo One Year Probation
 3. You will directly report to the Head of Section / Head of Department.
 4. Your date of commencement of employment will be on or before Nov 16, 2020.
 5. You will be entitled to receive compensation and benefits TCTC is Rs.330,587 (Three Lakhs Thirty Thousand Five Hundred & Eighty Seven Rupees per annum) as per the enclosed Annexure-1.
 6. Your services are governed by the terms & conditions mentioned in your appointment letter, which will be issued on your date of joining.
 7. Your appointment is subject to
 - a) You being found medically fit in medical examination conducted by Company Medical Officer / appropriate medical center as recommended by company.
 - b) You are being found "good" in background verification
 8. You are requested to bring following documents on your date of joining.
 - a) Date of Birth proof certificate (Copy of Passport / PAN card/Driving License)
 - b) Address proof certificates (Copy of Aadhar card / Voter ID)
 - c) Photocopy of all Academic Certificates (from 10th to Highest)
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 - e) Six passport size color photos of Self and one joint photo of Dependents.
 - f) Last 3 months pay slips & Last 6 months Bank statements.
- * Aadhar card & PAN card are mandatory.

Kindly sign a copy of this letter as a token of your acceptance of this offer. Looking forward for a long and mutually beneficial association.

For KIA India Private Limited,


Dr. C. B. Patil
General Manager - Human Resource


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Sri Venkateswara College
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203



Movement that inspires



Mr. Nethaji S

Date: 28-02-2020

Dear Nethaji S,

We are pleased to offer you "Trainee" at our company in the **Design Engineer at our Verso3D office**. Your date of joining shall commence on 28-02-2020 and shall end on 25-06-2020. The terms and conditions of your duty with the Company are set forth below:

1. Subject to your acceptance of the terms and conditions contained herein, your project and responsibilities during the Term will be determined by the supervisor assigned to you for the duration of the training.
2. Your monthly Salary of Rs. 18,000/- per month only during the Trainee period.
3. Your timings will be from 9:00 AM to 6:00 PM (Monday to Friday)(Saturday working based on requirement). Please be sure to share Aadhar and Pan card documents by replying to offer letter mail.
4. A notice of 1 month is required during your Training period with the company by either party to terminate.
5. **Conflict of Interest**
You are required not to engage in any other gainful or commercial employment or business either part time or full time in an honorary manner or in a way that provides remuneration. Directly or indirectly as long as you are employed with Verso3D.

5. Confidentiality Agreement

All information and training materials shared by the Company which you gain during the work time should be deemed confidential. Confidential Information includes all confidential and proprietary material that you may design, author, create, distribute or produce during the term of your duty.

6. Intellectual Property Ownership (IP)

The IP and confidential information shared with you during the course of your position shall remain exclusive property of the company. The IP includes R&D designs, Innovations, Concepts, Designs, Methodology, Prototypes and Copyrights created by you during work period will be exclusive property of the company as to its proprietorship, exploitation and use. By signing this agreement, you agree all the above terms and condition.

We look forward you to joining our team!

Acceptance of offer letter

Best Regards

Nethaji S
Signature



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Sri Venkateswara College of
Engineering and Technology
Thirupachur, Thiruvallur - 631 203

Thillai Balaji S

Thillai Balaji Sankaravel
Managing Director
Verso3D

Date: 12 Nov 2020

Mr Prakash N
147 PTC Street, Annai Anjugam Nagar, Nandabakkam, Kundrathur,
Chennai-69

Employee No: 2259054
Dear Mr Prakash N

Appointment Letter

We are pleased to appoint you in our organization as **EXECUTIVE OPERATIONS**, Grade **E2** in the department **CREDIT CARDS OPERATIONS CREDIT** subject to the following terms and conditions:

You are required to join our organization on or before 16 Nov 2020 and your place of work shall presently be at Chennai

You will be on orientation period till 04-Jan-2021

The responsibilities and tasks assigned to you under this Appointment letter synchronize with the definite time line schedules for completion of various project assignments mutually agreed by our Company, with our esteemed client. As our employee, you shall perform your services in a professional manner and shall ensure that the time bound tasks are substantially completed within the specified tenure, as may be mutually agreed and reviewed on case to case basis by your Reporting authority. Depending on your performance and track record to complete the individual assignments within the definite timeline, fresh tasks for completion shall be assigned/renewed, subject to consent of both the parties. For employee's joining in government / semi government / RBI guided projects; if under any circumstances the operator ID / criteria fulfilment parameter is suspended / barred / disqualified, then the employee's engagement under this appointment letter will come to an end with immediate effect without any liability except for the legitimate dues payable by Teamlease.

Your remuneration would be set as follows:

Salary Annexure (Per Month)

Particulars	Amount
Basic	6734
House Rent Allowance	3367
Special Allowance	2326
Gratuity	324
Employer PF Contribution	1357
ESIC - Employer	478
Mobile Allowance	500
Bonus	1750
Total Amount	16836
Amount In Words (Rs)	Sixteen Thousand Eight Hundred Thirty Six Rupees

Salary and grade offered to you as above is based on the representation made by you during Your interactions with the Company officials and/ or documents submitted by you. In case of any discrepancy, company reserves right to alter/modify/withdraw the offer made to you.

Retirement / Statutory Benefits:

You will be Eligible for Retirement Benefits of the organization; Namely Provident Fund and Gratuity as per the company policy.

Gratuity:



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You will be eligible for payment of Gratuity subject to fulfilment of the payment of Gratuity Act, 1972.

Incentive Scheme:

You will participate in the Sales Incentive scheme and would receive incentives based on your performance and contribution to the organization as per the scheme. Kindly note that you will not have any right to claim any performance Incentive from the Company, if you resign or abscond or if you are separated from the Company for whatsoever reason.

It is further agreed between the company and you that the incentive, payable if any, based on your performance and productivity is in Lieu of any other bonus including bonus based on profits payable under any law.

Transfer:

The organization shall have the right to transfer you to any of its offices or group companies in India that is in existence or may come into existence at a future date.

Leave:

You will be eligible for leave, As per Company rules, subject to approval from the competent authority. It may be noted that leaves cannot be deemed as granted unless sanctioned by Competent Authority. No leaves can be taken during probation period. Women employees who have completed 80 working days with the organization shall be eligible for Maternity leave as per the policy.

Unauthorised Leave / Absence:

If you are on unauthorised Leave and absence for more than seven (7) days without any intimation to the Company then it would be deemed that you are not interested in continuing with the organization and you would be Automatically Ceased to be an employee of the organization and in such a case you will be terminated from the services of the company with or without any intimation.

Job Profile:

Your duties and responsibilities will be explained to you on your joining the organization. However, you shall execute and perform all such duties that may be assigned to you by the organization and the organization reserves its right to change this at its discretion.

Professional Ethics and Confidentiality:

While you are in the services of the organization, you are not permitted to carry on any other business or profession or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the company and will not divulge to any person / third party or utilize any of the organization's confidential information or other related information (which you may possess by reason of your association with the organization) outside the organization.

Notice Period:

During the orientation period either party can terminate the services by giving 30 days' notice or Basic salary in lieu thereof at the organization's discretion.

After successful completion of orientation period either party may terminate the employment under this Appointment letter, by issuing 90 days' notice in writing or payment in lieu thereof at the organization's discretion.

You will be liable to submit all the company's assets, data etc., provided during your tenure in the company for carrying official duties, at the time of separation from the company.

Background Verification / Reference Check

Your appointment will be subject to satisfactory reference check. The company reserves the right to have your background verified directly or through an outside agency. If on such verification it is found that you have furnished

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Ph : (91-80) 33002345, Fax : (91-80) 33243001 www.teamlease.com

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sexual harassment at workplace, we urge you to undergo an online training programme, on the subject matter.

Please note that undergoing online training is mandatory for this engagement.

The link to undergo the programme and complete the evaluation is given below.

Link : <https://connect.teamlease.com/Learning>

The training programme shall be conducted on a regular basis every year. Please complete the training programme within 15 days of receipt of this letter, after which it shall be treated as a deemed confirmation that you have understood your responsibilities in ensuring a safe workplace.

For TEAMLEASE SERVICES LIMITED



(Authorized Signatory)


Accepted and Agreed



13.11.20

Signature and date:

Name: Prakash N



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Ph : (91-80) 33002345, Fax : (91-80) 33243001 www.teamlease.com



Mr.Prithviraj C

Date: 28-02-2020

Dear Prithviraj C,

We are pleased to offer you "Trainee" at our company in the **Design Engineer at our Verso3D office.** Your date of joining shall commence on 28-02-2020 and shall end on 25-06-2020. The terms and conditions of your duty with the Company are set forth below:

1. Subject to your acceptance of the terms and conditions contained herein, your project and responsibilities during the Term will be determined by the supervisor assigned to you for the duration of the training.
2. Your monthly Salary of Rs.18,000/- per month only during the Trainee period.
3. Your timings will be from 9:00 AM to 6:00 PM (Monday to Friday)(Saturday working based on requirement). Please be sure to share Aadhar and Pan card documents by replying to offer letter mail.
4. A notice of 1 month is required during your Training period with the company by either party to terminate.

5. Conflict of Interest

You are required not to engage in any other gainful or commercial employment or business either part time or full time in an honorary manner or in a way that provides remuneration. Directly or indirectly as long as you are employed with Verso3D.

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All information and training materials shared by the Company which you gain during the work time should be deemed confidential.

Confidential Information includes all confidential and proprietary material that you may design, author, create, distribute or produce during the term of your duty.

6. Intellectual Property Ownership (IP)

The IP and confidential information shared with you during the course of your position shall remain exclusive property of the company. The IP includes R&D designs, Innovations, Concepts, Designs, Methodology , Prototypes and Copyrights created by you during work period will be exclusive property of the company as to its proprietorship, exploitation and use. By signing this agreement , you agree all the above terms and condition.


We look forward you to joining our team!

Acceptance of offer letter

Best Regards

C. Prithviraj
Signature




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Engineering and Technology
Thirupachur, Thiruvallur - 631 203
Thillai Balaji Sankaravel
Managing Director
Verso3D

+91-9962 06 4949 verso3d01@gmail.com

Office no:313,Apeejay house, 39/12
Haddows Road, Nungambakkam, Chennai-600 006

Date: 12 Nov 2020

Mr Ramesh A
No36h Ganapathy nagar surapet main road puthagaram
Chennai 600099

Employee No: 22590658
Dear Mr Ramesh A

Appointment Letter

We are pleased to appoint you in our organization as EXECUTIVE OPERATIONS , Grade E2 in the department CREDIT CARDS OPERATIONS CREDIT subject to the following terms and conditions:

You are required to join our organization on or before 16 Nov 2020 and your place of work shall presently be at Chennai

You will be on orientation period till 04-Jan-2021

The responsibilities and tasks assigned to you under this Appointment letter synchronize with the definite time line schedules for completion of various project assignments mutually agreed by our Company, with our esteemed client. As our employee, you shall perform your services in a professional manner and shall ensure that the time bound tasks are substantially completed within the specified tenure, as may be mutually agreed and reviewed on case to case basis by your Reporting authority. Depending on your performance and track record to complete the individual assignments within the definite timeline, fresh tasks for completion shall be assigned/renewed, subject to consent of both the parties. For employee's joining in government / semi government / RBI guided projects; if under any circumstances the operator ID / criteria fulfilment parameter is suspended / barred / disqualified, then the employee's engagement under this appointment letter will come to an end with immediate effect without any liability except for the legitimate dues payable by Teamlease.

Your remuneration would be set as follows:

Salary Annexure (Per Month)

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TotalAmount	16836
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Salary and grade offered to you as above is based on the representation made by you during Your interactions with the Company officials and/ or documents submitted by you. In case of any discrepancy, company reserves right to alter/modify/withdraw the offer made to you.

Retirement / Statutory Benefits:

You will be Eligible for Retirement Benefits of the organization; Namely Provident Fund and Gratuity as per the company policy.

Gratuity:

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You will be eligible for payment of Gratuity subject to fulfilment of the payment of Gratuity Act, 1972.

Incentive Scheme:

You will participate in the Sales Incentive scheme and would receive incentives based on your performance and contribution to the organization as per the scheme. Kindly note that you will not have any right to claim any performance Incentive from the Company, if you resign or abscond or if you are separated from the Company for whatsoever reason.

It is further agreed between the company and you that the incentive, payable if any, based on your performance and productivity is in Lieu of any other bonus including bonus based on profits payable under any law.

Transfer:

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Leave:

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Professional Ethics and Confidentiality:

While you are in the services of the organization, you are not permitted to carry on any other business or profession or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the company and will not divulge to any person / third party or utilize any of the organization's confidential information or other related information (which you may possess by reason of your association with the organization) outside the organization.

Notice Period:

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After successful completion of orientation period either party may terminate the employment under this Appointment letter, by issuing 90 days' notice in writing or payment in lieu thereof at the organization's discretion.

You will be liable to submit all the company's assets, data etc., provided during your tenure in the company for carrying official duties, at the time of separation from the company.

Background Verification / Reference Check

Your appointment will be subject to satisfactory reference check. The company reserves the right to have your background verified directly or through an outside agency. If on such verification it is found that you have furnished

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sexual harassment at workplace, we urge you to undergo an online training programme, on the subject matter.

Please note that undergoing online training is mandatory for this engagement.

The **link** to undergo the programme and complete the evaluation is given below.

Link : <https://connect.teamlease.com/Learning>

The training programme shall be conducted on a regular basis every year. Please complete the training programme within 15 days of receipt of this letter, after which it shall be treated as a deemed confirmation that you have understood your responsibilities in ensuring a safe workplace.

For **TEAMLEASE SERVICES LIMITED**



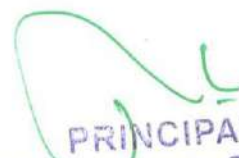
(Authorized Signatory)

Accepted and Agreed



13/11/2020

Signature and date:
Name: Ramesh A



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Ph : (91-80) 33002345, Fax : (91-80) 33243001 www.teamlease.com



KIA INDIA PRIVATE LIMITED

(Formerly known as KIA Motors India Private Limited)

CIN: U29309AP2017FTC 105878

Regd. Office: N.H.44, Sy. No.151-2, Erramanchi, Penukonda (M)

Anantapur District - 515 164

177

Oct 09, 2020

To,

Mr. SELVAGANAPATHY C

OFFER LETTER

Dear Mr. SELVAGANAPATHY C,

With reference to your application for employment and subsequent interview you had with us, we are pleased to offer you an employment with KIA India Private Limited, subject to following terms and conditions:

1. You will be designated as Junior Engineer- Press.
 2. You will be under Training for a period of One Year and after successful completion of training, you will have undergo One Year Probation
 3. You will directly report to the Head of Section / Head of Department.
 4. Your date of commencement of employment will be on or before Nov 16, 2020.
 5. You will be entitled to receive compensation and benefits TCTC is Rs.330,587 (Three Lakhs Thirty Thousand Five Hundred & Eighty Seven Rupees per annum) as per the enclosed Annexure-1.
 6. Your services are governed by the terms & conditions mentioned in your appointment letter, which will be issued on your date of joining.
 7. Your appointment is subject to
 - a) You being found medically fit in medical examination conducted by Company Medical Officer / appropriate medical center as recommended by company.
 - b) You are being found "good" in background verification
 8. You are requested to bring following documents on your date of joining.
 - a) Date of Birth proof certificate (Copy of Passport / PAN card/Driving License)
 - b) Address proof certificates (Copy of Aadhar card / Voter ID)
- c) Photocopy of all Academic Certificates (from 10th to Highest)
- d) Experience & Relieving letter from previous employers (as applicable).
 - e) Six passport size color photos of Self and one joint photo of Dependents.
 - f) Last 3 months pay slips & Last 6 months Bank statements.
- * Aadhar card & PAN card are mandatory.

Kindly sign a copy of this letter as a token of your acceptance of this offer. Looking forward for a long and mutually beneficial association.

For KIA India Private Limited,

Dr. C. B. Patil
General Manager - Human Resource

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Engineering and Technology,
Thirupachur, Thiruvallur - 631 203



Movement that inspires

Mr. Shanmugavelan P

Date: 28-02-2020

Dear Shanmugavelan P,

We are pleased to offer you "Trainee" at our company in the **Design Engineer at our Verso3D office.** Your date of joining shall commence on 28-02-2020 and shall end on 25-06-2020. The terms and conditions of your duty with the Company are set forth below:

1. Subject to your acceptance of the terms and conditions contained herein, your project and responsibilities during the Term will be determined by the supervisor assigned to you for the duration of the training.
2. Your monthly Salary of Rs.18,000/- per month only during the Trainee period.
3. Your timings will be from 9:00 AM to 6:00 PM (Monday to Friday)(Saturday working based on requirement). Please be sure to share Aadhar and Pan card documents by replying to offer letter mail.
4. A notice of 1 month is required during your Training period with the company by either party to terminate.
5. **Conflict of Interest**

You are required not to engage in any other gainful or commercial employment or business either part time or full time in an honorary manner or in a way that provides remuneration. Directly or indirectly as long as you are employed with Verso3D.

5. Confidentiality Agreement

All information and training materials shared by the Company which you gain during the work time should be deemed confidential. Confidential Information includes all confidential and proprietary material that you may design, author, create, distribute or produce during the term of your duty.

6. Intellectual Property Ownership (IP)

The IP and confidential information shared with you during the course of your position shall remain exclusive property of the company. The IP includes R&D designs, Innovations, Concepts, Designs, Methodology, Prototypes and Copyrights created by you during work period will be exclusive property of the company as to its proprietorship, exploitation and use. By signing this agreement, you agree all the above terms and condition.

We look forward you to joining our team!

Acceptance of offer letter

Shanmugavelan P
Signature



Thillai Balaji S
Best Regards
Sri Venkateswara College
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

Thillai Balaji S

Thillai Balaji Sankaravel
Managing Director
Verso3D



KIA INDIA PRIVATE LIMITED

(Formerly known as KIA Motors India Private Limited)

CIN: U29309AP2017FTC 105878

Regd. Office: N.H.44, Sy. No.151-2, Erramanchi, Penukonda (M)

Anantapur District - 515 164

179

Oct 09, 2020

To,

Mr. SURYA N

OFFER LETTER


Dear Mr. SURYA N,

With reference to your application for employment and subsequent interview you had with us, we are pleased to offer you an employment with KIA India Private Limited, subject to following terms and conditions:

1. You will be designated as Junior Engineer- Press.
 2. You will be under Training for a period of One Year and after successful completion of training, you will have undergo One Year Probation
 3. You will directly report to the Head of Section / Head of Department.
 4. Your date of commencement of employment will be on or before Nov 16, 2020.
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 - a) You being found medically fit in medical examination conducted by Company Medical Officer / appropriate medical center as recommended by company.
 - b) You are being found "good" in background verification
 8. You are requested to bring following documents on your date of joining.
 - a) Date of Birth proof certificate (Copy of Passport / PAN card/Driving License)
 - b) Address proof certificates (Copy of Aadhar card / Voter ID)
- c) Photocopy of all Academic Certificates (from 10th to Highest)
- d) Experience & Relieving letter from previous employers (as applicable).
 - e) Six passport size color photos of Self and one joint photo of Dependents.
 - f) Last 3 months pay slips & Last 6 months Bank statements.
- * Aadhar card & PAN card are mandatory.

Kindly sign a copy of this letter as a token of your acceptance of this offer. Looking forward for a long and mutually beneficial association.

For KIA India Private Limited,


Dr. C. B. Patil
General Manager - Human Resource




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Thirupachur, Thiruvallur - 631 203

Movement that inspires



Mr. Tamilarasan R

Date: 28-02-2020

Dear Tamilarasan R,

We are pleased to offer you "Trainee" at our company in the **Design Engineer at our Verso3D office.** Your date of joining shall commence on 28-02-2020 and shall end on 25-06-2020. The terms and conditions of your duty with the Company are set forth below:

1. Subject to your acceptance of the terms and conditions contained herein, your project and responsibilities during the Term will be determined by the supervisor assigned to you for the duration of the training.
2. Your monthly Salary of **Rs.18,000/-** per month only during the Trainee period.
3. Your timings will be from 9:00 AM to 6:00 PM (Monday to Friday)(Saturday working based on requirement). Please be sure to share Aadhar and Pan card documents by replying to offer letter mail.
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We look forward you to joining our team!

Acceptance of offer letter

Tamilarasan R
Signature



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Thirupachur, Thiruvallur - 631 203

Best Regards

Thillai Balaji S

Thillai Balaji Sankaravel
Managing Director
Verso3D

+91-9962 06 4949 verso3d01@gmail.com

Office no:313,Apeejay house, 39/12
Haddows Road, Nungambakkam, Chennai-600 006

Date: 12 Nov 2020

Mr Vinoth Kumar U
No.1, lakshimanan muthalai Street, korattur,
Chennai -600080

Employee No: 2259060
Dear Mr Vinoth Kumar U

Appointment Letter

We are pleased to appoint you in our organization as EXECUTIVE OPERATIONS , Grade E2 in the department CREDIT CARDS OPERATIONS CREDIT subject to the following terms and conditions:

Your are required to join our organization on or before 16 Nov 2020 and your place of work shall presently be at Chennai

You will be on orientation period till 04-Jan-2021

The responsibilities and tasks assigned to you under this Appointment letter synchronize with the definite time line schedules for completion of various project assignments mutually agreed by our Company, with our esteemed client. As our employee, you shall perform your services in a professional manner and shall ensure that the time bound tasks are substantially completed within the specified tenure, as may be mutually agreed and reviewed on case to case basis by your Reporting authority. Depending on your performance and track record to complete the individual assignments within the definite timeline, fresh tasks for completion shall be assigned/renewed, subject to consent of both the parties. For employee's joining in government / semi government / RBI guided projects; if under any circumstances the operator ID / criteria fulfilment parameter is suspended / barred / disqualified, then the employee's engagement under this appointment letter will come to an end with immediate effect without any liability except for the legitimate dues payable by Teamlease.

Your remuneration would be set as follows:

Salary Annexure (Per Month)

Particulars	Amount
Basic	6734
House Rent Allowance	3367
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Employer PF Contribution	1357
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Salary and grade offered to you as above is based on the representation made by you during Your interactions with the Company officials and/ or documents submitted by you. In case of any discrepancy, company reserves right to alter/modify/withdraw the offer made to you.

Retirement / Statutory Benefits:

You will be Eligible for Retirement Benefits of the organization; Namely Provident Fund and Gratuity as per the company policy.

Gratuity:

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You will be eligible for payment of Gratuity subject to fulfilment of the payment of Gratuity Act, 1972.

Incentive Scheme:

You will participate in the Sales Incentive scheme and would receive incentives based on your performance and contribution to the organization as per the scheme. Kindly note that you will not have any right to claim any performance Incentive from the Company, if you resign or abscond or if you are separated from the Company for whatsoever reason.

It is further agreed between the company and you that the incentive, payable if any, based on your performance and productivity is in Lieu of any other bonus including bonus based on profits payable under any law.

Transfer:

The organization shall have the right to transfer you to any of its offices or group companies in India that is in existence or may come into existence at a future date.

Leave:

You will be eligible for leave, As per Company rules, subject to approval from the competent authority. It may be noted that leaves cannot be deemed as granted unless sanctioned by Competent Authority. No leaves can be taken during probation period. Women employees who have completed 80 working days with the organization shall be eligible for Maternity leave as per the policy.

Unauthorised Leave / Absence:

If you are on unauthorised Leave and absence for more than seven (7) days without any intimation to the Company then it would be deemed that you are not interested in continuing with the organization and you would be Automatically Ceased to be an employee of the organization and in such a case you will be terminated from the services of the company with or without any intimation.

Job Profile:

Your duties and responsibilities will be explained to you on your joining the organization. However, you shall execute and perform all such duties that may be assigned to you by the organization and the organization reserves its right to change this at its discretion.

Professional Ethics and Confidentiality:

While you are in the services of the organization, you are not permitted to carry on any other business or profession or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the company and will not divulge to any person / third party or utilize any of the organization's confidential information or other related information (which you may possess by reason of your association with the organization) outside the organization.

Notice Period:

During the orientation period either party can terminate the services by giving 30 days' notice or Basic salary in lieu thereof at the organization's discretion.

After successful completion of orientation period either party may terminate the employment under this Appointment letter, by issuing 90 days' notice in writing or payment in lieu thereof at the organization's discretion.

You will be liable to submit all the company's assets, data etc., provided during your tenure in the company for carrying official duties, at the time of separation from the company.

Background Verification / Reference Check

Your appointment will be subject to satisfactory reference check. The company reserves the right to have your background verified directly or through an outside agency. If on such verification it is found that you have furnished

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TeamLease Services Limited., CIN No. U74140MH2000PTC124003
BMT Commercial Complex, 8th Floor, 80 Feet Road, Koramangala, Bangalore - 560095.
Ph : (91-80) 33002345, Fax : (91-80) 33243001 www.teamlease.com



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sexual harassment at workplace, we urge you to undergo an online training programme, on the subject matter.

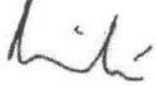
Please note that undergoing online training is mandatory for this engagement.

The link to undergo the programme and complete the evaluation is given below.

Link : <https://connect.teamlease.com/Learning>

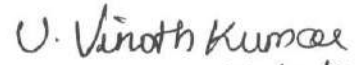
The training programme shall be conducted on a regular basis every year. Please complete the training programme within 15 days of receipt of this letter, after which it shall be treated as a deemed confirmation that you have understood your responsibilities in ensuring a safe workplace.

For TEAMLEASE SERVICES LIMITED



(Authorized Signatory)

Accepted and Agreed



13/11/2020

Signature and date:

Name: Vinoth Kumar U



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KIA INDIA PRIVATE LIMITED

(Formerly known as KIA Motors India Private Limited)

CIN: U29309AP2017FTC 105878

Regd. Office: N.H.44, Sy. No.151-2, Erramanchi, Penukonda (M)

Anantapur District - 515 164

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Oct 09, 2020

To,

Mr. YUVARAJ K

OFFER LETTER

Dear Mr. YUVARAJ K,

With reference to your application for employment and subsequent interview you had with us, we are pleased to offer you an employment with KIA India Private Limited, subject to following terms and conditions:

1. You will be designated as Junior Engineer- Press.
 2. You will be under Training for a period of One Year and after successful completion of training, you will have undergo One Year Probation
 3. You will directly report to the Head of Section / Head of Department.
 4. Your date of commencement of employment will be on or before Nov 16, 2020.
 5. You will be entitled to receive compensation and benefits TCTC is Rs.330,587 (Three Lakhs Thirty Thousand Five Hundred & Eighty Seven Rupees per annum) as per the enclosed Annexure-1.
 6. Your services are governed by the terms & conditions mentioned in your appointment letter, which will be issued on your date of joining.
 7. Your appointment is subject to
 - a) You being found medically fit in medical examination conducted by Company Medical Officer / appropriate medical center as recommended by company.
 - b) You are being found "good" in background verification
 8. You are requested to bring following documents on your date of joining.
 - a) Date of Birth proof certificate (Copy of Passport / PAN card/Driving License)
 - b) Address proof certificates (Copy of Aadhar card / Voter ID)
 - c) Photocopy of all Academic Certificates (from 10th to Highest)
 - d) Experience & Relieving letter from previous employers (as applicable).
 - e) Six passport size color photos of Self and one joint photo of Dependents.
 - f) Last 3 months pay slips & Last 6 months Bank statements.
- * Aadhar card & PAN card are mandatory.

Kindly sign a copy of this letter as a token of your acceptance of this offer. Looking forward for a long and mutually beneficial association.

For KIA India Private Limited,

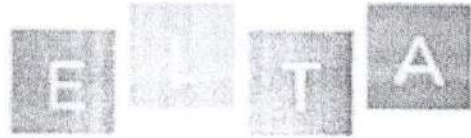
Dr. C. B. Patil

General Manager - Human Resource



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Movement that inspires



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ELTA TECHNOLOGIES

THE DATA EXPERTS

Appointment Letter

Date: 21st Dec 2019

Private & Confidential

Dear **Ajith E**,

We are pleased to confirm that you have been selected to work with "ELTA Technologies" for the job role mentioned as "Business Analyst"

Roles & Responsibilities:

- ✓ ELTA Technologies provides customer support for Domestic Blended process for a leading NBFC bank. The principal business of NBFCs includes activities related to investments, giving loans and advances
- ✓ Compare data entered with source documents, or re-enters data in verification format on screen to detect errors.
- ✓ Delete incorrectly entered data, and re-enters correct data.
- ✓ May compile, sort, and verify accuracy of data to be entered.
- ✓ May keep record of work completed for a minimum period of 1 year

Financial Offer - Salary and Benefits:

A) With reference to your application and subsequent interview, we are pleased to make you an offer-cum appointment with ELTA Technologies as Business Analyst. You are required to join immediately with effect from 10th July 2020

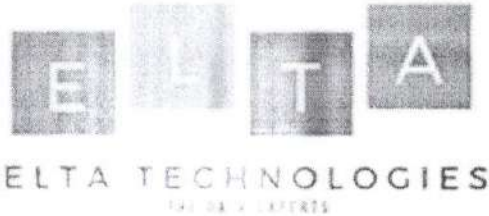
B) Your Annual compensation would be ₹1, 85,000 per annum as per salary structure. However, the structure and components of your compensation plan may be changed from time to time in line with the compensation policy and practices of the company. In Addition to your CTC, you would be eligible for an Variable component such as "Incentives" It is being calculated based on your productivity level and other additional criteria taken into account (As per company norms an employee would be would be eligible upto ₹4000 per month)

C) Its purely office cum based work and employee would be reporting on daily basis from Monday - Saturday (Shift timing: 09:00 am to 06:30 pm IST) and your attendance would be captured by way of biometric access card

D) Employees are inbound to serve a notice period of 1 month by giving a prior notice. In case the management of your request accepts a shorter period of notice, you shall be entitled to receive your salary only for the actual number of days worked



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E) ELTA technologies will provide Acceptance of resignation letter and Experience certificate to their eligible employees post successful completion of 6 months durations from date of joining till the last date of the aforesaid mentioned notice period

Further information about the work:

1. All our operations functions 24*6,365 days in a calendar year, Your working hours, number of working days in a week, weekly off will depend upon the process requirement
2. Your working hours will be as advised by your superiors from time to time but shall not exceed 54 hours in a week. In case if employees failure to meet the above mentioned working hours in a particular week they would be charged as a penalty of INR 5 per minute and same would be deducted from the subsequent month salary
3. It is expressly agreed that ELTA Technologies will pay salary to their employees on 10th of every month promptly however there is a clause; stating that Employees should work in the above job role for a probation period of at least 45 days in order to avail their first month salary.
4. In Order to protect the interest of the employee, Company brought this as a clause, It is expressly agreed that an employee fail to work during the aforesaid period without any prior notice or by staying away from work/abscond will not be eligible for salary. Main reason behind this clause is to retain their employees because company incur huge investment by way of On-boarding trainings

We are delighted to send you this offer to be approved and signed from you in order to start the job from 10th July 2019. We are looking forward to join our company in order to work with you

Hari Krishnan
GENERAL MANAGER
ELTA TECHNOLOGIES



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Date: 21/03/2020

LETTER OF APPOINTMENT

Mr. Ajith Kumar A

4/246 Ponniyamman kovil street,
Kovur, chennai 600 122.

Dear **Ajith Kumar A**,

- I. Prochant India Pvt. Ltd. is pleased to confirm our offer of your appointment as **Process Associate**. Your employment will commence on **10th June 2020**.
- II. Prochant Group has extended this offer to you based upon your general knowledge, background, experience and 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.
- III. This letter of appointment is based on the information furnished in your application for Employment and during the interviews you had with us.
- IV. You shall be under probation for a period of **six (6) months** from the Effective date mentioned in clause I above.

Remuneration and other benefits

- V. In consideration of the services and obligations to be performed by you in terms of the conditions laid out in the Employment Agreement dated **10th June 2020**, you shall be entitled to a Monthly gross salary of **Rs 18,000/- (Rupees Eighteen Thousand Only)** which shall be payable commencing from the Effective Date.
- VI. The salary shall be payable on monthly basis on or before 5th of the following month for the previous month
- VII. The Company shall be entitled to deduct from the above remuneration payable to you, the following statutory and compulsory deductions:
 - a. Provident Fund
 - b. Income tax deducted at source at the rates applicable on remuneration.
 - c. Employment/ Professional tax
 - d. ESI (If applicable).

DocuSigned by:
Sadanandan N
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[Signature]
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Thirupachur, Thiruvallur - 631 203

- VIII. You shall be entitled to an annual salary increment based upon your performance for the preceding year.

MISCELLANEOUS

- IX. You are required to maintain the highest order of discipline and secrecy with regard to the work as well as the confidential information including but not limited to the patient and client data of the company and/or its subsidiaries or associate companies. You will also be required to sign the HIPAA Employee Addendum on your joining.
- X. As a full-time employee, the notice period for your resignation from services shall be 60 days. In case of your leaving the employment of the Company without notice, you shall be liable to pay an amount equivalent to your two month's salary to the company.
- XI. You will be receiving a new employee packet prior or on the joining date, please ensure to complete all forms. It is important that we receive your letter and the signed Employment Agreement along with all the Annexure prior or on your commencement date. Please note that you are not authorized to alter the terms or conditions of the Employment Agreement in any manner. You are entitled to keep this letter and a copy of the Employee Agreement and other Annexure for your records.
- XII. We believe that you will make a substantial impact upon the future direction and success of our company.

Please sign below to accept the offer.

Sincerely,



Ajith Kumar A

DocuSigned by:

Sadanandan N

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Sadanandan N
Director,
Prochant India Pvt Ltd



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SUTHERLAND®

Appointment Letter

College Name: Sri Venkateswara College Of Engineering and Technology

Date: 05-March-2020

Dear **Amalraj C,**

Congratulations! We welcome you to the family of Sutherland!

With reference to the discussions you had with us, we are pleased to Appoint with us as **Associate-Voice** in the Company. Please note that this position is pending a favorable background verification and reference check. You are requested to join us **on or before month of June , 2020** on the following terms and conditions.

Your place of posting will be initially at Chennai. However, during your employment with us you may be posted or transferred/attached to any other units/companies/ offices or clients of The Sutherland Group either in India or Abroad at the sole discretion of the Management.

Your emoluments by way of Annual Cost to the Company are **Rs. 250000/- per annum (Rupees Two Lakh Fifty Thousand Only).**

You shall report to **Hemanth Kumar** of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.

You may be required to work in shift system of the company as intimated to you from time to time.

You are governed by the "Sutherland's Code of Conduct as updated from time to time" of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.

This is a contract for employment at will. You would be on probation for a period of 6 months and either party can terminate this contract of employment in 15 days advance notice or pay salary in lieu of the same to the other party. On completion of 6 months, your services will be deemed to be confirmed automatically unless informed otherwise in writing.

On confirmation, either party can terminate this contract for employment by giving 60 days advance notice or pay salary in lieu of the same to the other party. You understand and agree that if you do not complete the notice period the Company may be subject to losses or irreparable damages. Hence, the Company may, at its sole discretion, reject payment in lieu of notice period, and require you to complete the notice period in accordance with the employment contract, including any changes/amendments to the notice period, duly communicated to you without you having objected to the same within one month of such communication. If you fail to do so, the Company shall be entitled to sue you for specific performance of the contract as also claim ascertained damages.




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Thirupachur, Thiruvallur - 631 203

The company reserves the right to terminate your employment on grounds of unauthorized absence from duty, non-performance, misconduct, fraud, negligence, theft, willful violation of the company rules, misappropriation, imprisonment or censure by a court of law or as it may deem fit in the instant case and will not pay any notice pay.

During the period of your employment with us, you will not work directly or indirectly for any other person, firm, company or organization or engage yourself with any trade or business whether with or without remuneration in any capacity without the prior written permission of the company.

You will maintain utmost secrecy of the affairs or works of the company and should not divulge any information of the company by any mode of communication to any other person or organization etc., during your employment with us or thereafter.

Your appointment is subject to that your self-declaration on medical fitness and you will have to maintain a state of overall sound health in order to be able to perform your Services per expected standards and continue employment in the Company.

All inventions, improvements and discoveries made solely by you or jointly while on duty need to be disclosed to the company and the company has the sole right, title and interest over such inventions, improvements, and discoveries and has the intellectual property rights over them.

You shall keep the company informed in writing, of any change in your address. Failing which any notice/letter sent by the company to your address mentioned above shall be sufficient for the purpose of this contract.

The Personal Information you provide to the Company in connection with your recruitment and subsequent employment will be used for the purpose of administering your employment with the Company in general and the Company's human resources in particular. You have the right to access and correct your own Personal Information which the Company has. Any request for Personal Information access and/or correction should be addressed to the Human Resources Department. You shall keep the company informed of any change in your present or permanent address or contact details (e-mail/ contact number).

You will automatically retire from the services of the company on attaining the age of 60 years.

Required Documents

Please bring the following original documents for verification with their photocopies, which would be retained for our records.

Photographs (Six passport size)

All educational certificates including mark sheets in full Relieving Letter & Service Certificate (If employed previously) Proof of Last drawn salary

Aadhar, Passport / Proof of Address

Form -16 along with earnings certificate for IT purpose

Sincerely,
For Sutherland



Thendral Rajendran
Associate Vice President - Talent Acquisition



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Engineering and Technology,**
Thirupachur, Thiruvallur - 631 203



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Appointment Letter

College Name: Sri Venkateswara College Of Engineering and Technology

Date: 05-March-2020

Dear **Bhavani K,**

Congratulations! We welcome you to the family of Sutherland!

With reference to the discussions you had with us, we are pleased to Appoint with us as **Associate-Voice** in the Company. Please note that this position is pending a favorable background verification and reference check. You are requested to join us **on or before month of June , 2020** on the following terms and conditions.

Your place of posting will be initially at Chennai. However, during your employment with us you may be posted or transferred/attached to any other units/companies/ offices or clients of The Sutherland Group either in India or Abroad at the sole discretion of the Management.

Your emoluments by way of Annual Cost to the Company are **Rs. 250000/- per annum (Rupees Two Lakh Fifty Thousand Only)**.

You shall report to **Hemanth Kumar** of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.

You may be required to work in shift system of the company as intimated to you from time to time.

You are governed by the "Sutherland's Code of Conduct as updated from time to time" of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.

This is a contract for employment at will. You would be on probation for a period of 6 months and either party can terminate this contract of employment in 15 days advance notice or pay salary in lieu of the same to the other party. On completion of 6 months, your services will be deemed to be confirmed automatically unless informed otherwise in writing.

On confirmation, either party can terminate this contract for employment by giving 60 days advance notice or pay salary in lieu of the same to the other party. You understand and agree that if you do not complete the notice period the Company may be subject to losses or irreparable damages. Hence, the Company may, at its sole discretion, reject payment in lieu of notice period, and require you to complete the notice period in accordance with the employment contract, including any changes/amendments to the notice period, duly communicated to you without you having objected to the same within one month of such communication. If you fail to do so, the Company shall be entitled to sue you for specific performance of the contract as also claim ascertained damages.



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The company reserves the right to terminate your employment on grounds of unauthorized absence from duty, non-performance, misconduct, fraud, negligence, theft, willful violation of the company rules, misappropriation, imprisonment or censure by a court of law or as it may deem fit in the instant case and will not pay any notice pay.

During the period of your employment with us, you will not work directly or indirectly for any other person, firm, company or organization or engage yourself with any trade or business whether with or without remuneration in any capacity without the prior written permission of the company.

You will maintain utmost secrecy of the affairs or works of the company and should not divulge any information of the company by any mode of communication to any other person or organization etc., during your employment with us or thereafter.

Your appointment is subject to that your self-declaration on medical fitness and you will have to maintain a state of overall sound health in order to be able to perform your Services per expected standards and continue employment in the Company.

All inventions, improvements and discoveries made solely by you or jointly while on duty need to be disclosed to the company and the company has the sole right, title and interest over such inventions, improvements, and discoveries and has the intellectual property rights over them.

You shall keep the company informed in writing, of any change in your address. Failing which any notice/letter sent by the company to your address mentioned above shall be sufficient for the purpose of this contract.

The Personal Information you provide to the Company in connection with your recruitment and subsequent employment will be used for the purpose of administering your employment with the Company in general and the Company's human resources in particular. You have the right to access and correct your own Personal Information which the Company has. Any request for Personal Information access and/or correction should be addressed to the Human Resources Department. You shall keep the company informed of any change in your present or permanent address or contact details (e-mail/ contact number).

You will automatically retire from the services of the company on attaining the age of 60 years.

Required Documents

Please bring the following original documents for verification with their photocopies, which would be retained for our records.

Photographs (Six passport size)

All educational certificates including mark sheets in full Relieving Letter & Service Certificate (If employed previously) Proof of Last drawn salary

Aadhar, Passport / Proof of Address

Form -16 along with earnings certificate for IT purpose

Sincerely,
For Sutherland



Thendral Rajendran
Associate Vice President - Talent Acquisition




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Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

Appointment Letter

Date: 21st Dec 2019

Private & Confidential

Dear Episa S,

We are pleased to confirm that you have been selected to work with "ELTA Technologies" for the job role mentioned as "Business Analyst"

Roles & Responsibilities:

- ✓ ELTA Technologies provides customer support for Domestic Blended process for a leading NBFC bank. The principal business of NBFCs includes activities related to investments, giving loans and advances
- ✓ Compare data entered with source documents, or re-enters data in verification format on screen to detect errors.
- ✓ Delete incorrectly entered data, and re-enters correct data.
- ✓ May compile, sort, and verify accuracy of data to be entered.
- ✓ May keep record of work completed for a minimum period of 1 year

Financial Offer - Salary and Benefits:

A) With reference to your application and subsequent interview, we are pleased to make you an offer-cum appointment with ELTA Technologies as Business Analyst. You are required to join immediately with effect from 10th July 2020

B) Your Annual compensation would be ₹1, 85,000 per annum as per salary structure. However, the structure and components of your compensation plan may be changed from time to time in line with the compensation policy and practices of the company. In Addition to your CTC, you would be eligible for an Variable component such as "Incentives" It is being calculated based on your productivity level and other additional criteria taken into account (As per company norms an employee would be would be eligible upto ₹4000 per month)

C) Its purely office cum based work and employee would be reporting on daily basis from Monday - Saturday (Shift timing: 09:00 am to 06:30 pm IST) and your attendance would be captured by way of biometric access card

D) Employees are inbound to serve a notice period of 1 month by giving a prior notice. In case the management at your request accepts a shorter period of notice, you shall be entitled to receive your salary only for the actual number of days worked



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E) ELTA technologies will provide Acceptance of resignation letter and Experience certificate to their eligible employees post successful completion of 6 months durations from date of joining till the last date of the aforesaid mentioned notice period

Further information about the work:

1. All our operations functions 24*6,365 days in a calendar year, Your working hours, number of working days in a week, weekly off will depend upon the process requirement
2. Your working hours will be as advised by your superiors from time to time but shall not exceed 54 hours in a week. Incase if employees failure to meet the above mentioned working hours in a particluar week they would be charged as a penalty of INR 5 per minute and same would be deducted from the subsequent month salary
3. It is expressly agreed that ELTA Technologies will pay salary to their employees on 10 th of every month promptly however there is a clause; stating that Employees should work in the above job role for a probation period of at least 45 days in order to avail their first month salary.
4. In Order to protect the interest of the employee, Company brought this as a clause, It is expressly agreed that an employee fail to work during the aforesaid period without any prior notice or by staying away from work/abscond will not be eligible for salary. Main reason behind this clause is to retain their employees because company incur huge investment by way of On-boarding trainings

We are delighted to send you this offer to be approved and signed from you in order to start the job from 10th July 2019. We are looking forward to join our company in order to work with you



Hari Krishnan
GENERAL MANAGER
ELTA TECHNOLOGIES



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Thirupachur, Thiruvallur - 631 203

Date: 21/03/2020

LETTER OF APPOINTMENT

Mr. Govarthanan V

No.36h Ganapathy nagar ,Surapet main road,
Puthagaram ,Chennai 600099.

Dear Govarthanan V,

- I. Prochant India Pvt. Ltd. is pleased to confirm our offer of your appointment as **Process Associate**. Your employment will commence on **10th June 2020**.
- II. Prochant Group has extended this offer to you based upon your general knowledge, background, experience and 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.
- III. This letter of appointment is based on the information furnished in your application for Employment and during the interviews you had with us.
- IV. You shall be under probation for a period of **six (6) months** from the Effective date mentioned in clause I above.

Remuneration and other benefits

- V. In consideration of the services and obligations to be performed by you in terms of the conditions laid out in the Employment Agreement dated **10th June 2020**, you shall be entitled to a Monthly gross salary of **Rs 18,000/- (Rupees Eighteen Thousand Only)** which shall be payable commencing from the Effective Date.
- VI. The salary shall be payable on monthly basis on or before 5th of the following month for the previous month
- VII. The Company shall be entitled to deduct from the above remuneration payable to you, the following statutory and compulsory deductions:
 - a. Provident Fund
 - b. Income tax deducted at source at the rates applicable on remuneration.
 - c. Employment/ Professional tax
 - d. ESI (If applicable).

DocuSigned by:

Sadanandan N

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- VIII. You shall be entitled to an annual salary increment based upon your performance for the preceding year.

MISCELLANEOUS

- IX. You are required to maintain the highest order of discipline and secrecy with regard to the work as well as the confidential information including but not limited to the patient and client data of the company and/or its subsidiaries or associate companies. You will also be required to sign the HIPAA Employee Addendum on your joining.
- X. As a full-time employee, the notice period for your resignation from services shall be 60 days. In case of your leaving the employment of the Company without notice, you shall be liable to pay an amount equivalent to your two month's salary to the company.
- XI. You will be receiving a new employee packet prior or on the joining date, please ensure to complete all forms. It is important that we receive your letter and the signed Employment Agreement along with all the Annexure prior or on your commencement date. Please note that you are not authorized to alter the terms or conditions of the Employment Agreement in any manner. You are entitled to keep this letter and a copy of the Employee Agreement and other Annexure for your records.
- XII. We believe that you will make a substantial impact upon the future direction and success of our company.

Please sign below to accept the offer.

Sincerely,



Govarthanan V

DocuSigned by:

Sadanandan N

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Sadanandan N
Director,
Prochant India Pvt Ltd



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Appointment Letter

College Name: Sri Venkateswara College Of Engineering and Technology

Date: 05-March-2020

Dear **Indhu G S,**

Congratulations! We welcome you to the family of Sutherland!

With reference to the discussions you had with us, we are pleased to Appoint with us as **Associate-Voice** in the Company. Please note that this position is pending a favorable background verification and reference check. You are requested to join us **on or before month of June , 2020** on the following terms and conditions.

Your place of posting will be initially at Chennai. However, during your employment with us you may be posted or transferred/attached to any other units/companies/ offices or clients of The Sutherland Group either in India or Abroad at the sole discretion of the Management.

Your emoluments by way of Annual Cost to the Company are **Rs. 250000/- per annum (Rupees Two Lakh Fifty Thousand Only)**.

You shall report to **Hemanth Kumar** of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.

You may be required to work in shift system of the company as intimated to you from time to time.

You are governed by the "Sutherland's Code of Conduct as updated from time to time" of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.

This is a contract for employment at will. You would be on probation for a period of 6 months and either party can terminate this contract of employment in 15 days advance notice or pay salary in lieu of the same to the other party. On completion of 6 months, your services will be deemed to be confirmed automatically unless informed otherwise in writing.

On confirmation, either party can terminate this contract for employment by giving 60 days advance notice or pay salary in lieu of the same to the other party. You understand and agree that if you do not complete the notice period the Company may be subject to losses or irreparable damages. Hence, the Company may, at its sole discretion, reject payment in lieu of notice period, and require you to complete the notice period in accordance with the employment contract, including any changes/amendments to the notice period, duly communicated to you without you having objected to the same within one month of such communication. If you fail to do so, the Company shall be entitled to sue you for specific performance of the contract as also claim ascertained damages.



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Thirupachur, Thiruvallur - 631 203

The company reserves the right to terminate your employment on grounds of unauthorized absence from duty, non-performance, misconduct, fraud, negligence, theft, willful violation of the company rules, misappropriation, imprisonment or censure by a court of law or as it may deem fit in the instant case and will not pay any notice pay.

During the period of your employment with us, you will not work directly or indirectly for any other person, firm, company or organization or engage yourself with any trade or business whether with or without remuneration in any capacity without the prior written permission of the company.

You will maintain utmost secrecy of the affairs or works of the company and should not divulge any information of the company by any mode of communication to any other person or organization etc., during your employment with us or thereafter.

Your appointment is subject to that your self-declaration on medical fitness and you will have to maintain a state of overall sound health in order to be able to perform your Services per expected standards and continue employment in the Company.

All inventions, improvements and discoveries made solely by you or jointly while on duty need to be disclosed to the company and the company has the sole right, title and interest over such inventions, improvements, and discoveries and has the intellectual property rights over them.

You shall keep the company informed in writing, of any change in your address. Failing which any notice/letter sent by the company to your address mentioned above shall be sufficient for the purpose of this contract.

The Personal Information you provide to the Company in connection with your recruitment and subsequent employment will be used for the purpose of administering your employment with the Company in general and the Company's human resources in particular. You have the right to access and correct your own Personal Information which the Company has. Any request for Personal Information access and/or correction should be addressed to the Human Resources Department. You shall keep the company informed of any change in your present or permanent address or contact details (e-mail/ contact number).

You will automatically retire from the services of the company on attaining the age of 60 years.

Required Documents

Please bring the following original documents for verification with their photocopies, which would be retained for our records.

Photographs (Six passport size)

All educational certificates including mark sheets in full Relieving Letter & Service Certificate (If employed previously) Proof of Last drawn salary

Aadhar, Passport / Proof of Address

Form -16 along with earnings certificate for IT purpose

Sincerely,

For Sutherland



Thendral Rajendran

Associate Vice President - Talent Acquisition




PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

Appointment Letter

Date: 21st Dec 2019

Private & Confidential

Dear Jayachandran M,

We are pleased to confirm that you have been selected to work with "ELTA Technologies" for the job role mentioned as "Business Analyst"

Roles & Responsibilities:

- ✓ ELTA Technologies provides customer support for Domestic Blended process for a leading NBFC bank. The principal business of NBFCs includes activities related to investments, giving loans and advances
- ✓ Compare data entered with source documents, or re-enters data in verification format on screen to detect errors.
- ✓ Delete incorrectly entered data, and re-enters correct data.
- ✓ May compile, sort, and verify accuracy of data to be entered.
- ✓ May keep record of work completed for a minimum period of 1 year

Financial Offer - Salary and Benefits:

A) With reference to your application and subsequent interview, we are pleased to make you an offer-cum appointment with ELTA Technologies as Business Analyst. You are required to join immediately with effect from 10th July 2020

B) Your Annual compensation would be ₹1, 85,000 per annum as per salary structure. However, the structure and components of your compensation plan may be changed from time to time in line with the compensation policy and practices of the company. In Addition to your CTC, you would be eligible for an Variable component such as "Incentives" It is being calculated based on your productivity level and other additional criteria taken into account (As per company norms an employee would be eligible upto ₹4000 per month)

C) Its purely office cum based work and employee would be reporting on daily basis from Monday - Saturday (Shift timing: 09:00 am to 06:30 pm IST) and your attendance would be captured by way of biometric access card

D) Employees are inbound to serve a notice period of 1 month by giving a prior notice. In case the management at your request accepts a shorter period of notice, you shall be entitled to receive your salary only for the actual number of days worked



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E) ELTA technologies will provide Acceptance of resignation letter and Experience certificate to their eligible employees post successful completion of 6 months durations from date of joining till the last date of the aforesaid mentioned notice period

Further information about the work:

1. All our operations functions 24*6,365 days in a calendar year, Your working hours, number of working days in a week, weekly off will depend upon the process requirement
2. Your working hours will be as advised by your superiors from time to time but shall not exceed 54 hours in a week. Incase if employees failure to meet the above mentioned working hours in a particluar week they would be charged as a penalty of INR 5 per minute and same would be deducted from the subsequent month salary
3. It is expressly agreed that ELTA Technologies will pay salary to their employees on 10 th of every month promptly however there is a clause; stating that Employees should work in the above job role for a probation period of at least 45 days in order to avail their first month salary.
4. In Order to protect the interest of the employee, Company brought this as a clause, It is expressly agreed that an employee fail to work during the aforesaid period without any prior notice or by staying away from work/abscond will not be eligible for salary. Main reason behind this clause is to retain their employees because company incur huge investment by way of On-boarding trainings

We are delighted to send you this offer to be approved and signed from you in order to start the job from 10th July 2019. We are looking forward to join our company in order to work with you

Hari Krishnan
GENERAL MANAGER
ELTA TECHNOLOGIES



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Appointment Letter

College Name: Sri Venkateswara College Of Engineering and Technology

Date: 05-March-2020

Dear **Kathirvel K,**

Congratulations! We welcome you to the family of Sutherland!

With reference to the discussions you had with us, we are pleased to Appoint with us as **Associate-Voice** in the Company. Please note that this position is pending a favorable background verification and reference check. You are requested to join us **on or before month of June , 2020** on the following terms and conditions.

Your place of posting will be initially at Chennai. However, during your employment with us you may be posted or transferred/attached to any other units/companies/ offices or clients of The Sutherland Group either in India or Abroad at the sole discretion of the Management.

Your emoluments by way of Annual Cost to the Company are **Rs. 250000/- per annum (Rupees Two Lakh Fifty Thousand Only).**

You shall report to **Hemanth Kumar** of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.

You may be required to work in shift system of the company as intimated to you from time to time.

You are governed by the "Sutherland's Code of Conduct as updated from time to time" of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.

This is a contract for employment at will. You would be on probation for a period of 6 months and either party can terminate this contract of employment in 15 days advance notice or pay salary in lieu of the same to the other party. On completion of 6 months, your services will be deemed to be confirmed automatically unless informed otherwise in writing.

On confirmation, either party can terminate this contract for employment by giving 60 days advance notice or pay salary in lieu of the same to the other party. You understand and agree that if you do not complete the notice period the Company may be subject to losses or irreparable damages. Hence, the Company may, at its sole discretion, reject payment in lieu of notice period, and require you to complete the notice period in accordance with the employment contract, including any changes/amendments to the notice period, duly communicated to you without you having objected to the same within one month of such communication. If you fail to do so, the Company shall be entitled to sue you for specific performance of the contract as also claim ascertained damages.



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The company reserves the right to terminate your employment on grounds of unauthorized absence from duty, non-performance, misconduct, fraud, negligence, theft, willful violation of the company rules, misappropriation, imprisonment or censure by a court of law or as it may deem fit in the instant case and will not pay any notice pay.

During the period of your employment with us, you will not work directly or indirectly for any other person, firm, company or organization or engage yourself with any trade or business whether with or without remuneration in any capacity without the prior written permission of the company.

You will maintain utmost secrecy of the affairs or works of the company and should not divulge any information of the company by any mode of communication to any other person or organization etc., during your employment with us or thereafter.

Your appointment is subject to that your self-declaration on medical fitness and you will have to maintain a state of overall sound health in order to be able to perform your Services per expected standards and continue employment in the Company.

All inventions, improvements and discoveries made solely by you or jointly while on duty need to be disclosed to the company and the company has the sole right, title and interest over such inventions, improvements, and discoveries and has the intellectual property rights over them.

You shall keep the company informed in writing, of any change in your address. Failing which any notice/letter sent by the company to your address mentioned above shall be sufficient for the purpose of this contract.

The Personal Information you provide to the Company in connection with your recruitment and subsequent employment will be used for the purpose of administering your employment with the Company in general and the Company's human resources in particular. You have the right to access and correct your own Personal Information which the Company has. Any request for Personal Information access and/or correction should be addressed to the Human Resources Department. You shall keep the company informed of any change in your present or permanent address or contact details (e-mail/ contact number).

You will automatically retire from the services of the company on attaining the age of 60 years.

Required Documents

Please bring the following original documents for verification with their photocopies, which would be retained for our records.

Photographs (Six passport size)

All educational certificates including mark sheets in full Relieving Letter & Service Certificate (If employed previously) Proof of Last drawn salary

Aadhar, Passport / Proof of Address

Form -16 along with earnings certificate for IT purpose

Sincerely,
For Sutherland



Thendral Rajendran
Associate Vice President - Talent Acquisition



PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

Appointment Letter

Date: 21st Dec 2019

Private & Confidential

Dear **Kothandan V**,

We are pleased to confirm that you have been selected to work with "ELTA Technologies" for the job role mentioned as "Business Analyst"

Roles & Responsibilities:

- ✓ ELTA Technologies provides customer support for Domestic Blended process for a leading NBFC bank. The principal business of NBFCs includes activities related to investments, giving loans and advances
- ✓ Compare data entered with source documents, or re-enters data in verification format on screen to detect errors.
- ✓ Delete incorrectly entered data, and re-enters correct data.
- ✓ May compile, sort, and verify accuracy of data to be entered.
- ✓ May keep record of work completed for a minimum period of 1 year

Financial Offer - Salary and Benefits:

A) With reference to your application and subsequent interview, we are pleased to make you an offer-cum appointment with ELTA Technologies as Business Analyst. You are required to join immediately with effect from 10th July 2020

B) Your Annual compensation would be ₹1, 85,000 per annum as per salary structure. However, the structure and components of your compensation plan may be changed from time to time in line with the compensation policy and practices of the company. In Addition to your CTC, you would be eligible for an Variable component such as "Incentives" It is being calculated based on your productivity level and other additional criteria taken into account (As per company norms an employee would be would be eligible upto ₹4000 per month)

C) Its purely office cum based work and employee would be reporting on daily basis from Monday - Saturday (Shift timing: 09:00 am to 06:30 pm IST) and your attendance would be captured by way of biometric access card

D) Employees are inbound to serve a notice period of 1 month by giving a prior notice. In case the management at your request accepts a shorter period of notice, you shall be entitled to receive your salary only for the actual number of days worked



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E) ELTA technologies will provide Acceptance of resignation letter and Experience certificate to their eligible employees post successful completion of 6 months durations from date of joining till the last date of the aforesaid mentioned notice period

Further information about the work:

1. All our operations functions 24*6,365 days in a calendar year, Your working hours, number of working days in a week, weekly off will depend upon the process requirement
2. Your working hours will be as advised by your superiors from time to time but shall not exceed 54 hours in a week. In case if employees failure to meet the above mentioned working hours in a particular week they would be charged as a penalty of INR 5 per minute and same would be deducted from the subsequent month salary
3. It is expressly agreed that ELTA Technologies will pay salary to their employees on 10th of every month promptly however there is a clause; stating that Employees should work in the above job role for a probation period of at least 45 days in order to avail their first month salary.
4. In Order to protect the interest of the employee, Company brought this as a clause, It is expressly agreed that an employee fail to work during the aforesaid period without any prior notice or by staying away from work/abscond will not be eligible for salary. Main reason behind this clause is to retain their employees because company incur huge investment by way of On-boarding trainings

We are delighted to send you this offer to be approved and signed from you in order to start the job from 10th July 2019. We are looking forward to join our company in order to work with you

Hari Krishnan
GENERAL MANAGER
ELTA TECHNOLOGIES



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Thirupachur, Thiruvallur - 631 203

Appointment Letter

College Name: Sri Venkateswara College Of Engineering and Technology

Date: 05-March-2020

Dear **Lokesh Narayanan R,**

Congratulations! We welcome you to the family of Sutherland!

With reference to the discussions you had with us, we are pleased to Appoint with us as **Associate-Voice** in the Company. Please note that this position is pending a favorable background verification and reference check. You are requested to join us **on or before month of June , 2020** on the following terms and conditions.

Your place of posting will be initially at Chennai. However, during your employment with us you may be posted or transferred/attached to any other units/companies/ offices or clients of The Sutherland Group either in India or Abroad at the sole discretion of the Management.

Your emoluments by way of Annual Cost to the Company are **Rs. 250000/- per annum (Rupees Two Lakh Fifty Thousand Only).**

You shall report to **Hemanth Kumar** of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.

You may be required to work in shift system of the company as intimated to you from time to time.

You are governed by the "Sutherland's Code of Conduct as updated from time to time" of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.

This is a contract for employment at will. You would be on probation for a period of 6 months and either party can terminate this contract of employment in 15 days advance notice or pay salary in lieu of the same to the other party. On completion of 6 months, your services will be deemed to be confirmed automatically unless informed otherwise in writing.

On confirmation, either party can terminate this contract for employment by giving 60 days advance notice or pay salary in lieu of the same to the other party. You understand and agree that if you do not complete the notice period the Company may be subject to losses or irreparable damages. Hence, the Company may, at its sole discretion, reject payment in lieu of notice period, and require you to complete the notice period in accordance with the employment contract, including any changes/amendments to the notice period, duly communicated to you without you having objected to the same within one month of such communication. If you fail to do so, the Company shall be entitled to sue you for specific performance of the contract as also claim ascertained damages.



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The company reserves the right to terminate your employment on grounds of unauthorized absence from duty, non-performance, misconduct, fraud, negligence, theft, willful violation of the company rules, misappropriation, imprisonment or censure by a court of law or as it may deem fit in the instant case and will not pay any notice pay.

During the period of your employment with us, you will not work directly or indirectly for any other person, firm, company or organization or engage yourself with any trade or business whether with or without remuneration in any capacity without the prior written permission of the company.

You will maintain utmost secrecy of the affairs or works of the company and should not divulge any information of the company by any mode of communication to any other person or organization etc., during your employment with us or thereafter.

Your appointment is subject to that your self-declaration on medical fitness and you will have to maintain a state of overall sound health in order to be able to perform your Services per expected standards and continue employment in the Company.

All inventions, improvements and discoveries made solely by you or jointly while on duty need to be disclosed to the company and the company has the sole right, title and interest over such inventions, improvements, and discoveries and has the intellectual property rights over them.

You shall keep the company informed in writing, of any change in your address. Failing which any notice/letter sent by the company to your address mentioned above shall be sufficient for the purpose of this contract.

The Personal Information you provide to the Company in connection with your recruitment and subsequent employment will be used for the purpose of administering your employment with the Company in general and the Company's human resources in particular. You have the right to access and correct your own Personal Information which the Company has. Any request for Personal Information access and/or correction should be addressed to the Human Resources Department. You shall keep the company informed of any change in your present or permanent address or contact details (e-mail/ contact number).

You will automatically retire from the services of the company on attaining the age of 60 years.

Required Documents

Please bring the following original documents for verification with their photocopies, which would be retained for our records.

Photographs (Six passport size)

All educational certificates including mark sheets in full Relieving Letter & Service Certificate (If employed previously) Proof of Last drawn salary

Aadhar, Passport / Proof of Address

Form -16 along with earnings certificate for IT purpose

Sincerely,
For Sutherland



Thendral Rajendran
Associate Vice President - Talent Acquisition




PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

Date: 21/03/2020

LETTER OF APPOINTMENT

Ms. Monisha K

No-49(A) New M.G.R Nagar, 2nd Street, Manali,
Chennai 600068.

Dear Monisha K,

- I. Prochant India Pvt. Ltd. is pleased to confirm our offer of your appointment as **Process Associate**. Your employment will commence on **10th June 2020**.
- II. Prochant Group has extended this offer to you based upon your general knowledge, background, experience and 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.
- III. This letter of appointment is based on the information furnished in your application for Employment and during the interviews you had with us.
- IV. You shall be under probation for a period of **six (6) months** from the Effective date mentioned in clause I above.

Remuneration and other benefits

- V. In consideration of the services and obligations to be performed by you in terms of the conditions laid out in the Employment Agreement dated **10th June 2020**, you shall be entitled to a Monthly gross salary of **Rs 18,000/- (Rupees Eighteen Thousand Only)** which shall be payable commencing from the Effective Date.
- VI. The salary shall be payable on monthly basis on or before 5th of the following month for the previous month
- VII. The Company shall be entitled to deduct from the above remuneration payable to you, the following statutory and compulsory deductions:
 - a. Provident Fund
 - b. Income tax deducted at source at the rates applicable on remuneration.
 - c. Employment/ Professional tax
 - d. ESI (If applicable).

DocuSigned by:
Sadanandan N
3405E92DE5A840F...



(Signature)
PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

- VIII. You shall be entitled to an annual salary increment based upon your performance for the preceding year.

MISCELLANEOUS

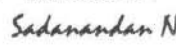
- IX. You are required to maintain the highest order of discipline and secrecy with regard to the work as well as the confidential information including but not limited to the patient and client data of the company and/or its subsidiaries or associate companies. You will also be required to sign the HIPAA Employee Addendum on your joining.
- X. As a full-time employee, the notice period for your resignation from services shall be 60 days. In case of your leaving the employment of the Company without notice, you shall be liable to pay an amount equivalent to your two month's salary to the company.
- XI. You will be receiving a new employee packet prior or on the joining date, please ensure to complete all forms. It is important that we receive your letter and the signed Employment Agreement along with all the Annexure prior or on your commencement date. Please note that you are not authorized to alter the terms or conditions of the Employment Agreement in any manner. You are entitled to keep this letter and a copy of the Employee Agreement and other Annexure for your records.
- XII. We believe that you will make a substantial impact upon the future direction and success of our company.

Please sign below to accept the offer.

Sincerely,



Monisha K

DocuSigned by:

3406E92DE5A840F...

Sadanandan N
Director,
Prochant India Pvt Ltd




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Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203



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Appointment Letter

College Name: Sri Venkateswara College Of Engineering and Technology

Date: 05-March-2020

Dear **Monisha V,**

Congratulations! We welcome you to the family of Sutherland!

With reference to the discussions you had with us, we are pleased to Appoint with us as **Associate-Voice** in the Company. Please note that this position is pending a favorable background verification and reference check. You are requested to join us **on or before month of June , 2020** on the following terms and conditions.

Your place of posting will be initially at Chennai. However, during your employment with us you may be posted or transferred/attached to any other units/companies/ offices or clients of The Sutherland Group either in India or Abroad at the sole discretion of the Management.

Your emoluments by way of Annual Cost to the Company are **Rs. 250000/- per annum (Rupees Two Lakh Fifty Thousand Only).**

You shall report to **Hemanth Kumar** of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.

You may be required to work in shift system of the company as intimated to you from time to time.

You are governed by the "Sutherland's Code of Conduct as updated from time to time" of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.

This is a contract for employment at will. You would be on probation for a period of 6 months and either party can terminate this contract of employment in 15 days advance notice or pay salary in lieu of the same to the other party. On completion of 6 months, your services will be deemed to be confirmed automatically unless informed otherwise in writing.

On confirmation, either party can terminate this contract for employment by giving 60 days advance notice or pay salary in lieu of the same to the other party. You understand and agree that if you do not complete the notice period the Company may be subject to losses or irreparable damages. Hence, the Company may, at its sole discretion, reject payment in lieu of notice period, and require you to complete the notice period in accordance with the employment contract, including any changes/amendments to the notice period, duly communicated to you without you having objected to the same within one month of such communication. If you fail to do so, the Company shall be entitled to sue you for specific performance of the contract as also claim ascertained damages.



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The company reserves the right to terminate your employment on grounds of unauthorized absence from duty, non-performance, misconduct, fraud, negligence, theft, willful violation of the company rules, misappropriation, imprisonment or censure by a court of law or as it may deem fit in the instant case and will not pay any notice pay.

During the period of your employment with us, you will not work directly or indirectly for any other person, firm, company or organization or engage yourself with any trade or business whether with or without remuneration in any capacity without the prior written permission of the company.

You will maintain utmost secrecy of the affairs or works of the company and should not divulge any information of the company by any mode of communication to any other person or organization etc., during your employment with us or thereafter.

Your appointment is subject to that your self-declaration on medical fitness and you will have to maintain a state of overall sound health in order to be able to perform your Services per expected standards and continue employment in the Company.

All inventions, improvements and discoveries made solely by you or jointly while on duty need to be disclosed to the company and the company has the sole right, title and interest over such inventions, improvements, and discoveries and has the intellectual property rights over them.

You shall keep the company informed in writing, of any change in your address. Failing which any notice/letter sent by the company to your address mentioned above shall be sufficient for the purpose of this contract.

The Personal Information you provide to the Company in connection with your recruitment and subsequent employment will be used for the purpose of administering your employment with the Company in general and the Company's human resources in particular. You have the right to access and correct your own Personal Information which the Company has. Any request for Personal Information access and/or correction should be addressed to the Human Resources Department. You shall keep the company informed of any change in your present or permanent address or contact details (e-mail/ contact number).

You will automatically retire from the services of the company on attaining the age of 60 years.

Required Documents

Please bring the following original documents for verification with their photocopies, which would be retained for our records.

Photographs (Six passport size)

All educational certificates including mark sheets in full Relieving Letter & Service Certificate (If employed previously) Proof of Last drawn salary

Aadhar, Passport / Proof of Address

Form -16 along with earnings certificate for IT purpose

Sincerely,
For Sutherland



Thendral Rajendran
Associate Vice President - Talent Acquisition




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Sri Venkateswara College ●
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203



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Appointment Letter

College Name: Sri Venkateswara College Of Engineering and Technology

Date: 05-March-2020

Dear **Nelson M,**

Congratulations! We welcome you to the family of Sutherland!

With reference to the discussions you had with us, we are pleased to Appoint with us as **Associate-Voice** in the Company. Please note that this position is pending a favorable background verification and reference check. You are requested to join us **on or before month of June , 2020** on the following terms and conditions.

Your place of posting will be initially at Chennai. However, during your employment with us you may be posted or transferred/attached to any other units/companies/ offices or clients of The Sutherland Group either in India or Abroad at the sole discretion of the Management.

Your emoluments by way of Annual Cost to the Company are **Rs. 250000/- per annum (Rupees Two Lakh Fifty Thousand Only).**

You shall report to **Hemanth Kumar** of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.

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You are governed by the "Sutherland's Code of Conduct as updated from time to time" of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.

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PRINCIPAL
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Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

The company reserves the right to terminate your employment on grounds of unauthorized absence from duty, non-performance, misconduct, fraud, negligence, theft, willful violation of the company rules, misappropriation, imprisonment or censure by a court of law or as it may deem fit in the instant case and will not pay any notice pay.

During the period of your employment with us, you will not work directly or indirectly for any other person, firm, company or organization or engage yourself with any trade or business whether with or without remuneration in any capacity without the prior written permission of the company.

You will maintain utmost secrecy of the affairs or works of the company and should not divulge any information of the company by any mode of communication to any other person or organization etc., during your employment with us or thereafter.

Your appointment is subject to that your self-declaration on medical fitness and you will have to maintain a state of overall sound health in order to be able to perform your Services per expected standards and continue employment in the Company.

All inventions, improvements and discoveries made solely by you or jointly while on duty need to be disclosed to the company and the company has the sole right, title and interest over such inventions, improvements, and discoveries and has the intellectual property rights over them.

You shall keep the company informed in writing, of any change in your address. Failing which any notice/letter sent by the company to your address mentioned above shall be sufficient for the purpose of this contract.

The Personal Information you provide to the Company in connection with your recruitment and subsequent employment will be used for the purpose of administering your employment with the Company in general and the Company's human resources in particular. You have the right to access and correct your own Personal Information which the Company has. Any request for Personal Information access and/or correction should be addressed to the Human Resources Department. You shall keep the company informed of any change in your present or permanent address or contact details (e-mail/ contact number).

You will automatically retire from the services of the company on attaining the age of 60 years.

Required Documents

Please bring the following original documents for verification with their photocopies, which would be retained for our records.

Photographs (Six passport size)

All educational certificates including mark sheets in full Relieving Letter & Service Certificate (If employed previously) Proof of Last drawn salary

Aadhar, Passport / Proof of Address

Form -16 along with earnings certificate for IT purpose

Sincerely,
For Sutherland



Thendral Rajendran
Associate Vice President - Talent Acquisition




PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

Appointment Letter

College Name: Sri Venkateswara College Of Engineering and Technology

Date: 05-March-2020

Dear **Nivedha S,**

Congratulations! We welcome you to the family of Sutherland!

With reference to the discussions you had with us, we are pleased to Appoint with us as **Associate-Voice** in the Company. Please note that this position is pending a favorable background verification and reference check. You are requested to join us **on or before month of June , 2020** on the following terms and conditions.

Your place of posting will be initially at Chennai. However, during your employment with us you may be posted or transferred/attached to any other units/companies/ offices or clients of The Sutherland Group either in India or Abroad at the sole discretion of the Management.

Your emoluments by way of Annual Cost to the Company are **Rs. 250000/- per annum (Rupees Two Lakh Fifty Thousand Only).**

You shall report to **Hemanth Kumar** of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.

You may be required to work in shift system of the company as intimated to you from time to time.

You are governed by the "Sutherland's Code of Conduct as updated from time to time" of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.

This is a contract for employment at will. You would be on probation for a period of 6 months and either party can terminate this contract of employment in 15 days advance notice or pay salary in lieu of the same to the other party. On completion of 6 months, your services will be deemed to be confirmed automatically unless informed otherwise in writing.

On confirmation, either party can terminate this contract for employment by giving 60 days advance notice or pay salary in lieu of the same to the other party. You understand and agree that if you do not complete the notice period the Company may be subject to losses or irreparable damages. Hence, the Company may, at its sole discretion, reject payment in lieu of notice period, and require you to complete the notice period in accordance with the employment contract, including any changes/amendments to the notice period, duly communicated to you without you having objected to the same within one month of such communication. If you fail to do so, the Company shall be entitled to sue you for specific performance of the contract as also claim ascertained damages.



PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

The company reserves the right to terminate your employment on grounds of unauthorized absence from duty, non-performance, misconduct, fraud, negligence, theft, willful violation of the company rules, misappropriation, imprisonment or censure by a court of law or as it may deem fit in the instant case and will not pay any notice pay.

During the period of your employment with us, you will not work directly or indirectly for any other person, firm, company or organization or engage yourself with any trade or business whether with or without remuneration in any capacity without the prior written permission of the company.

You will maintain utmost secrecy of the affairs or works of the company and should not divulge any information of the company by any mode of communication to any other person or organization etc., during your employment with us or thereafter.

Your appointment is subject to that your self-declaration on medical fitness and you will have to maintain a state of overall sound health in order to be able to perform your Services per expected standards and continue employment in the Company.

All inventions, improvements and discoveries made solely by you or jointly while on duty need to be disclosed to the company and the company has the sole right, title and interest over such inventions, improvements, and discoveries and has the intellectual property rights over them.

You shall keep the company informed in writing, of any change in your address. Failing which any notice/letter sent by the company to your address mentioned above shall be sufficient for the purpose of this contract.

The Personal Information you provide to the Company in connection with your recruitment and subsequent employment will be used for the purpose of administering your employment with the Company in general and the Company's human resources in particular. You have the right to access and correct your own Personal Information which the Company has. Any request for Personal Information access and/or correction should be addressed to the Human Resources Department. You shall keep the company informed of any change in your present or permanent address or contact details (e-mail/ contact number).

You will automatically retire from the services of the company on attaining the age of 60 years.

Required Documents

Please bring the following original documents for verification with their photocopies, which would be retained for our records.

Photographs (Six passport size)

All educational certificates including mark sheets in full Relieving Letter & Service Certificate (If employed previously) Proof of Last drawn salary

Aadhar, Passport / Proof of Address

Form -16 along with earnings certificate for IT purpose

Sincerely,
For Sutherland



Thendral Rajendran
Associate Vice President - Talent Acquisition



PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

Appointment Letter

Date: 21st Dec 2019

Private & Confidential

Dear Pradeep Kumar K,

We are pleased to confirm that you have been selected to work with "ELTA Technologies" for the job role mentioned as "Business Analyst"

Roles & Responsibilities:

- ✓ ELTA Technologies provides customer support for Domestic Blended process for a leading NBFC bank. The principal business of NBFCs includes activities related to investments, giving loans and advances
- ✓ Compare data entered with source documents, or re-enters data in verification format on screen to detect errors.
- ✓ Delete incorrectly entered data, and re-enters correct data.
- ✓ May compile, sort, and verify accuracy of data to be entered.
- ✓ May keep record of work completed for a minimum period of 1 year

Financial Offer - Salary and Benefits:

A) With reference to your application and subsequent interview, we are pleased to make you an offer-cum appointment with ELTA Technologies as Business Analyst. You are required to join immediately with effect from 10th July 2020

B) Your Annual compensation would be ₹1, 85,000 per annum as per salary structure. However, the structure and components of your compensation plan may be changed from time to time in line with the compensation policy and practices of the company. In Addition to your CTC, you would be eligible for an Variable component such as "Incentives" It is being calculated based on your productivity level and other additional criteria taken into account (As per company norms an employee would be would be eligible upto ₹4000 per month)

C) Its purely office cum based work and employee would be reporting on daily basis from Monday - Saturday (Shift timing: 09:00 am to 06:30 pm IST) and your attendance would be captured by way of biometric access card

D) Employees are inbound to serve a notice period of 1 month by giving a prior notice. In case the management at your request accepts a shorter period of notice, you shall be entitled to receive your salary only for the actual number of days worked



PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203



E) ELTA technologies will provide Acceptance of resignation letter and Experience certificate to their eligible employees post successful completion of 6 months durations from date of joining till the last date of the aforesaid mentioned notice period

Further information about the work:

1. All our operations functions 24*6,365 days in a calendar year, Your working hours, number of working days in a week, weekly off will depend upon the process requirement
2. Your working hours will be as advised by your superiors from time to time but shall not exceed 54 hours in a week. In case if employees failure to meet the above mentioned working hours in a particular week they would be charged as a penalty of INR 5 per minute and same would be deducted from the subsequent month salary
3. It is expressly agreed that ELTA Technologies will pay salary to their employees on 10th of every month promptly however there is a clause; stating that Employees should work in the above job role for a probation period of at least 45 days in order to avail their first month salary.
4. In Order to protect the interest of the employee, Company brought this as a clause, It is expressly agreed that an employee fail to work during the aforesaid period without any prior notice or by staying away from work/abscond will not be eligible for salary. Main reason behind this clause is to retain their employees because company incur huge investment by way of On-boarding trainings

We are delighted to send you this offer to be approved and signed from you in order to start the job from 10th July 2019. We are looking forward to join our company in order to work with you

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

Hari Krishnan
GENERAL MANAGER
ELTA TECHNOLOGIES



A handwritten signature in green ink, appearing to be a name starting with 'Sri Venkateswara'.

PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

Appointment Letter

College Name: Sri Venkateswara College Of Engineering and Technology

Date: 05-March-2020

Dear **Preethi L,**

Congratulations! We welcome you to the family of Sutherland!

With reference to the discussions you had with us, we are pleased to Appoint with us as **Associate-Voice** in the Company. Please note that this position is pending a favorable background verification and reference check. You are requested to join us **on or before month of June , 2020** on the following terms and conditions.

Your place of posting will be initially at Chennai. However, during your employment with us you may be posted or transferred/attached to any other units/companies/ offices or clients of The Sutherland Group either in India or Abroad at the sole discretion of the Management.

Your emoluments by way of Annual Cost to the Company are **Rs. 250000/- per annum (Rupees Two Lakh Fifty Thousand Only).**

You shall report to **Hemanth Kumar** of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.

You may be required to work in shift system of the company as intimated to you from time to time.

You are governed by the "Sutherland's Code of Conduct as updated from time to time" of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.

This is a contract for employment at will. You would be on probation for a period of 6 months and either party can terminate this contract of employment in 15 days advance notice or pay salary in lieu of the same to the other party. On completion of 6 months, your services will be deemed to be confirmed automatically unless informed otherwise in writing.

On confirmation, either party can terminate this contract for employment by giving 60 days advance notice or pay salary in lieu of the same to the other party. You understand and agree that if you do not complete the notice period the Company may be subject to losses or irreparable damages. Hence, the Company may, at its sole discretion, reject payment in lieu of notice period, and require you to complete the notice period in accordance with the employment contract, including any changes/amendments to the notice period, duly communicated to you without you having objected to the same within one month of such communication. If you fail to do so, the Company shall be entitled to sue you for specific performance of the contract as also claim ascertained damages.



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Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

The company reserves the right to terminate your employment on grounds of unauthorized absence from duty, non-performance, misconduct, fraud, negligence, theft, willful violation of the company rules, misappropriation, imprisonment or censure by a court of law or as it may deem fit in the instant case and will not pay any notice pay.

During the period of your employment with us, you will not work directly or indirectly for any other person, firm, company or organization or engage yourself with any trade or business whether with or without remuneration in any capacity without the prior written permission of the company.

You will maintain utmost secrecy of the affairs or works of the company and should not divulge any information of the company by any mode of communication to any other person or organization etc., during your employment with us or thereafter.

Your appointment is subject to that your self-declaration on medical fitness and you will have to maintain a state of overall sound health in order to be able to perform your Services per expected standards and continue employment in the Company.

All inventions, improvements and discoveries made solely by you or jointly while on duty need to be disclosed to the company and the company has the sole right, title and interest over such inventions, improvements, and discoveries and has the intellectual property rights over them.

You shall keep the company informed in writing, of any change in your address. Failing which any notice/letter sent by the company to your address mentioned above shall be sufficient for the purpose of this contract.

The Personal Information you provide to the Company in connection with your recruitment and subsequent employment will be used for the purpose of administering your employment with the Company in general and the Company's human resources in particular. You have the right to access and correct your own Personal Information which the Company has. Any request for Personal Information access and/or correction should be addressed to the Human Resources Department. You shall keep the company informed of any change in your present or permanent address or contact details (e-mail/ contact number).

You will automatically retire from the services of the company on attaining the age of 60 years.

Required Documents

Please bring the following original documents for verification with their photocopies, which would be retained for our records.

Photographs (Six passport size)

All educational certificates including mark sheets in full Relieving Letter & Service Certificate (If employed previously) Proof of Last drawn salary

Aadhar, Passport / Proof of Address

Form -16 along with earnings certificate for IT purpose

Sincerely,
For Sutherland



Thendral Rajendran
Associate Vice President - Talent Acquisition




PRINCIPAL
Sri Venkateswara College of Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

Date: 21/03/2020

LETTER OF APPOINTMENT

Mr. Ram Yerappa A

3/35 Natarajan salai, Thirumalai Nagar, Ramapuram,
Chennai -89.

Dear Ram Yerappa A,

- I. Prochant India Pvt. Ltd. is pleased to confirm our offer of your appointment as **Process Associate**. Your employment will commence on **10th June 2020**.
- II. Prochant Group has extended this offer to you based upon your general knowledge, background, experience and 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.
- III. This letter of appointment is based on the information furnished in your application for Employment and during the interviews you had with us.
- IV. You shall be under probation for a period of **six (6) months** from the Effective date mentioned in clause I above.

Remuneration and other benefits

- V. In consideration of the services and obligations to be performed by you in terms of the conditions laid out in the Employment Agreement dated **10th June 2020**, you shall be entitled to a Monthly gross salary of **Rs 18,000/- (Rupees Eighteen Thousand Only)** which shall be payable commencing from the Effective Date.
- VI. The salary shall be payable on monthly basis on or before 5th of the following month for the previous month
- VII. The Company shall be entitled to deduct from the above remuneration payable to you, the following statutory and compulsory deductions:
 - a. Provident Fund
 - b. Income tax deducted at source at the rates applicable on remuneration.
 - c. Employment/ Professional tax
 - d. ESI (If applicable).

DocuSigned by:
Sadanandan N
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(Signature)
PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203


- VIII. You shall be entitled to an annual salary increment based upon your performance for the preceding year.

MISCELLANEOUS

- IX. You are required to maintain the highest order of discipline and secrecy with regard to the work as well as the confidential information including but not limited to the patient and client data of the company and/or its subsidiaries or associate companies. You will also be required to sign the HIPAA Employee Addendum on your joining.
- X. As a full-time employee, the notice period for your resignation from services shall be 60 days. In case of your leaving the employment of the Company without notice, you shall be liable to pay an amount equivalent to your two month's salary to the company.
- XI. You will be receiving a new employee packet prior or on the joining date, please ensure to complete all forms. It is important that we receive your letter and the signed Employment Agreement along with all the Annexure prior or on your commencement date. Please note that you are not authorized to alter the terms or conditions of the Employment Agreement in any manner. You are entitled to keep this letter and a copy of the Employee Agreement and other Annexure for your records.
- XII. We believe that you will make a substantial impact upon the future direction and success of our company.

Please sign below to accept the offer.

Sincerely,



Ram Yerappa

DocuSigned by:
Sadanandan N
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Sadanandan N
Director,
Prochant India Pvt Ltd



PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

Appointment Letter

Date: 21st Dec 2019

Private & Confidential

Dear Reena P,

We are pleased to confirm that you have been selected to work with "ELTA Technologies" for the job role mentioned as "Business Analyst"

Roles & Responsibilities:

- ✓ ELTA Technologies provides customer support for Domestic Blended process for a leading NBFC bank. The principal business of NBFCs includes activities related to investments, giving loans and advances
- ✓ Compare data entered with source documents, or re-enters data in verification format on screen to detect errors.
- ✓ Delete incorrectly entered data, and re-enters correct data.
- ✓ May compile, sort, and verify accuracy of data to be entered.
- ✓ May keep record of work completed for a minimum period of 1 year

Financial Offer - Salary and Benefits:

A) With reference to your application and subsequent interview, we are pleased to make you an offer-cum appointment with ELTA Technologies as Business Analyst. You are required to join immediately with effect from 10th July 2020

B) Your Annual compensation would be ₹1, 85,000 per annum as per salary structure. However, the structure and components of your compensation plan may be changed from time to time in line with the compensation policy and practices of the company. In Addition to your CTC, you would be eligible for an Variable component such as "Incentives" It is being calculated based on your productivity level and other additional criteria taken into account (As per company norms an employee would be would be eligible upto ₹4000 per month)

C) Its purely office cum based work and employee would be reporting on daily basis from Monday - Saturday (Shift timing: 09:00 am to 06:30 pm IST) and your attendance would be captured by way of biometric access card

D) Employees are inbound to serve a notice period of 1 month by giving a prior notice. In case the management at your request accepts a shorter period of notice, you shall be entitled to receive your salary only for the actual number of days worked



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Engineering and Technology,
Thirupachur, Thiruvallur - 631 203



E) ELTA technologies will provide Acceptance of resignation letter and Experience certificate to their eligible employees post successful completion of 6 months durations from date of joining till the last date of the aforesaid mentioned notice period

Further information about the work:

1. All our operations functions 24*6,365 days in a calendar year, Your working hours, number of working days in a week, weekly off will depend upon the process requirement
2. Your working hours will be as advised by your superiors from time to time but shall not exceed 54 hours in a week. In case if employees failure to meet the above mentioned working hours in a particular week they would be charged as a penalty of INR 5 per minute and same would be deducted from the subsequent month salary
3. It is expressly agreed that ELTA Technologies will pay salary to their employees on 10th of every month promptly however there is a clause; stating that Employees should work in the above job role for a probation period of at least 45 days in order to avail their first month salary.
4. In Order to protect the interest of the employee, Company brought this as a clause, It is expressly agreed that an employee fail to work during the aforesaid period without any prior notice or by staying away from work/abscond will not be eligible for salary. Main reason behind this clause is to retain their employees because company incur huge investment by way of On-boarding trainings

We are delighted to send you this offer to be approved and signed from you in order to start the job from 10th July 2019. We are looking forward to join our company in order to work with you

Hari Krishnan
GENERAL MANAGER
ELTA TECHNOLOGIES



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Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203



SUTHERLAND®

202

Appointment Letter

College Name: Sri Venkateswara College Of Engineering and Technology

Date: 05-March-2020

Dear **Rohini A,**

Congratulations! We welcome you to the family of Sutherland!

With reference to the discussions you had with us, we are pleased to Appoint with us as **Associate-Voice** in the Company. Please note that this position is pending a favorable background verification and reference check. You are requested to join us **on or before month of June , 2020** on the following terms and conditions.

Your place of posting will be initially at Chennai. However, during your employment with us you may be posted or transferred/attached to any other units/companies/ offices or clients of The Sutherland Group either in India or Abroad at the sole discretion of the Management.

Your emoluments by way of Annual Cost to the Company are **Rs. 250000/- per annum (Rupees Two Lakh Fifty Thousand Only).**

You shall report to **Hemanth Kumar** of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.

You may be required to work in shift system of the company as intimated to you from time to time.

You are governed by the "Sutherland's Code of Conduct as updated from time to time" of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.

This is a contract for employment at will. You would be on probation for a period of 6 months and either party can terminate this contract of employment in 15 days advance notice or pay salary in lieu of the same to the other party. On completion of 6 months, your services will be deemed to be confirmed automatically unless informed otherwise in writing.

On confirmation, either party can terminate this contract for employment by giving 60 days advance notice or pay salary in lieu of the same to the other party. You understand and agree that if you do not complete the notice period the Company may be subject to losses or irreparable damages. Hence, the Company may, at its sole discretion, reject payment in lieu of notice period, and require you to complete the notice period in accordance with the employment contract, including any changes/amendments to the notice period, duly communicated to you without you having objected to the same within one month of such communication. If you fail to do so, the Company shall be entitled to sue you for specific performance of the contract as also claim ascertained damages.



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Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

The company reserves the right to terminate your employment on grounds of unauthorized absence from duty, non-performance, misconduct, fraud, negligence, theft, willful violation of the company rules, misappropriation, imprisonment or censure by a court of law or as it may deem fit in the instant case and will not pay any notice pay.

During the period of your employment with us, you will not work directly or indirectly for any other person, firm, company or organization or engage yourself with any trade or business whether with or without remuneration in any capacity without the prior written permission of the company.

You will maintain utmost secrecy of the affairs or works of the company and should not divulge any information of the company by any mode of communication to any other person or organization etc., during your employment with us or thereafter.

Your appointment is subject to that your self-declaration on medical fitness and you will have to maintain a state of overall sound health in order to be able to perform your Services per expected standards and continue employment in the Company.

All inventions, improvements and discoveries made solely by you or jointly while on duty need to be disclosed to the company and the company has the sole right, title and interest over such inventions, improvements, and discoveries and has the intellectual property rights over them.

You shall keep the company informed in writing, of any change in your address. Failing which any notice/letter sent by the company to your address mentioned above shall be sufficient for the purpose of this contract.

The Personal Information you provide to the Company in connection with your recruitment and subsequent employment will be used for the purpose of administering your employment with the Company in general and the Company's human resources in particular. You have the right to access and correct your own Personal Information which the Company has. Any request for Personal Information access and/or correction should be addressed to the Human Resources Department. You shall keep the company informed of any change in your present or permanent address or contact details (e-mail/ contact number).

You will automatically retire from the services of the company on attaining the age of 60 years.

Required Documents

Please bring the following original documents for verification with their photocopies, which would be retained for our records.

Photographs (Six passport size)

All educational certificates including mark sheets in full Relieving Letter & Service Certificate (If employed previously) Proof of Last drawn salary

Aadhar, Passport / Proof of Address

Form -16 along with earnings certificate for IT purpose

Sincerely,
For Sutherland



Thendral Rajendran
Associate Vice President - Talent Acquisition




PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

Date: 21/03/2020

LETTER OF APPOINTMENT

Mr. Sandeep M

No:1/163 6th Street ganga nagar ,Maduravoyal ,
Chennai -95

Dear Sandeep M,

- I. Prochant India Pvt. Ltd. is pleased to confirm our offer of your appointment as **Process Associate**. Your employment will commence on **10th June 2020**.
- II. Prochant Group has extended this offer to you based upon your general knowledge, background, experience and 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.
- III. This letter of appointment is based on the information furnished in your application for Employment and during the interviews you had with us.
- IV. You shall be under probation for a period of **six (6) months** from the Effective date mentioned in clause I above.

Remuneration and other benefits

- V. In consideration of the services and obligations to be performed by you in terms of the conditions laid out in the Employment Agreement dated **10th June 2020**, you shall be entitled to a Monthly gross salary of **Rs 18,000/- (Rupees Eighteen Thousand Only)** which shall be payable commencing from the Effective Date.
- VI. The salary shall be payable on monthly basis on or before 5th of the following month for the previous month
- VII. The Company shall be entitled to deduct from the above remuneration payable to you, the following statutory and compulsory deductions:
 - a. Provident Fund
 - b. Income tax deducted at source at the rates applicable on remuneration.
 - c. Employment/ Professional tax
 - d. ESI (If applicable).

DocuSigned by:

Sadanandan N

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PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

VIII. You shall be entitled to an annual salary increment based upon your performance for the preceding year.

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- IX. You are required to maintain the highest order of discipline and secrecy with regard to the work as well as the confidential information including but not limited to the patient and client data of the company and/or its subsidiaries or associate companies. You will also be required to sign the HIPAA Employee Addendum on your joining.
- X. As a full-time employee, the notice period for your resignation from services shall be 60 days. In case of your leaving the employment of the Company without notice, you shall be liable to pay an amount equivalent to your two month's salary to the company.
- XI. You will be receiving a new employee packet prior or on the joining date, please ensure to complete all forms. It is important that we receive your letter and the signed Employment Agreement along with all the Annexure prior or on your commencement date. Please note that you are not authorized to alter the terms or conditions of the Employment Agreement in any manner. You are entitled to keep this letter and a copy of the Employee Agreement and other Annexure for your records.
- XII. We believe that you will make a substantial impact upon the future direction and success of our company.

Please sign below to accept the offer.

Sincerely,



Sandeep M

DocuSigned by:
Sadanandan N
3405E92DE5A640F...

Sadanandan N
Director,
Prochant India Pvt Ltd



PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

Date: 21/03/2020

LETTER OF APPOINTMENT

Mr. Saravanan A

No: 105c srinivasa perumal Kovil street, periya thoppu, Manali,
Chennai-600068.

Dear Saravanan A,

- I. Prochant India Pvt. Ltd. is pleased to confirm our offer of your appointment as **Process Associate**. Your employment will commence on **10th June 2020**.
- II. Prochant Group has extended this offer to you based upon your general knowledge, background, experience and 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.
- III. This letter of appointment is based on the information furnished in your application for Employment and during the interviews you had with us.
- IV. You shall be under probation for a period of **six (6) months** from the Effective date mentioned in clause I above.

Remuneration and other benefits

- V. In consideration of the services and obligations to be performed by you in terms of the conditions laid out in the Employment Agreement dated **10th June 2020**, you shall be entitled to a Monthly gross salary of **Rs 18,000/- (Rupees Eighteen Thousand Only)** which shall be payable commencing from the Effective Date.
- VI. The salary shall be payable on monthly basis on or before 5th of the following month for the previous month
- VII. The Company shall be entitled to deduct from the above remuneration payable to you, the following statutory and compulsory deductions:
 - a. Provident Fund
 - b. Income tax deducted at source at the rates applicable on remuneration.
 - c. Employment/ Professional tax
 - d. ESI (If applicable).

DocuSigned by:

Sadanandan N

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Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

- VIII. You shall be entitled to an annual salary increment based upon your performance for the preceding year.

MISCELLANEOUS

- IX. You are required to maintain the highest order of discipline and secrecy with regard to the work as well as the confidential information including but not limited to the patient and client data of the company and/or its subsidiaries or associate companies. You will also be required to sign the HIPAA Employee Addendum on your joining.
- X. As a full-time employee, the notice period for your resignation from services shall be 60 days. In case of your leaving the employment of the Company without notice, you shall be liable to pay an amount equivalent to your two month's salary to the company.
- XI. You will be receiving a new employee packet prior or on the joining date, please ensure to complete all forms. It is important that we receive your letter and the signed Employment Agreement along with all the Annexure prior or on your commencement date. Please note that you are not authorized to alter the terms or conditions of the Employment Agreement in any manner. You are entitled to keep this letter and a copy of the Employee Agreement and other Annexure for your records.
- XII. We believe that you will make a substantial impact upon the future direction and success of our company.

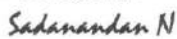
Please sign below to accept the offer.

Sincerely,




Saravanan A

DocuSigned by:



3405E92DE5A840F...

Sadanandan N
Director,
Prochant India Pvt Ltd



PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

Appointment Letter

Date: 21st Dec 2019

Private & Confidential

Dear Saravanan Y,

We are pleased to confirm that you have been selected to work with "ELTA Technologies" for the job role mentioned as "Business Analyst"

Roles & Responsibilities:

- ✓ ELTA Technologies provides customer support for Domestic Blended process for a leading NBFC bank. The principal business of NBFCs includes activities related to investments, giving loans and advances
- ✓ Compare data entered with source documents, or re-enters data in verification format on screen to detect errors.
- ✓ Delete incorrectly entered data, and re-enters correct data.
- ✓ May compile, sort, and verify accuracy of data to be entered.
- ✓ May keep record of work completed for a minimum period of 1 year

Financial Offer - Salary and Benefits:

A) With reference to your application and subsequent interview, we are pleased to make you an offer-cum appointment with ELTA Technologies as Business Analyst. You are required to join immediately with effect from 10th July 2020

B) Your Annual compensation would be ₹1, 85,000 per annum as per salary structure. However, the structure and components of your compensation plan may be changed from time to time in line with the compensation policy and practices of the company. In Addition to your CTC, you would be eligible for an Variable component such as "Incentives" It is being calculated based on your productivity level and other additional criteria taken into account (As per company norms an employee would be would be eligible upto ₹4000 per month)

C) Its purely office cum based work and employee would be reporting on daily basis from Monday - Saturday (Shift timing: 09:00 am to 06:30 pm IST) and your attendance would be captured by way of biometric access card

D) Employees are inbound to serve a notice period of 1 month by giving a prior notice. In case the management at your request accepts a shorter period of notice, you shall be entitled to receive your salary only for the actual number of days work



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Thirupachur, Thiruvallur - 631 203



E) ELTA technologies will provide Acceptance of resignation letter and Experience certificate to their eligible employees post successful completion of 6 months durations from date of joining till the last date of the aforesaid mentioned notice period

Further information about the work:

1. All our operations functions 24*6,365 days in a calendar year, Your working hours, number of working days in a week, weekly off will depend upon the process requirement
2. Your working hours will be as advised by your superiors from time to time but shall not exceed 54 hours in a week. Incase if employees failure to meet the above mentioned working hours in a particluar week they would be charged as a penalty of INR 5 per minute and same would be deducted from the subsequent month salary
3. It is expressly agreed that ELTA Technologies will pay salary to their employees on 10 th of every month promptly however there is a clause; stating that Employees should work in the above job role for a probation period of at least 45 days in order to avail their first month salary.
4. In Order to protect the interest of the employee, Company brought this as a clause, It is expressly agreed that an employee fail to work during the aforesaid period without any prior notice or by staying away from work/abscond will not be eligible for salary. Main reason behind this clause is to retain their employees because company incur huge investment by way of On-boarding trainings

We are delighted to send you this offer to be approved and signed from you in order to start the job from 10th July 2019. We are looking forward to join our company in order to work with you


Hari Krishnan
GENERAL MANAGER
ELTA TECHNOLOGIES




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Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

Date: 21/03/2020

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LETTER OF APPOINTMENT

Mr. Sathish S

9/36veerapandian street, Vyasarpadi ,
Chennai 600039.

Dear Sathish S,

- I. Prochant India Pvt. Ltd. is pleased to confirm our offer of your appointment as **Process Associate**. Your employment will commence on **10th June 2020**.
- II. Prochant Group has extended this offer to you based upon your general knowledge, background, experience and 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.
- III. This letter of appointment is based on the information furnished in your application for Employment and during the interviews you had with us.
- IV. You shall be under probation for a period of **six (6) months** from the Effective date mentioned in clause I above.

Remuneration and other benefits

- V. In consideration of the services and obligations to be performed by you in terms of the conditions laid out in the Employment Agreement dated **10th June 2020**, you shall be entitled to a Monthly gross salary of **Rs 18,000/- (Rupees Eighteen Thousand Only)** which shall be payable commencing from the Effective Date.
- VI. The salary shall be payable on monthly basis on or before 5th of the following month for the previous month
- VII. The Company shall be entitled to deduct from the above remuneration payable to you, the following statutory and compulsory deductions:
 - a. Provident Fund
 - b. Income tax deducted at source at the rates applicable on remuneration.
 - c. Employment/ Professional tax
 - d. ESI (If applicable).

DocuSigned by:

Sadanandan N

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Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

VIII. You shall be entitled to an annual salary increment based upon your performance for the preceding year.

MISCELLANEOUS

- IX. You are required to maintain the highest order of discipline and secrecy with regard to the work as well as the confidential information including but not limited to the patient and client data of the company and/or its subsidiaries or associate companies. You will also be required to sign the HIPAA Employee Addendum on your joining.
- X. As a full-time employee, the notice period for your resignation from services shall be 60 days. In case of your leaving the employment of the Company without notice, you shall be liable to pay an amount equivalent to your two month's salary to the company.
- XI. You will be receiving a new employee packet prior or on the joining date, please ensure to complete all forms. It is important that we receive your letter and the signed Employment Agreement along with all the Annexure prior or on your commencement date. Please note that you are not authorized to alter the terms or conditions of the Employment Agreement in any manner. You are entitled to keep this letter and a copy of the Employee Agreement and other Annexure for your records.
- XII. We believe that you will make a substantial impact upon the future direction and success of our company.

Please sign below to accept the offer.

Sincerely,



Sathish S

DocuSigned by:



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Sadanandan N
Director,
Prochant India Pvt Ltd



PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

Appointment Letter

College Name: Sri Venkateswara College Of Engineering and Technology

Date: 05-March-2020

Dear **Shagana K,**

Congratulations! We welcome you to the family of Sutherland!

With reference to the discussions you had with us, we are pleased to Appoint with us as **Associate-Voice** in the Company. Please note that this position is pending a favorable background verification and reference check. You are requested to join us **on or before month of June , 2020** on the following terms and conditions.

Your place of posting will be initially at Chennai. However, during your employment with us you may be posted or transferred/attached to any other units/companies/ offices or clients of The Sutherland Group either in India or Abroad at the sole discretion of the Management.

Your emoluments by way of Annual Cost to the Company are **Rs. 250000/- per annum (Rupees Two Lakh Fifty Thousand Only).**

You shall report to **Hemanth Kumar** of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.

You may be required to work in shift system of the company as intimated to you from time to time.

You are governed by the "Sutherland's Code of Conduct as updated from time to time" of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.

This is a contract for employment at will. You would be on probation for a period of 6 months and either party can terminate this contract of employment in 15 days advance notice or pay salary in lieu of the same to the other party. On completion of 6 months, your services will be deemed to be confirmed automatically unless informed otherwise in writing.

On confirmation, either party can terminate this contract for employment by giving 60 days advance notice or pay salary in lieu of the same to the other party. You understand and agree that if you do not complete the notice period the Company may be subject to losses or irreparable damages. Hence, the Company may, at its sole discretion, reject payment in lieu of notice period, and require you to complete the notice period in accordance with the employment contract, including any changes/amendments to the notice period, duly communicated to you without you having objected to the same within one month of such communication. If you fail to do so, the Company shall be entitled to sue you for specific performance of the contract as also claim ascertained damages.



PRINCIPAL
**Sri Venkateswara College of
Engineering and Technology,**
Thirupachur, Thiruvallur - 631 203

The company reserves the right to terminate your employment on grounds of unauthorized absence from duty, non-performance, misconduct, fraud, negligence, theft, willful violation of the company rules, misappropriation, imprisonment or censure by a court of law or as it may deem fit in the instant case and will not pay any notice pay.

During the period of your employment with us, you will not work directly or indirectly for any other person, firm, company or organization or engage yourself with any trade or business whether with or without remuneration in any capacity without the prior written permission of the company.

You will maintain utmost secrecy of the affairs or works of the company and should not divulge any information of the company by any mode of communication to any other person or organization etc., during your employment with us or thereafter.

Your appointment is subject to that your self-declaration on medical fitness and you will have to maintain a state of overall sound health in order to be able to perform your Services per expected standards and continue employment in the Company.

All inventions, improvements and discoveries made solely by you or jointly while on duty need to be disclosed to the company and the company has the sole right, title and interest over such inventions, improvements, and discoveries and has the intellectual property rights over them.

You shall keep the company informed in writing, of any change in your address. Failing which any notice/letter sent by the company to your address mentioned above shall be sufficient for the purpose of this contract.

The Personal Information you provide to the Company in connection with your recruitment and subsequent employment will be used for the purpose of administering your employment with the Company in general and the Company's human resources in particular. You have the right to access and correct your own Personal Information which the Company has. Any request for Personal Information access and/or correction should be addressed to the Human Resources Department. You shall keep the company informed of any change in your present or permanent address or contact details (e-mail/ contact number).

You will automatically retire from the services of the company on attaining the age of 60 years.

Required Documents

Please bring the following original documents for verification with their photocopies, which would be retained for our records.

Photographs (Six passport size)

All educational certificates including mark sheets in full Relieving Letter & Service Certificate (If employed previously) Proof of Last drawn salary

Aadhar, Passport / Proof of Address

Form -16 along with earnings certificate for IT purpose

Sincerely,
For Sutherland



Thendral Rajendran
Associate Vice President - Talent Acquisition




PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203



SUTHERLAND®

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Appointment Letter

College Name: Sri Venkateswara College Of Engineering and Technology

Date: 05-March-2020

Dear **Subhashini S,**

Congratulations! We welcome you to the family of Sutherland!

With reference to the discussions you had with us, we are pleased to Appoint with us as **Associate-Voice** in the Company. Please note that this position is pending a favorable background verification and reference check. You are requested to join us **on or before month of June , 2020** on the following terms and conditions.

Your place of posting will be initially at Chennai. However, during your employment with us you may be posted or transferred/attached to any other units/companies/ offices or clients of The Sutherland Group either in India or Abroad at the sole discretion of the Management.

Your emoluments by way of Annual Cost to the Company are **Rs. 250000/- per annum (Rupees Two Lakh Fifty Thousand Only).**

You shall report to **Hemanth Kumar** of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.

You may be required to work in shift system of the company as intimated to you from time to time.

You are governed by the "Sutherland's Code of Conduct as updated from time to time" of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.

This is a contract for employment at will. You would be on probation for a period of 6 months and either party can terminate this contract of employment in 15 days advance notice or pay salary in lieu of the same to the other party. On completion of 6 months, your services will be deemed to be confirmed automatically unless informed otherwise in writing.

On confirmation, either party can terminate this contract for employment by giving 60 days advance notice or pay salary in lieu of the same to the other party. You understand and agree that if you do not complete the notice period the Company may be subject to losses or irreparable damages. Hence, the Company may, at its sole discretion, reject payment in lieu of notice period, and require you to complete the notice period in accordance with the employment contract, including any changes/amendments to the notice period, duly communicated to you without you having objected to the same within one month of such communication. If you fail to do so, the Company shall be entitled to sue you for specific performance of the contract as also claim ascertained damages.



PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

The company reserves the right to terminate your employment on grounds of unauthorized absence from duty, non-performance, misconduct, fraud, negligence, theft, willful violation of the company rules, misappropriation, imprisonment or censure by a court of law or as it may deem fit in the instant case and will not pay any notice pay.

During the period of your employment with us, you will not work directly or indirectly for any other person, firm, company or organization or engage yourself with any trade or business whether with or without remuneration in any capacity without the prior written permission of the company.

You will maintain utmost secrecy of the affairs or works of the company and should not divulge any information of the company by any mode of communication to any other person or organization etc., during your employment with us or thereafter.

Your appointment is subject to that your self-declaration on medical fitness and you will have to maintain a state of overall sound health in order to be able to perform your Services per expected standards and continue employment in the Company.

All inventions, improvements and discoveries made solely by you or jointly while on duty need to be disclosed to the company and the company has the sole right, title and interest over such inventions, improvements, and discoveries and has the intellectual property rights over them.

You shall keep the company informed in writing, of any change in your address. Failing which any notice/letter sent by the company to your address mentioned above shall be sufficient for the purpose of this contract.

The Personal Information you provide to the Company in connection with your recruitment and subsequent employment will be used for the purpose of administering your employment with the Company in general and the Company's human resources in particular. You have the right to access and correct your own Personal Information which the Company has. Any request for Personal Information access and/or correction should be addressed to the Human Resources Department. You shall keep the company informed of any change in your present or permanent address or contact details (e-mail/ contact number).

You will automatically retire from the services of the company on attaining the age of 60 years.

Required Documents

Please bring the following original documents for verification with their photocopies, which would be retained for our records.

Photographs (Six passport size)

All educational certificates including mark sheets in full Relieving Letter & Service Certificate (If employed previously) Proof of Last drawn salary

Aadhar, Passport / Proof of Address

Form -16 along with earnings certificate for IT purpose

Sincerely,
For Sutherland



Thendral Rajendran
Associate Vice President - Talent Acquisition




PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

Appointment Letter

College Name: Sri Venkateswara College Of Engineering and Technology

Date: 05-March-2020

Dear **Sundar Raj J,**

Congratulations! We welcome you to the family of Sutherland!

With reference to the discussions you had with us, we are pleased to Appoint with us as **Associate-Voice** in the Company. Please note that this position is pending a favorable background verification and reference check. You are requested to join us **on or before month of June , 2020** on the following terms and conditions.

Your place of posting will be initially at Chennai. However, during your employment with us you may be posted or transferred/attached to any other units/companies/ offices or clients of The Sutherland Group either in India or Abroad at the sole discretion of the Management.

Your emoluments by way of Annual Cost to the Company are **Rs. 250000/- per annum (Rupees Two Lakh Fifty Thousand Only).**

You shall report to **Hemanth Kumar** of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.


You may be required to work in shift system of the company as intimated to you from time to time.

You are governed by the "Sutherland's Code of Conduct as updated from time to time" of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.

This is a contract for employment at will. You would be on probation for a period of 6 months and either party can terminate this contract of employment in 15 days advance notice or pay salary in lieu of the same to the other party. On completion of 6 months, your services will be deemed to be confirmed automatically unless informed otherwise in writing.

On confirmation, either party can terminate this contract for employment by giving 60 days advance notice or pay salary in lieu of the same to the other party. You understand and agree that if you do not complete the notice period the Company may be subject to losses or irreparable damages. Hence, the Company may, at its sole discretion, reject payment in lieu of notice period, and require you to complete the notice period in accordance with the employment contract, including any changes/amendments to the notice period, duly communicated to you without you having objected to the same within one month of such communication. If you fail to do so, the Company shall be entitled to sue you for specific performance of the contract as also claim ascertained damages.




PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

The company reserves the right to terminate your employment on grounds of unauthorized absence from duty, non-performance, misconduct, fraud, negligence, theft, willful violation of the company rules, misappropriation, imprisonment or censure by a court of law or as it may deem fit in the instant case and will not pay any notice pay.

During the period of your employment with us, you will not work directly or indirectly for any other person, firm, company or organization or engage yourself with any trade or business whether with or without remuneration in any capacity without the prior written permission of the company.

You will maintain utmost secrecy of the affairs or works of the company and should not divulge any information of the company by any mode of communication to any other person or organization etc., during your employment with us or thereafter.

Your appointment is subject to that your self-declaration on medical fitness and you will have to maintain a state of overall sound health in order to be able to perform your Services per expected standards and continue employment in the Company.

All inventions, improvements and discoveries made solely by you or jointly while on duty need to be disclosed to the company and the company has the sole right, title and interest over such inventions, improvements, and discoveries and has the intellectual property rights over them.

You shall keep the company informed in writing, of any change in your address. Failing which any notice/letter sent by the company to your address mentioned above shall be sufficient for the purpose of this contract.

The Personal Information you provide to the Company in connection with your recruitment and subsequent employment will be used for the purpose of administering your employment with the Company in general and the Company's human resources in particular. You have the right to access and correct your own Personal Information which the Company has. Any request for Personal Information access and/or correction should be addressed to the Human Resources Department. You shall keep the company informed of any change in your present or permanent address or contact details (e-mail/ contact number).

You will automatically retire from the services of the company on attaining the age of 60 years.

Required Documents

Please bring the following original documents for verification with their photocopies, which would be retained for our records.

Photographs (Six passport size)

All educational certificates including mark sheets in full Relieving Letter & Service Certificate (If employed previously) Proof of Last drawn salary

Aadhar, Passport / Proof of Address

Form -16 along with earnings certificate for IT purpose

Sincerely,
For Sutherland



Thendral Rajendran
Associate Vice President - Talent Acquisition



PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

Appointment Letter

Date: 21st Dec 2019

Private & Confidential

Dear Surya C,

We are pleased to confirm that you have been selected to work with "ELTA Technologies" for the job role mentioned as "Business Analyst"

Roles & Responsibilities:

- ✓ ELTA Technologies provides customer support for Domestic Blended process for a leading NBFC bank. The principal business of NBFCs includes activities related to investments, giving loans and advances
- ✓ Compare data entered with source documents, or re-enters data in verification format on screen to detect errors.
- ✓ Delete incorrectly entered data, and re-enters correct data.
- ✓ May compile, sort, and verify accuracy of data to be entered.
- ✓ May keep record of work completed for a minimum period of 1 year

Financial Offer - Salary and Benefits:

A) With reference to your application and subsequent interview, we are pleased to make you an offer-cum appointment with ELTA Technologies as Business Analyst. You are required to join immediately with effect from 10th July 2020

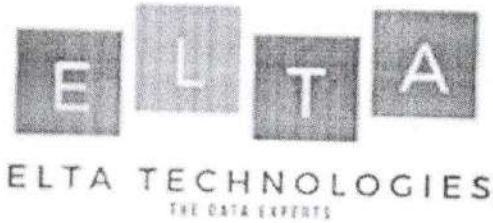
B) Your Annual compensation would be ₹1, 85,000 per annum as per salary structure. However, the structure and components of your compensation plan may be changed from time to time in line with the compensation policy and practices of the company. In Addition to your CTC, you would be eligible for an Variable component such as "Incentives" It is being calculated based on your productivity level and other additional criteria taken into account (As per company norms an employee would be eligible upto ₹4000 per month)

C) Its purely office cum based work and employee would be reporting on daily basis from Monday - Saturday (Shift timing: 09:00 am to 06:30 pm IST) and your attendance would be captured by way of biometric access card

D) Employees are inbound to serve a notice period of 1 month by giving a prior notice. In case the management at your request accepts a shorter period of notice, you shall be entitled to receive your salary only for the actual number of days worked



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Engineering and Technology,
Thirupachur, Thiruvallur - 631 203



E) ELTA technologies will provide Acceptance of resignation letter and Experience certificate to their eligible employees post successful completion of 6 months durations from date of joining till the last date of the aforesaid mentioned notice period

Further information about the work:

1. All our operations functions 24*6,365 days in a calendar year, Your working hours, number of working days in a week, weekly off will depend upon the process requirement
2. Your working hours will be as advised by your superiors from time to time but shall not exceed 54 hours in a week. Incase if employees failure to meet the above mentioned working hours in a particluar week they would be charged as a penalty of INR 5 per minute and same would be deducted from the subsequent month salary
3. It is expressly agreed that ELTA Technologies will pay salary to their employees on 10 th of every month promptly however there is a clause; stating that Employees should work in the above job role for a probation period of at least 45 days in order to avail their first month salary.
4. In Order to protect the interest of the employee, Company brought this as a clause, It is expressly agreed that an employee fail to work during the aforesaid period without any prior notice or by staying away from work/abscond will not be eligible for salary. Main reason behind this clause is to retain their employees because company incur huge investment by way of On-boarding trainings

We are delighted to send you this offer to be approved and signed from you in order to start the job from 10th July 2019. We are looking forward to join our company in order to work with you

Hari Krishnan
GENERAL MANAGER
ELTA TECHNOLOGIES



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Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

Date: 21/03/2020

LETTER OF APPOINTMENT

Ms. TAMILARASI K

No:157, mahalakshmi Street, 1st mgr Nagar, manavala nagar,
Thiruvallur-602002.

Dear TAMILARASI K,

- I. Prochant India Pvt. Ltd. is pleased to confirm our offer of your appointment as **Process Associate**. Your employment will commence on **10th June 2020**.
- II. Prochant Group has extended this offer to you based upon your general knowledge, background, experience and 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.
- III. This letter of appointment is based on the information furnished in your application for Employment and during the interviews you had with us.
- IV. You shall be under probation for a period of **six (6) months** from the Effective date mentioned in clause I above.

Remuneration and other benefits

- V. In consideration of the services and obligations to be performed by you in terms of the conditions laid out in the Employment Agreement dated **10th June 2020**, you shall be entitled to a Monthly gross salary of **Rs 18,000/- (Rupees Eighteen Thousand Only)** which shall be payable commencing from the Effective Date.
- VI. The salary shall be payable on monthly basis on or before 5th of the following month for the previous month
- VII. The Company shall be entitled to deduct from the above remuneration payable to you, the following statutory and compulsory deductions:
 - a. Provident Fund
 - b. Income tax deducted at source at the rates applicable on remuneration.
 - c. Employment/ Professional tax
 - d. ESI (If applicable).

DocuSigned by:
Sadanandan N
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Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Pin : 631 203

- VIII. You shall be entitled to an annual salary increment based upon your performance for the preceding year.

MISCELLANEOUS

- IX. You are required to maintain the highest order of discipline and secrecy with regard to the work as well as the confidential information including but not limited to the patient and client data of the company and/or its subsidiaries or associate companies. You will also be required to sign the HIPAA Employee Addendum on your joining.
- X. As a full-time employee, the notice period for your resignation from services shall be 60 days. In case of your leaving the employment of the Company without notice, you shall be liable to pay an amount equivalent to your two month's salary to the company.
- XI. You will be receiving a new employee packet prior or on the joining date, please ensure to complete all forms. It is important that we receive your letter and the signed Employment Agreement along with all the Annexure prior or on your commencement date. Please note that you are not authorized to alter the terms or conditions of the Employment Agreement in any manner. You are entitled to keep this letter and a copy of the Employee Agreement and other Annexure for your records.
- XII. We believe that you will make a substantial impact upon the future direction and success of our company.

Please sign below to accept the offer.

Sincerely,



Tamilarasi K

DocuSigned by:

Sadanandan N

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Sadanandan N
Director,
Prochant India Pvt Ltd



PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

Appointment Letter

College Name: Sri Venkateswara College Of Engineering and Technology

Date: 05-March-2020

Dear **Tamilselvi K,**

Congratulations! We welcome you to the family of Sutherland!

With reference to the discussions you had with us, we are pleased to Appoint with us as **Associate-Voice** in the Company. Please note that this position is pending a favorable background verification and reference check. You are requested to join us **on or before month of June , 2020** on the following terms and conditions.

Your place of posting will be initially at Chennai. However, during your employment with us you may be posted or transferred/attached to any other units/companies/ offices or clients of The Sutherland Group either in India or Abroad at the sole discretion of the Management.

Your emoluments by way of Annual Cost to the Company are **Rs. 250000/- per annum (Rupees Two Lakh Fifty Thousand Only).**

You shall report to **Hemanth Kumar** of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.

You may be required to work in shift system of the company as intimated to you from time to time.

You are governed by the "Sutherland's Code of Conduct as updated from time to time" of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.

This is a contract for employment at will. You would be on probation for a period of 6 months and either party can terminate this contract of employment in 15 days advance notice or pay salary in lieu of the same to the other party. On completion of 6 months, your services will be deemed to be confirmed automatically unless informed otherwise in writing.

On confirmation, either party can terminate this contract for employment by giving 60 days advance notice or pay salary in lieu of the same to the other party. You understand and agree that if you do not complete the notice period the Company may be subject to losses or irreparable damages. Hence, the Company may, at its sole discretion, reject payment in lieu of notice period, and require you to complete the notice period in accordance with the employment contract, including any changes/amendments to the notice period, duly communicated to you without you having objected to the same within one month of such communication. If you fail to do so, the Company shall be entitled to sue you for specific performance of the contract as also claim ascertained damages.



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Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

The company reserves the right to terminate your employment on grounds of unauthorized absence from duty, non-performance, misconduct, fraud, negligence, theft, willful violation of the company rules, misappropriation, imprisonment or censure by a court of law or as it may deem fit in the instant case and will not pay any notice pay.

During the period of your employment with us, you will not work directly or indirectly for any other person, firm, company or organization or engage yourself with any trade or business whether with or without remuneration in any capacity without the prior written permission of the company.

You will maintain utmost secrecy of the affairs or works of the company and should not divulge any information of the company by any mode of communication to any other person or organization etc., during your employment with us or thereafter.

Your appointment is subject to that your self-declaration on medical fitness and you will have to maintain a state of overall sound health in order to be able to perform your Services per expected standards and continue employment in the Company.

All inventions, improvements and discoveries made solely by you or jointly while on duty need to be disclosed to the company and the company has the sole right, title and interest over such inventions, improvements, and discoveries and has the intellectual property rights over them.

You shall keep the company informed in writing, of any change in your address. Failing which any notice/letter sent by the company to your address mentioned above shall be sufficient for the purpose of this contract.

The Personal Information you provide to the Company in connection with your recruitment and subsequent employment will be used for the purpose of administering your employment with the Company in general and the Company's human resources in particular. You have the right to access and correct your own Personal Information which the Company has. Any request for Personal Information access and/or correction should be addressed to the Human Resources Department. You shall keep the company informed of any change in your present or permanent address or contact details (e-mail/ contact number).

You will automatically retire from the services of the company on attaining the age of 60 years.

Required Documents

Please bring the following original documents for verification with their photocopies, which would be retained for our records.

- Photographs (Six passport size)
- All educational certificates including mark sheets in full Relieving Letter & Service Certificate (If employed previously) Proof of Last drawn salary
- Aadhar, Passport / Proof of Address
- Form -16 along with earnings certificate for IT purpose

Sincerely,
For Sutherland



Thendral Rajendran
Associate Vice President - Talent Acquisition




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Engineering and Technology,
Thirupachur, Thiruvallur - 631 203



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Appointment Letter

College Name: Sri Venkateswara College Of Engineering and Technology

Date: 05-March-2020

Dear **Thulasiram N P,**

Congratulations! We welcome you to the family of Sutherland!

With reference to the discussions you had with us, we are pleased to Appoint with us as **Associate-Voice** in the Company. Please note that this position is pending a favorable background verification and reference check. You are requested to join us **on or before month of June , 2020** on the following terms and conditions.

Your place of posting will be initially at Chennai. However, during your employment with us you may be posted or transferred/attached to any other units/companies/ offices or clients of The Sutherland Group either in India or Abroad at the sole discretion of the Management.

Your emoluments by way of Annual Cost to the Company are **Rs. 250000/- per annum (Rupees Two Lakh Fifty Thousand Only).**

You shall report to **Hemanth Kumar** of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.

You may be required to work in shift system of the company as intimated to you from time to time.

You are governed by the "Sutherland's Code of Conduct as updated from time to time" of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.

This is a contract for employment at will. You would be on probation for a period of 6 months and either party can terminate this contract of employment in 15 days advance notice or pay salary in lieu of the same to the other party. On completion of 6 months, your services will be deemed to be confirmed automatically unless informed otherwise in writing.

On confirmation, either party can terminate this contract for employment by giving 60 days advance notice or pay salary in lieu of the same to the other party. You understand and agree that if you do not complete the notice period the Company may be subject to losses or irreparable damages. Hence, the Company may, at its sole discretion, reject payment in lieu of notice period, and require you to complete the notice period in accordance with the employment contract, including any changes/amendments to the notice period, duly communicated to you without you having objected to the same within one month of such communication. If you fail to do so, the Company shall be entitled to sue you for specific performance of the contract as also claim ascertained damages.



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Thirupachur, Thiruvallur - 631 203

The company reserves the right to terminate your employment on grounds of unauthorized absence from duty, non-performance, misconduct, fraud, negligence, theft, willful violation of the company rules, misappropriation, imprisonment or censure by a court of law or as it may deem fit in the instant case and will not pay any notice pay.

During the period of your employment with us, you will not work directly or indirectly for any other person, firm, company or organization or engage yourself with any trade or business whether with or without remuneration in any capacity without the prior written permission of the company.

You will maintain utmost secrecy of the affairs or works of the company and should not divulge any information of the company by any mode of communication to any other person or organization etc., during your employment with us or thereafter.

Your appointment is subject to that your self-declaration on medical fitness and you will have to maintain a state of overall sound health in order to be able to perform your Services per expected standards and continue employment in the Company.

All inventions, improvements and discoveries made solely by you or jointly while on duty need to be disclosed to the company and the company has the sole right, title and interest over such inventions, improvements, and discoveries and has the intellectual property rights over them.

You shall keep the company informed in writing, of any change in your address. Failing which any notice/letter sent by the company to your address mentioned above shall be sufficient for the purpose of this contract.

The Personal Information you provide to the Company in connection with your recruitment and subsequent employment will be used for the purpose of administering your employment with the Company in general and the Company's human resources in particular. You have the right to access and correct your own Personal Information which the Company has. Any request for Personal Information access and/or correction should be addressed to the Human Resources Department. You shall keep the company informed of any change in your present or permanent address or contact details (e-mail/ contact number).

You will automatically retire from the services of the company on attaining the age of 60 years.

Required Documents

Please bring the following original documents for verification with their photocopies, which would be retained for our records.

Photographs (Six passport size)

All educational certificates including mark sheets in full Relieving Letter & Service Certificate (If employed previously) Proof of Last drawn salary

Aadhar, Passport / Proof of Address

Form -16 along with earnings certificate for IT purpose

Sincerely,
For Sutherland



Thendral Rajendran
Associate Vice President - Talent Acquisition




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Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

Appointment Letter

Date: 21st Dec 2019

Private & Confidential

Dear **Velmurugan G,**

We are pleased to confirm that you have been selected to work with "ELTA Technologies" for the job role mentioned as "Business Analyst"

Roles & Responsibilities:

- ✓ ELTA Technologies provides customer support for Domestic Blended process for a leading NBFC bank. The principal business of NBFCs includes activities related to investments, giving loans and advances
- ✓ Compare data entered with source documents, or re-enters data in verification format on screen to detect errors.
- ✓ Delete incorrectly entered data, and re-enters correct data.
- ✓ May compile, sort, and verify accuracy of data to be entered.
- ✓ May keep record of work completed for a minimum period of 1 year

Financial Offer - Salary and Benefits:

A) With reference to your application and subsequent interview, we are pleased to make you an offer-cum appointment with ELTA Technologies as Business Analyst. You are required to join immediately with effect from 10th July 2020

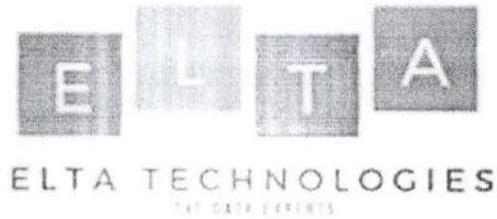
B) Your Annual compensation would be ₹1, 85,000 per annum as per salary structure. However, the structure and components of your compensation plan may be changed from time to time in line with the compensation policy and practices of the company. In Addition to your CTC, you would be eligible for an Variable component such as "Incentives" It is being calculated based on your productivity level and other additional criteria taken into account (As per company norms an employee would be would be eligible upto ₹4000 per month)

C) Its purely office cum based work and employee would be reporting on daily basis from Monday - Saturday (Shift timing: 09:00 am to 06:30 pm IST) and your attendance would be captured by way of biometric access card

D) Employees are inbound to serve a notice period of 1 month by giving a prior notice. In case the management at your request accepts a shorter period of notice, you shall be entitled to receive your salary only for the actual number of days worked



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E) ELTA technologies will provide Acceptance of resignation letter and Experience certificate to their eligible employees post successful completion of 6 months durations from date of joining till the last date of the aforesaid mentioned notice period

Further information about the work:

1. All our operations functions 24*6,365 days in a calendar year, Your working hours, number of working days in a week, weekly off will depend upon the process requirement
2. Your working hours will be as advised by your superiors from time to time but shall not exceed 54 hours in a week. Incase if employees failure to meet the above mentioned working hours in a particluar week they would be charged as a penalty of INR 5 per minute and same would be deducted from the subsequent month salary
3. It is expressly agreed that ELTA Technologies will pay salary to their employees on 10 th of every month promptly however there is a clause; stating that Employees should work in the above job role for a probation period of at least 45 days in order to avail their first month salary.
4. In Order to protect the interest of the employee, Company brought this as a clause, It is expressly agreed that an employee fail to work during the aforesaid period without any prior notice or by staying away from work/abscond will not be eligible for salary. Main reason behind this clause is to retain their employees because company incur huge investment by way of On-boarding trainings

We are delighted to send you this offer to be approved and signed from you in order to start the job from 10th July 2019. We are looking forward to join our company in order to work with you

Hari Krishnan
GENERAL MANAGER
ELTA TECHNOLOGIES



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Engineering and Technology,
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Appointment Letter

College Name: Sri Venkateswara College Of Engineering and Technology

Date: 05-March-2020

Dear **Vimala R,**

Congratulations! We welcome you to the family of Sutherland!

With reference to the discussions you had with us, we are pleased to Appoint with us as **Associate-Voice** in the Company. Please note that this position is pending a favorable background verification and reference check. You are requested to join us **on or before month of June , 2020** on the following terms and conditions.

Your place of posting will be initially at Chennai. However, during your employment with us you may be posted or transferred/attached to any other units/companies/ offices or clients of The Sutherland Group either in India or Abroad at the sole discretion of the Management.

Your emoluments by way of Annual Cost to the Company are **Rs. 250000/- per annum (Rupees Two Lakh Fifty Thousand Only).**

You shall report to **Hemanth Kumar** of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.

You may be required to work in shift system of the company as intimated to you from time to time.

You are governed by the "Sutherland's Code of Conduct as updated from time to time" of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.

This is a contract for employment at will. You would be on probation for a period of 6 months and either party can terminate this contract of employment in 15 days advance notice or pay salary in lieu of the same to the other party. On completion of 6 months, your services will be deemed to be confirmed automatically unless informed otherwise in writing.

On confirmation, either party can terminate this contract for employment by giving 60 days advance notice or pay salary in lieu of the same to the other party. You understand and agree that if you do not complete the notice period the Company may be subject to losses or irreparable damages. Hence, the Company may, at its sole discretion, reject payment in lieu of notice period, and require you to complete the notice period in accordance with the employment contract, including any changes/amendments to the notice period, duly communicated to you without you having objected to the same within one month of such communication. If you fail to do so, the Company shall be entitled to sue you for specific performance of the contract as also claim ascertained damages.



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Thirupachur, Thiruvallur - 631 203

The company reserves the right to terminate your employment on grounds of unauthorized absence from duty, non-performance, misconduct, fraud, negligence, theft, willful violation of the company rules, misappropriation, imprisonment or censure by a court of law or as it may deem fit in the instant case and will not pay any notice pay.

During the period of your employment with us, you will not work directly or indirectly for any other person, firm, company or organization or engage yourself with any trade or business whether with or without remuneration in any capacity without the prior written permission of the company.

You will maintain utmost secrecy of the affairs or works of the company and should not divulge any information of the company by any mode of communication to any other person or organization etc., during your employment with us or thereafter.

Your appointment is subject to that your self-declaration on medical fitness and you will have to maintain a state of overall sound health in order to be able to perform your Services per expected standards and continue employment in the Company.

All inventions, improvements and discoveries made solely by you or jointly while on duty need to be disclosed to the company and the company has the sole right, title and interest over such inventions, improvements, and discoveries and has the intellectual property rights over them.

You shall keep the company informed in writing, of any change in your address. Failing which any notice/letter sent by the company to your address mentioned above shall be sufficient for the purpose of this contract.

The Personal Information you provide to the Company in connection with your recruitment and subsequent employment will be used for the purpose of administering your employment with the Company in general and the Company's human resources in particular. You have the right to access and correct your own Personal Information which the Company has. Any request for Personal Information access and/or correction should be addressed to the Human Resources Department. You shall keep the company informed of any change in your present or permanent address or contact details (e-mail/ contact number).

You will automatically retire from the services of the company on attaining the age of 60 years.

Required Documents

Please bring the following original documents for verification with their photocopies, which would be retained for our records.

Photographs (Six passport size)

All educational certificates including mark sheets in full Relieving Letter & Service Certificate (if employed previously) Proof of Last drawn salary

Aadhar, Passport / Proof of Address

Form -16 along with earnings certificate for IT purpose

Sincerely,
For Sutherland



Thendral Rajendran
Associate Vice President - Talent Acquisition



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Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

Appointment Letter

Date: 21st Dec 2019

Private & Confidential

Dear Vishali D,

We are pleased to confirm that you have been selected to work with "ELTA Technologies" for the job role mentioned as "Business Analyst"

Roles & Responsibilities:

- ✓ ELTA Technologies provides customer support for Domestic Blended process for a leading NBFC bank. The principal business of NBFCs includes activities related to investments, giving loans and advances
- ✓ Compare data entered with source documents, or re-enters data in verification format on screen to detect errors.
- ✓ Delete incorrectly entered data, and re-enters correct data.
- ✓ May compile, sort, and verify accuracy of data to be entered.
- ✓ May keep record of work completed for a minimum period of 1 year

Financial Offer - Salary and Benefits:

A) With reference to your application and subsequent interview, we are pleased to make you an offer-cum appointment with ELTA Technologies as Business Analyst. You are required to join immediately with effect from 10th July 2020

B) Your Annual compensation would be ₹1, 85,000 per annum as per salary structure. However, the structure and components of your compensation plan may be changed from time to time in line with the compensation policy and practices of the company. In Addition to your CTC, you would be eligible for an Variable component such as "Incentives" It is being calculated based on your productivity level and other additional criteria taken into account (As per company norms an employee would be would be eligible upto ₹4000 per month)

C) Its purely office cum based work and employee would be reporting on daily basis from Monday - Saturday (Shift timing: 09:00 am to 06:30 pm IST) and your attendance would be captured by way of biometric access card

D) Employees are inbound to serve a notice period of 1 month by giving a prior notice. In case the management at your request accepts a shorter period of notice, you shall be entitled to receive your salary only for the actual number of days worked

PRINCIPAL

**Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203**





E) ELTA technologies will provide Acceptance of resignation letter and Experience certificate to their eligible employees post successful completion of 6 months durations from date of joining till the last date of the aforesaid mentioned notice period

Further information about the work:

1. All our operations functions 24*6,365 days in a calendar year, Your working hours, number of working days in a week, weekly off will depend upon the process requirement
2. Your working hours will be as advised by your superiors from time to time but shall not exceed 54 hours in a week. Incase if employees failure to meet the above mentioned working hours in a particular week they would be charged as a penalty of INR 5 per minute and same would be deducted from the subsequent month salary
3. It is expressly agreed that ELTA Technologies will pay salary to their employees on 10 th of every month promptly however there is a clause; stating that Employees should work in the above job role for a probation period of at least 45 days in order to avail their first month salary.
4. In Order to protect the interest of the employee, Company brought this as a clause, It is expressly agreed that an employee fail to work during the aforesaid period without any prior notice or by staying away from work/abscond will not be eligible for salary. Main reason behind this clause is to retain their employees because company incur huge investment by way of On-boarding trainings

We are delighted to send you this offer to be approved and signed from you in order to start the job from 10th July 2019. We are looking forward to join our company in order to work with you

Hari Krishnan
GENERAL MANAGER
ELTA TECHNOLOGIES



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Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

Date: 21/03/2020

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LETTER OF APPOINTMENT

Mr. Vishanth M

No; 31/1, Amman Koil Street, Kiz avadham,
Ranipet District- 632502.

Dear Vishanth M,

- I. Prochant India Pvt. Ltd. is pleased to confirm our offer of your appointment as **Process Associate**. Your employment will commence on **10th June 2020**.
- II. Prochant Group has extended this offer to you based upon your general knowledge, background, experience and 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.
- III. This letter of appointment is based on the information furnished in your application for Employment and during the interviews you had with us.
- IV. You shall be under probation for a period of **six (6) months** from the Effective date mentioned in clause I above.

Remuneration and other benefits

- V. In consideration of the services and obligations to be performed by you in terms of the conditions laid out in the Employment Agreement dated **10th June 2020**, you shall be entitled to a Monthly gross salary of **Rs 18,000/- (Rupees Eighteen Thousand Only)** which shall be payable commencing from the Effective Date.
- VI. The salary shall be payable on monthly basis on or before 5th of the following month for the previous month
- VII. The Company shall be entitled to deduct from the above remuneration payable to you, the following statutory and compulsory deductions:
 - a. Provident Fund
 - b. Income tax deducted at source at the rates applicable on remuneration.
 - c. Employment/ Professional tax
 - d. ESI (If applicable).

DocuSigned by:
Sadanandan N
3405E92DE5A640F...



[Signature]
PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

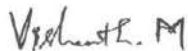
- VIII. You shall be entitled to an annual salary increment based upon your performance for the preceding year.

MISCELLANEOUS

- IX. You are required to maintain the highest order of discipline and secrecy with regard to the work as well as the confidential information including but not limited to the patient and client data of the company and/or its subsidiaries or associate companies. You will also be required to sign the HIPAA Employee Addendum on your joining.
- X. As a full-time employee, the notice period for your resignation from services shall be 60 days. In case of your leaving the employment of the Company without notice, you shall be liable to pay an amount equivalent to your two month's salary to the company.
- XI. You will be receiving a new employee packet prior or on the joining date, please ensure to complete all forms. It is important that we receive your letter and the signed Employment Agreement along with all the Annexure prior or on your commencement date. Please note that you are not authorized to alter the terms or conditions of the Employment Agreement in any manner. You are entitled to keep this letter and a copy of the Employee Agreement and other Annexure for your records.
- XII. We believe that you will make a substantial impact upon the future direction and success of our company.

Please sign below to accept the offer.

Sincerely,



Vishanth M

DocuSigned by:
Sadanandan N
3405E92DE5A640F...

Sadanandan N
Director,
Prochant India Pvt Ltd



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Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

Appointment Letter

College Name: Sri Venkateswara College Of Engineering and Technology

Date: 05-March-2020

Dear **Yuvarani S,**

Congratulations! We welcome you to the family of Sutherland!

With reference to the discussions you had with us, we are pleased to Appoint with us as **Associate-Voice** in the Company. Please note that this position is pending a favorable background verification and reference check. You are requested to join us **on or before month of June , 2020** on the following terms and conditions.

Your place of posting will be initially at Chennai. However, during your employment with us you may be posted or transferred/attached to any other units/companies/ offices or clients of The Sutherland Group either in India or Abroad at the sole discretion of the Management.

Your emoluments by way of Annual Cost to the Company are **Rs. 250000/- per annum (Rupees Two Lakh Fifty Thousand Only).**

You shall report to **Hemanth Kumar** of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.

You may be required to work in shift system of the company as intimated to you from time to time.

You are governed by the "Sutherland's Code of Conduct as updated from time to time" of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.

This is a contract for employment at will. You would be on probation for a period of 6 months and either party can terminate this contract of employment in 15 days advance notice or pay salary in lieu of the same to the other party. On completion of 6 months, your services will be deemed to be confirmed automatically unless informed otherwise in writing.

On confirmation, either party can terminate this contract for employment by giving 60 days advance notice or pay salary in lieu of the same to the other party. You understand and agree that if you do not complete the notice period the Company may be subject to losses or irreparable damages. Hence, the Company may, at its sole discretion, reject payment in lieu of notice period, and require you to complete the notice period in accordance with the employment contract, including any changes/amendments to the notice period, duly communicated to you without you having objected to the same within one month of such communication. If you fail to do so, the Company shall be entitled to sue you for specific performance of the contract as also claim ascertained damages.



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The company reserves the right to terminate your employment on grounds of unauthorized absence from duty, non-performance, misconduct, fraud, negligence, theft, willful violation of the company rules, misappropriation, imprisonment or censure by a court of law or as it may deem fit in the instant case and will not pay any notice pay.

During the period of your employment with us, you will not work directly or indirectly for any other person, firm, company or organization or engage yourself with any trade or business whether with or without remuneration in any capacity without the prior written permission of the company.

You will maintain utmost secrecy of the affairs or works of the company and should not divulge any information of the company by any mode of communication to any other person or organization etc., during your employment with us or thereafter.

Your appointment is subject to that your self-declaration on medical fitness and you will have to maintain a state of overall sound health in order to be able to perform your Services per expected standards and continue employment in the Company.

All inventions, improvements and discoveries made solely by you or jointly while on duty need to be disclosed to the company and the company has the sole right, title and interest over such inventions, improvements, and discoveries and has the intellectual property rights over them.

You shall keep the company informed in writing, of any change in your address. Failing which any notice/letter sent by the company to your address mentioned above shall be sufficient for the purpose of this contract.

The Personal Information you provide to the Company in connection with your recruitment and subsequent employment will be used for the purpose of administering your employment with the Company in general and the Company's human resources in particular. You have the right to access and correct your own Personal Information which the Company has. Any request for Personal Information access and/or correction should be addressed to the Human Resources Department. You shall keep the company informed of any change in your present or permanent address or contact details (e-mail/ contact number).

You will automatically retire from the services of the company on attaining the age of 60 years.

Required Documents

Please bring the following original documents for verification with their photocopies, which would be retained for our records.

Photographs (Six passport size)

All educational certificates including mark sheets in full Relieving Letter & Service Certificate (If employed previously) Proof of Last drawn salary

Aadhar, Passport / Proof of Address

Form -16 along with earnings certificate for IT purpose

Sincerely,
For Sutherland



Thendral Rajendran
Associate Vice President - Talent Acquisition




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Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

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Offer Letter

Date: 08-Jul-2020

Name : Aruna V E

Address: No. 37 New Farence Road, Pattalam ,Chennai-600012

Dear Aruna V E,

We are pleased to confirm your acceptance as a Software Developer with our Company. Please report to the Human Resources Department 20-Jul-2020 with the appropriate documents and completed forms.

Your duties and assignments for this position will be those described to you in your orientation with Shashank Shekhar. In addition you shall perform such other duties as are customarily associated with such position and as its authorized representative may from time to time require. You shall devote your full business efforts and time to the Company and agree to perform your duties faithfully and to the best of your ability.

You should be aware that your Apprenticeship with the Company may be terminated at any time without notice in case of breach of policies/ agreement signed with the Company. In case you wish to leave the company after completion of training period i.e. 12 months, 60 days notice will be applicable.

You will be further required to sign Non-disclosure Agreement at the time of acceptance.

You will be compensated Rs 18,500 INR (Eighteen Thousand Five Hundred Rupees) per month and will be paid in accordance with the Company's normal payroll practices and be subject to the usual, required withholding.

While employed hereunder, you will not be entitled to participate in the employee benefit plans maintained by the Company, if any. You will not be eligible for paid leave and paid holidays unless approved by your supervisor.

The Company will also reimburse you for reasonable and documented travel, entertainment or other expenses incurred by you in the furtherance of or in connection with the performance of your duties in accordance with the Company's expense reimbursement policy as in effect from time to time.



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Thirupachur, Thiruvallur - 631 203

COLLABERA TECHNOLOGIES PVT. LTD.

(CIN: U74200GJ1998PTC035036)

Regd. office: Collabera House, 3rd Floor,
Gotri Sevasi Road, Gotri, Vadodara - 390021, India
+91-265-2302313 www.collabera.com

Governing Law:

This Agreement is governed by the laws of India in force and the Parties to the Agreement irrevocably and unconditionally submit to the exclusive jurisdiction of the Vadodara courts.

You acknowledge and agree that you are executing this letter voluntarily and without any duress or undue influence by the Company or anyone else. You further acknowledge and agree that you have carefully read this letter and that you understand the terms, consequences and binding effect of this letter.

To indicate your acceptance of the Company 's offer, please sign and date this letter in the space provided below and return it to the address indicated below. A duplicate original is enclosed for your records. We hope that this offer will be favorably received and we look forward to working with you at Collabera Technologies Pvt Ltd. Your start date of training is, 08-Jul-2021 which will continue for a period of 6 months. It can be extended as per mutual agreement.

Sincerely,

Collabera Technologies Pvt Ltd,

**DIMPLE
K SHAH** Digitally signed
by DIMPLE K
SHAH
Date: 2021.07.15
13:11:37 +05'30'

Authorised Signatory



A handwritten signature in green ink, appearing to be 'Sri Venkateswara'.

PRINCIPAL
Sri Venkateswara College of
Engineering and Technology
Thirupachur, Thiruvallur - 631 203



CGI Information Systems and Management Consultants Pvt. Ltd.
Regd. Office: e.city, Tower 2, No.95/1 & 95/2,
Electronic City, Phase I (West)
Bangalore – 560 100. India
Tel +91-80-6642 2222 | Fax +91-80-6642 1200
cgi.com

220

CIN: U72200KA1990PTC019138

Personal and Confidential
Jan 06, 2020

Ms. Bavani R

No 75, 8th Street, Poongavanapuram, Kaladipet, Thiruvottiyur,
Chennai -600019

Dear **Bavani R**,

I am delighted to offer you a role at CGI where we strive to create an environment in which we enjoy working together and, as owners, contribute to building a company we can be proud of. We are very excited about the prospect of having you join us, and look forward to welcoming you.

As part of the leading top 5 independent information technology companies in the world, there are many opportunities for growth and development, both individually and as part of a large professional community. I hope you will choose to be part of our CGI Global Community, a team of extraordinary people building a company that reflects their aspirations and is supported by our shared vision and values.

We are offering you the position of **Software Engineer** and your Gross Compensation is **INR 350,004/-**

We will communicate to you the details of joining location, venue, date and time, basis business priorities. Your appointment will be effective on your joining date. If you do not confirm your acceptance within three working days, this offer will be withdrawn.

- To confirm your acceptance of this offer, you are required to communicate via email to your assigned Recruiter's CGI e-mail id and confirm your joining date. If you have questions, write to cgirecruitment.india@cgi.com
- Your reporting time on the joining date is 8:30 a.m. Kindly note that it is important to be on time to complete the joining formalities
- On your joining date, please bring the originals and one set of photocopies of the documents mentioned in Annexure-A
- Please contact us at 080-4194 0000 (Monday to Friday between 9:30 a.m. to 5:30 p.m.) or via the above-mentioned email-Id for any queries regarding your employment offer.

The terms and conditions governing your employment are as under:

- Your employment with the Company is at all times subject to you having and maintaining a valid work permit from the Government of India (if applicable). A copy of the work permit needs to be furnished by you on the date of on boarding failing which you will not be permitted to join
- You will be on Probation for a period of six (6) months from the date of appointment. You will be confirmed as a permanent employee at the end of the period of probation by a letter of confirmation, if your conduct and performance in the appointed position are found satisfactory during the period of probation. The Company shall have the right to extend the Probationary Period for a further period of six (6) months or a part thereof. The Probationary Period shall be deemed to have been extended unless notified otherwise in writing
- On joining, you will be part of various training programs devised by the Company to help you prepare for assignments as part of your employment with the Company. You acknowledge that the Company may incur considerable expenses to impart such training programs and consequently, you agree to serve the Company for a period of two (2) years effective from your date of appointment and execute a service agreement with the Company upon request. You will also have to sign the Employment Agreement with the Company
- You will be eligible for a performance revision as per company policy



HIN/PL/44371

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Contd. 2...

Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

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• **Base Compensation Components:**

Designation	: Software Engineer	
Effective	: January 6, 2020	
Pay Components	Pay Components	Pay Components
Basic (Inclusive of D.A.)	21,500	258,000
Flexible Compensation Plan ¹	4,053	48,636
Base Compensation	25,553	306,636
Provident Fund <i>Company Contribution</i>	2,580	30,960
Gratuity Fund Contribution	1,034	12,408
Gross Compensation	29,167	350,004

In addition to the above you are eligible for:

- Group Medical Insurance, Group Personal Accident Insurance and Group Term Insurance
- CGI will contribute towards **Share Purchase Plan (SPP)** upto 3.0% of Base Compensation ; matching your contribution. It puts into practice company's philosophy of intrapreneurship through ownership. All regular full-time members are invited to participate upon their hiring. Only those members who enroll for this benefit are eligible for receiving the company contribution & will need to contribute an equal amount on a monthly basis towards the purchase of CGI shares
- Target **Profit Participation Plan (PPP)** at 2.0% of Base Compensation on pro rata basis. It is designed to encourage high-performance work culture. Actual PPP payouts are based on performance of CGI, performance of Business Units and performance of Individuals. All regular members employed as of June 30th of the reference fiscal year (Oct-Sept) are eligible. The Corporate guidelines of PPP may be amended from time to time

Eligible members will be paid statutory bonus as per the provisions of the Payment of Bonus Act, 1965. Where members are eligible for both statutory bonus as well as the PPP, the company shall deduct from the PPP allocated to a member the amount of statutory bonus payable under the Act for such corresponding period and the difference will be paid as the actual PPP

Note:

Flexible Compensation Plan¹: Option includes components like Meal vouchers, conveyance, NPS, LTA, etc.

The tax liability arising out of the above payments now or in the future, due to changes in income tax provision shall be borne by you.

I look forward to your acceptance of this offer and to welcoming you to our team. I am confident that in this new role, you will make a valuable contribution to CGI and our continued success.

Yours sincerely

**For CGI Information Systems and
Management Consultants Pvt. Ltd.,**

**Sudhir Subbaraman
Senior Vice President**

I have read the terms and conditions of employment and the contents of the employment agreement and in token of my acceptance; I duly acknowledge the receipt of the letter of employment.

Please sign below to confirm that you agree with the terms and conditions stated in this letter.



Bavani (6-1-20)
Signature & Date

PRINCIPAL

**Sri Venkateswara College of
Engineering and Technology
Thirupachur, Thiruvallur - 631 203**



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cgi.com

CIN: U72200KA1990PTC019138

221

Personal and Confidential
Jan 06, 2020

Ms. Chandira Devi R
469, Kongiammam Nagar, Nandambakkam
Chennai-600120

Dear Chandira Devi R,

I am delighted to offer you a role at CGI where we strive to create an environment in which we enjoy working together and, as owners, contribute to building a company we can be proud of. We are very excited about the prospect of having you join us, and look forward to welcoming you.

As part of the leading top 5 independent information technology companies in the world, there are many opportunities for growth and development, both individually and as part of a large professional community. I hope you will choose to be part of our CGI Global Community, a team of extraordinary people building a company that reflects their aspirations and is supported by our shared vision and values.

We are offering you the position of **Software Engineer** and your Gross Compensation is **INR 350,004/-**

We will communicate to you the details of joining location, venue, date and time, basis business priorities. Your appointment will be effective on your joining date. If you do not confirm your acceptance within three working days, this offer will be withdrawn.

- To confirm your acceptance of this offer, you are required to communicate via email to your assigned Recruiter's CGI e-mail id and confirm your joining date. If you have questions, write to cgirecruitment.india@cgi.com
- Your reporting time on the joining date is 8:30 a.m. Kindly note that it is important to be on time to complete the joining formalities
- On your joining date, please bring the originals and one set of photocopies of the documents mentioned in Annexure-A
- Please contact us at 080-4194 0000 (Monday to Friday between 9:30 a.m. to 5:30 p.m.) or via the above-mentioned email-Id for any queries regarding your employment offer.

The terms and conditions governing your employment are as under:

- Your employment with the Company is at all times subject to you having and maintaining a valid work permit from the Government of India (if applicable). A copy of the work permit needs to be furnished by you on the date of on boarding failing which you will not be permitted to join
- You will be on Probation for a period of six (6) months from the date of appointment. You will be confirmed as a permanent employee at the end of the period of probation by a letter of confirmation, if your conduct and performance in the appointed position are found satisfactory during the period of probation. The Company shall have the right to extend the Probationary Period for a further period of six (6) months or a part thereof. The Probationary Period shall be deemed to have been extended unless notified otherwise in writing
- On joining, you will be part of various training programs devised by the Company to help you prepare for assignments as part of your employment with the Company. You acknowledge that the Company may incur considerable expenses to impart such training programs and consequently, you agree to serve the Company for a period of two (2) years effective from your date of appointment and execute a service agreement with the Company upon request. You will also have to sign the Employment Agreement with the Company
- You will be eligible for a performance revision as per company policy

HR/FUD/4371



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• **Base Compensation Components:**

Designation	: Software Engineer	
Effective	: January 6, 2020	
Pay Components	Pay Components	Pay Components
Basic (Inclusive of D.A.)	21,500	258,000
Flexible Compensation Plan ¹	4,053	48,636
Base Compensation	25,553	306,636
Provident Fund <i>Company Contribution</i>	2,580	30,960
Gratuity Fund Contribution	1,034	12,408
Gross Compensation	29,167	350,004

In addition to the above you are eligible for:

- Group Medical Insurance, Group Personal Accident Insurance and Group Term Insurance
- CGI will contribute towards **Share Purchase Plan (SPP)** upto 3.0% of Base Compensation ; matching your contribution. It puts into practice company's philosophy of intrapreneurship through ownership. All regular full-time members are invited to participate upon their hiring. Only those members who enroll for this benefit are eligible for receiving the company contribution & will need to contribute an equal amount on a monthly basis towards the purchase of CGI shares
- Target **Profit Participation Plan (PPP)** at 2.0% of Base Compensation on pro rata basis. It is designed to encourage high-performance work culture. Actual PPP payouts are based on performance of CGI, performance of Business Units and performance of Individuals. All regular members employed as of June 30th of the reference fiscal year (Oct-Sept) are eligible. The Corporate guidelines of PPP may be amended from time to time

Eligible members will be paid statutory bonus as per the provisions of the Payment of Bonus Act, 1965. Where members are eligible for both statutory bonus as well as the PPP, the company shall deduct from the PPP allocated to a member the amount of statutory bonus payable under the Act for such corresponding period and the difference will be paid as the actual PPP

Note:

Flexible Compensation Plan¹: Option includes components like Meal vouchers, conveyance, NPS, LTA, etc.

The tax liability arising out of the above payments now or in the future, due to changes in income tax provision shall be borne by you.

I look forward to your acceptance of this offer and to welcoming you to our team. I am confident that in this new role, you will make a valuable contribution to CGI and our continued success.

Yours sincerely

**For CGI Information Systems and
Management Consultants Pvt. Ltd.,**



**Sudhir Subbaraman
Senior Vice President**

I have read the terms and conditions of employment and the contents of the employment agreement and in token of my acceptance; I duly acknowledge the receipt of the letter of employment.

Please sign below to confirm that you agree with the terms and conditions stated in this letter.

Chandira Devi. R (6-1-20)
Signature & Date




PRINCIPAL
Sri Venkateswara College of
Engineering and Technology.
Thirupachur, Thiruvallur - 631 203

Date: 21/03/2020

LETTER OF APPOINTMENT

Mr.Dinish Kumar K

3/35 Natarajan salai, Thirumalai Nagar,
Ramapuram, Chennai -89.

Dear Dinish Kumar K,

- I. Prochant India Pvt. Ltd. is pleased to confirm our offer of your appointment as **Process Associate**. Your employment will commence on **10th June 2020**.
- II. Prochant Group has extended this offer to you based upon your general knowledge, background, experience and 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.
- III. This letter of appointment is based on the information furnished in your application for Employment and during the interviews you had with us.
- IV. You shall be under probation for a period of **six (6) months** from the Effective date mentioned in clause I above.

Remuneration and other benefits

- V. In consideration of the services and obligations to be performed by you in terms of the conditions laid out in the Employment Agreement dated **10th June 2020**, you shall be entitled to a Monthly gross salary of **Rs 18,000/- (Rupees Eighteen Thousand Only)** which shall be payable commencing from the Effective Date.
- VI. The salary shall be payable on monthly basis on or before 5th of the following month for the previous month
- VII. The Company shall be entitled to deduct from the above remuneration payable to you, the following statutory and compulsory deductions:
 - a. Provident Fund
 - b. Income tax deducted at source at the rates applicable on remuneration.
 - c. Employment/ Professional tax
 - d. ESI (If applicable).

DocuSigned by:
Sadanandan N
3405E92DE5A640F...




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Engineering and Technology
Thirupachur, Thiruvallur - 631 203


- VIII. You shall be entitled to an annual salary increment based upon your performance for the preceding year.

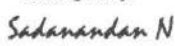
MISCELLANEOUS

- IX. You are required to maintain the highest order of discipline and secrecy with regard to the work as well as the confidential information including but not limited to the patient and client data of the company and/or its subsidiaries or associate companies. You will also be required to sign the HIPAA Employee Addendum on your joining.
- X. As a full-time employee, the notice period for your resignation from services shall be 60 days. In case of your leaving the employment of the Company without notice, you shall be liable to pay an amount equivalent to your two month's salary to the company.
- XI. You will be receiving a new employee packet prior or on the joining date, please ensure to complete all forms. It is important that we receive your letter and the signed Employment Agreement along with all the Annexure prior or on your commencement date. Please note that you are not authorized to alter the terms or conditions of the Employment Agreement in any manner. You are entitled to keep this letter and a copy of the Employee Agreement and other Annexure for your records.
- XII. We believe that you will make a substantial impact upon the future direction and success of our company.

Please sign below to accept the offer.

Sincerely,


Dinesh Kumar K

DocuSigned by:

3405E92DE5A640F...

Sadanandan N
Director,
Prochant India Pvt Ltd




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Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203



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Appointment Letter

College Name: Sri Venkateswara College Of Engineering and Technology

Date: 05-March-2020

Dear **Divya S,**

Congratulations! We welcome you to the family of Sutherland!

With reference to the discussions you had with us, we are pleased to Appoint with us as **Associate-Voice** in the Company. Please note that this position is pending a favorable background verification and reference check. You are requested to join us **on or before June 26, 2020** on the following terms and conditions.

Your place of posting will be initially at Chennai. However, during your employment with us you may be posted or transferred/attached to any other units/companies/ offices or clients of The Sutherland Group either in India or Abroad at the sole discretion of the Management.

Your emoluments by way of Annual Cost to the Company are **Rs. 250000/- per annum (Rupees Two Lakh Fifty Thousand Only)**.

You shall report to **Hemanth Kumar** of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.

You may be required to work in shift system of the company as intimated to you from time to time.

You are governed by the "Sutherland's Code of Conduct as updated from time to time" of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.

This is a contract for employment at will. You would be on probation for a period of 6 months and either party can terminate this contract of employment in 15 days advance notice or pay salary in lieu of the same to the other party. On completion of 6 months, your services will be deemed to be confirmed automatically unless informed otherwise in writing.

On confirmation, either party can terminate this contract for employment by giving 60 days advance notice or pay salary in lieu of the same to the other party. You understand and agree that if you do not complete the notice period the Company may be subject to losses or irreparable damages. Hence, the Company may, at its sole discretion, reject payment in lieu of notice period, and require you to complete the notice period in accordance with the employment contract, including any changes/amendments to the notice period, duly communicated to you without you having objected to the same within one month of such communication. If you fail to do so, the Company shall be entitled to sue you for specific performance of the contract as also claim ascertained damages.




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Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

The company reserves the right to terminate your employment on grounds of unauthorized absence from duty, non-performance, misconduct, fraud, negligence, theft, willful violation of the company rules, misappropriation, imprisonment or censure by a court of law or as it may deem fit in the instant case and will not pay any notice pay.

During the period of your employment with us, you will not work directly or indirectly for any other person, firm, company or organization or engage yourself with any trade or business whether with or without remuneration in any capacity without the prior written permission of the company.

You will maintain utmost secrecy of the affairs or works of the company and should not divulge any information of the company by any mode of communication to any other person or organization etc., during your employment with us or thereafter.

Your appointment is subject to that your self-declaration on medical fitness and you will have to maintain a state of overall sound health in order to be able to perform your Services per expected standards and continue employment in the Company.

All inventions, improvements and discoveries made solely by you or jointly while on duty need to be disclosed to the company and the company has the sole right, title and interest over such inventions, improvements, and discoveries and has the intellectual property rights over them.

You shall keep the company informed in writing, of any change in your address. Failing which any notice/letter sent by the company to your address mentioned above shall be sufficient for the purpose of this contract.

The Personal Information you provide to the Company in connection with your recruitment and subsequent employment will be used for the purpose of administering your employment with the Company in general and the Company's human resources in particular. You have the right to access and correct your own Personal Information which the Company has. Any request for Personal Information access and/or correction should be addressed to the Human Resources Department. You shall keep the company informed of any change in your present or permanent address or contact details (e-mail/ contact number).

You will automatically retire from the services of the company on attaining the age of 60 years.

Required Documents

Please bring the following original documents for verification with their photocopies, which would be retained for our records.

Photographs (Six passport size)

All educational certificates including mark sheets in full Relieving Letter & Service Certificate (If employed previously) Proof of Last drawn salary

Aadhar, Passport / Proof of Address

Form -16 along with earnings certificate for IT purpose

Sincerely,
For Sutherland



Thendral Rajendran
Associate Vice President - Talent Acquisition




PRINCIPAL
Sri Venkateswara College of Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

Offer Letter

Date: 08-Jul-2020

Name : Jegovanishi S

Address: No. 2, Bharathi nagar, TMV road, Korattur, Chennai- 600080

Dear Jegovanishi S,

We are pleased to confirm your acceptance as a Software Developer with our Company. Please report to the Human Resources Department 20-Jul-2020 with the appropriate documents and completed forms.

Your duties and assignments for this position will be those described to you in your orientation with Shashank Shekhar. In addition you shall perform such other duties as are customarily associated with such position and as its authorized representative may from time to time require. You shall devote your full business efforts and time to the Company and agree to perform your duties faithfully and to the best of your ability.

You should be aware that your Apprenticeship with the Company may be terminated at any time without notice in case of breach of policies/ agreement signed with the Company. In case you wish to leave the company after completion of training period i.e. 12 months, 60 days notice will be applicable.

You will be further required to sign Non-disclosure Agreement at the time of acceptance.

You will be compensated Rs 18,500 INR (Eighteen Thousand Five Hundred Rupees) per month and will be paid in accordance with the Company's normal payroll practices and be subject to the usual, required withholding.

While employed hereunder, you will not be entitled to participate in the employee benefit plans maintained by the Company, if any. You will not be eligible for paid leave and paid holidays unless approved by your supervisor.

The Company will also reimburse you for reasonable and documented travel, entertainment or other expenses incurred by you in the furtherance of or in connection with the performance of your duties in accordance with the Company's expense reimbursement policy as in effect from time to time.




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Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

COLLABERA TECHNOLOGIES PVT. LTD.

(CIN: U74200GJ1998PTC035036)

Regd. office: Collabera House, 3rd Floor,
Gotri Sevasi Road, Gotri, Vadodara - 390021, India
+91-265-2302313 www.collabera.com

Governing Law:

This Agreement is governed by the laws of India in force and the Parties to the Agreement irrevocably and unconditionally submit to the exclusive jurisdiction of the Vadodara courts.

You acknowledge and agree that you are executing this letter voluntarily and without any duress or undue influence by the Company or anyone else. You further acknowledge and agree that you have carefully read this letter and that you understand the terms, consequences and binding effect of this letter.

To indicate your acceptance of the Company 's offer, please sign and date this letter in the space provided below and return it to the address indicated below. A duplicate original is enclosed for your records. We hope that this offer will be favorably received and we look forward to working with you at Collabera Technologies Pvt Ltd. Your start date of training is, 08-Jul-2021 which will continue for a period of 6 months. It can be extended as per mutual agreement.

Sincerely,

Collabera Technologies Pvt Ltd,

**DIMPLE
K SHAH** Digitally signed
by DIMPLE K
SHAH
Date: 2021.07.15
13:11:37 +05'30'

Authorised Signatory



PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203



CGI Information Systems and Management Consultants Pvt. Ltd.
Regd. Office: e.city, Tower 2, No.95/1 & 95/2,
Electronic City, Phase I (West)
Bangalore – 560 100. India
Tel +91-80-6642 2222 | Fax +91-80-6642 1200

cgi.com

CIN: U72200KA1990PTC019138

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Personal and Confidential
Jan 06, 2020

Ms. Kalaimozhi R
No.329, Stalin Nagar, Athipattu,
Chennai - 600120

Dear **Kalaimozhi R**,

I am delighted to offer you a role at CGI where we strive to create an environment in which we enjoy working together and, as owners, contribute to building a company we can be proud of. We are very excited about the prospect of having you join us, and look forward to welcoming you.

As part of the leading top 5 independent information technology companies in the world, there are many opportunities for growth and development, both individually and as part of a large professional community. I hope you will choose to be part of our CGI Global Community, a team of extraordinary people building a company that reflects their aspirations and is supported by our shared vision and values.

We are offering you the position of **Software Engineer** and your Gross Compensation is **INR 350,004/-**

We will communicate to you the details of joining location, venue, date and time, basis business priorities. Your appointment will be effective on your joining date. If you do not confirm your acceptance within three working days, this offer will be withdrawn.

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- On joining, you will be part of various training programs devised by the Company to help you prepare for assignments as part of your employment with the Company. You acknowledge that the Company may incur considerable expenses to impart such training programs and consequently, you agree to serve the Company for a period of two (2) years effective from your date of appointment and execute a service agreement with the Company upon request. You will also have to sign the Employment Agreement with the Company
- You will be eligible for a performance revision as per company policy



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**Sri Venkateswara College of
Engineering and Technology**
Thirupachur, Thiruvallur - 631 203

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• **Base Compensation Components:**

Designation	: Software Engineer	
Effective	: January 6, 2020	
Pay Components	Pay Components	Pay Components
Basic (Inclusive of D.A.)	21,500	258,000
Flexible Compensation Plan ¹	4,053	48,636
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Note:

Flexible Compensation Plan¹: Option includes components like Meal vouchers, conveyance, NPS, LTA, etc.

The tax liability arising out of the above payments now or in the future, due to changes in income tax provision shall be borne by you.

I look forward to your acceptance of this offer and to welcoming you to our team. I am confident that in this new role, you will make a valuable contribution to CGI and our continued success.

Yours sincerely

For CGI Information Systems and
Management Consultants Pvt. Ltd.,


Sudhir Subbaraman
Senior Vice President

I have read the terms and conditions of employment and the contents of the employment agreement and in token of my acceptance; I duly acknowledge the receipt of the letter of employment.

Please sign below to confirm that you agree with the terms and conditions stated in this letter.



 6-1-20
Signature & Date


PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

Date: 21/03/2020

LETTER OF APPOINTMENT

Ms. Kanaka S

51, Road St, Melpodatur, podaturpet,
Pallipet, Thiruvallur -631208.

Dear Kanaka S,

- I. Prochant India Pvt. Ltd. is pleased to confirm our offer of your appointment as **Process Associate**. Your employment will commence on **10th June 2020**.
- II. Prochant Group has extended this offer to you based upon your general knowledge, background, experience and 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.
- III. This letter of appointment is based on the information furnished in your application for Employment and during the interviews you had with us.
- IV. You shall be under probation for a period of **six (6) months** from the Effective date mentioned in clause I above.

Remuneration and other benefits

- V. In consideration of the services and obligations to be performed by you in terms of the conditions laid out in the Employment Agreement dated **10th June 2020**, you shall be entitled to a Monthly gross salary of **Rs 18,000/- (Rupees Eighteen Thousand Only)** which shall be payable commencing from the Effective Date.
- VI. The salary shall be payable on monthly basis on or before 5th of the following month for the previous month
- VII. The Company shall be entitled to deduct from the above remuneration payable to you, the following statutory and compulsory deductions:
 - a. Provident Fund
 - b. Income tax deducted at source at the rates applicable on remuneration.
 - c. Employment/ Professional tax
 - d. ESI (If applicable).

DocuSigned by:
Sahanandan N
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PRINCIPAL
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Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

VIII. You shall be entitled to an annual salary increment based upon your performance for the preceding year.

MISCELLANEOUS

- IX. You are required to maintain the highest order of discipline and secrecy with regard to the work as well as the confidential information including but not limited to the patient and client data of the company and/or its subsidiaries or associate companies. You will also be required to sign the HIPAA Employee Addendum on your joining.
- X. As a full-time employee, the notice period for your resignation from services shall be 60 days. In case of your leaving the employment of the Company without notice, you shall be liable to pay an amount equivalent to your two month's salary to the company.
- XI. You will be receiving a new employee packet prior or on the joining date, please ensure to complete all forms. It is important that we receive your letter and the signed Employment Agreement along with all the Annexure prior or on your commencement date. Please note that you are not authorized to alter the terms or conditions of the Employment Agreement in any manner. You are entitled to keep this letter and a copy of the Employee Agreement and other Annexure for your records.
- XII. We believe that you will make a substantial impact upon the future direction and success of our company.

Please sign below to accept the offer.

Sincerely,



Kanaka S

DocuSigned by:

Sadanandan N

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Sadanandan N
Director,
Prochant India Pvt Ltd



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Engineering and Technology
Thirupachur, Thiruvallur - 631 20

227

January 30, 2020
Kirubakaran S.
Thiruvallur.

Dear Kirubakaran S,
Congratulations!

Offer Letter

Congratulations! We are pleased to offer you the position of **Trainee Process Associate** at AGS Health Private Limited.

Your annual cost to company (CTC) would be **₹204000**, In addition to this, you will also be eligible for a performance based incentive up to **₹102000 per annum**, to be paid as per the Company's incentive policy, after your successful completion of On the Job Training (OJT) which will vary from process to process. Annexure A contains the break-up of your compensation package.

Your base location will be at Chennai. You will be required to work in any of our office locations and such locations are subject to change at the discretion of the company. Further, you agree and understand that depending on the business requirements of the company, you may be asked to change your project/process and you may be asked to work in different shift timings

We request you to join us on or before **October 18, 2020**. Please note that this appointment is subject to satisfactory completion of background verification and other joining formalities.

You would be provided with an appointment letter along with the Terms and Conditions of Employment upon your joining. We look forward to you joining us.

AGS Health treats Information Security Compliance with paramount importance. As a candidate seeking employment with AGS Health, it is imperative that you adhere to the Information Security policy guidelines in vogue. You would be briefed about the guidelines at the time of joining.

Please do not hesitate to call us for any information you may need. Please sign the duplicate of this offer letter as your acceptance and forward the same to us.

Sincerely,


Kiran Guntur
Executive Director – Human Resources

Acceptance of Invite:

I accept the terms and conditions of this offer letter and the attached annexures, and agree to be legally bound by the same.

Signature: Kirubakaran S.

Date: 22-6-20

1. The compensation matrix may differ as per prevailing market indices of the base location (i.e. where you will be based out of and will work for AGS Health).

2. At the time of joining, please bring all the documents as mentioned in the Joining Checklist (Annexure B).

AGS Health Private Limited, 4 Canal Bank Road, Chennai 600 113, India
P: +91 44 4510 4520 | F: +91 44 4510 4521




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Thirupachur, Thiruvallur - 631 203

Offer Letter

Date: 08-Jul-2020

Name : Latha V

Address: No 33 Kalaingar Street, Kakkanji Nagar Pattabiram, Chennai-600072

Dear Latha V,

We are pleased to confirm your acceptance as a Software Developer with our Company. Please report to the Human Resources Department 20-Jul-2020 with the appropriate documents and completed forms.

Your duties and assignments for this position will be those described to you in your orientation with Shashank Shekhar. In addition you shall perform such other duties as are customarily associated with such position and as its authorized representative may from time to time require. You shall devote your full business efforts and time to the Company and agree to perform your duties faithfully and to the best of your ability.

You should be aware that your Apprenticeship with the Company may be terminated at any time without notice in case of breach of policies/ agreement signed with the Company. In case you wish to leave the company after completion of training period i.e. 12 months, 60 days notice will be applicable.

You will be further required to sign Non-disclosure Agreement at the time of acceptance.

You will be compensated Rs 18,500 INR (Eighteen Thousand Five Hundred Rupees) per month and will be paid in accordance with the Company's normal payroll practices and be subject to the usual, required withholding.

While employed hereunder, you will not be entitled to participate in the employee benefit plans maintained by the Company, if any. You will not be eligible for paid leave and paid holidays unless approved by your supervisor.

The Company will also reimburse you for reasonable and documented travel, entertainment or other expenses incurred by you in the furtherance of or in connection with the performance of your duties in accordance with the Company's expense reimbursement policy as in effect from time to time.




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Governing Law:

This Agreement is governed by the laws of India in force and the Parties to the Agreement irrevocably and unconditionally submit to the exclusive jurisdiction of the Vadodara courts.

You acknowledge and agree that you are executing this letter voluntarily and without any duress or undue influence by the Company or anyone else. You further acknowledge and agree that you have carefully read this letter and that you understand the terms, consequences and binding effect of this letter.

To indicate your acceptance of the Company's offer, please sign and date this letter in the space provided below and return it to the address indicated below. A duplicate original is enclosed for your records. We hope that this offer will be favorably received and we look forward to working with you at Collabera Technologies Pvt Ltd. Your start date of training is, 08-Jul-2021 which will continue for a period of 6 months. It can be extended as per mutual agreement.

Sincerely,

Collabera Technologies Pvt Ltd,

**DIMPLE
K SHAH** Digitally signed
by DIMPLE K
SHAH
Date: 2021.07.15
13:11:37 +05'30'

Authorised Signatory



A handwritten signature in green ink, appearing to be 'Sri Venkateswara'.

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Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

COLLABERA TECHNOLOGIES PVT. LTD.

(CIN: U74200GJ1998PTC035036)

Regd. office: Collabera House, 3rd Floor,
Gotri Sevasi Road, Gotri, Vadodara - 390021, India

+91-265-2302313 www.collabera.com



SUTHERLAND

229

Appointment Letter

College Name: Sri Venkateswara College Of Engineering and Technology

Date: 05-March-2020

Dear **Madhana Gopal T,**

Congratulations! We welcome you to the family of Sutherland!

With reference to the discussions you had with us, we are pleased to Appoint with us as **Associate-Voice** in the Company. Please note that this position is pending a favorable background verification and reference check. You are requested to join us **on or before June 26, 2020** on the following terms and conditions.

Your place of posting will be initially at Chennai. However, during your employment with us you may be posted or transferred/attached to any other units/companies/ offices or clients of The Sutherland Group either in India or Abroad at the sole discretion of the Management.

Your emoluments by way of Annual Cost to the Company are **Rs. 250000/- per annum (Rupees Two Lakh Fifty Thousand Only)**.

You shall report to **Hemanth Kumar** of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.

You may be required to work in shift system of the company as intimated to you from time to time.

You are governed by the "Sutherland's Code of Conduct as updated from time to time" of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.

This is a contract for employment at will. You would be on probation for a period of 6 months and either party can terminate this contract of employment in 15 days advance notice or pay salary in lieu of the same to the other party. On completion of 6 months, your services will be deemed to be confirmed automatically unless informed otherwise in writing.

On confirmation, either party can terminate this contract for employment by giving 60 days advance notice or pay salary in lieu of the same to the other party. You understand and agree that if you do not complete the notice period the Company may be subject to losses or irreparable damages. Hence, the Company may, at its sole discretion, reject payment in lieu of notice period, and require you to complete the notice period in accordance with the employment contract, including any changes/amendments to the notice period, duly communicated to you without you having objected to the same within one month of such communication. If you fail to do so, the Company shall be entitled to sue you for specific performance of the contract as also claim ascertained damages.



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Engineering and Technology.
Thirupachur, Thiruvallur - 601 203

The company reserves the right to terminate your employment on grounds of unauthorized absence from duty, non-performance, misconduct, fraud, negligence, theft, willful violation of the company rules, misappropriation, imprisonment or censure by a court of law or as it may deem fit in the instant case and will not pay any notice pay.

During the period of your employment with us, you will not work directly or indirectly for any other person, firm, company or organization or engage yourself with any trade or business whether with or without remuneration in any capacity without the prior written permission of the company.

You will maintain utmost secrecy of the affairs or works of the company and should not divulge any information of the company by any mode of communication to any other person or organization etc., during your employment with us or thereafter.

Your appointment is subject to that your self-declaration on medical fitness and you will have to maintain a state of overall sound health in order to be able to perform your Services per expected standards and continue employment in the Company.

All inventions, improvements and discoveries made solely by you or jointly while on duty need to be disclosed to the company and the company has the sole right, title and interest over such inventions, improvements, and discoveries and has the intellectual property rights over them.

You shall keep the company informed in writing, of any change in your address. Failing which any notice/letter sent by the company to your address mentioned above shall be sufficient for the purpose of this contract.

The Personal Information you provide to the Company in connection with your recruitment and subsequent employment will be used for the purpose of administering your employment with the Company in general and the Company's human resources in particular. You have the right to access and correct your own Personal Information which the Company has. Any request for Personal Information access and/or correction should be addressed to the Human Resources Department. You shall keep the company informed of any change in your present or permanent address or contact details (e-mail/ contact number).

You will automatically retire from the services of the company on attaining the age of 60 years.

Required Documents

Please bring the following original documents for verification with their photocopies, which would be retained for our records.

Photographs (Six passport size)

All educational certificates including mark sheets in full Relieving Letter & Service Certificate (If employed previously) Proof of Last drawn salary

Aadhar, Passport / Proof of Address

Form -16 along with earnings certificate for IT purpose

Sincerely,
For Sutherland



Thendral Rajendran
Associate Vice President - Talent Acquisition


PRINCIPAL

**Sri Venkateswara College of
Engineering and Technology,**
Thirupachur, Thiruvallur - 631 203

Date: 21/03/2020

LETTER OF APPOINTMENT

Ms. Maythini M

No. 337 3rd Street Eswaran Nagar ,
Veppampattu Thiruvallur- 602024.

Dear Maythini M,

- I. Prochant India Pvt. Ltd. is pleased to confirm our offer of your appointment as **Process Associate**. Your employment will commence on **10th June 2020**.
- II. Prochant Group has extended this offer to you based upon your general knowledge, background, experience and 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.
- III. This letter of appointment is based on the information furnished in your application for Employment and during the interviews you had with us.
- IV. You shall be under probation for a period of **six (6) months** from the Effective date mentioned in clause I above.

Remuneration and other benefits

- V. In consideration of the services and obligations to be performed by you in terms of the conditions laid out in the Employment Agreement dated **10th June 2020**, you shall be entitled to a Monthly gross salary of **Rs 18,000/- (Rupees Eighteen Thousand Only)** which shall be payable commencing from the Effective Date.
- VI. The salary shall be payable on monthly basis on or before 5th of the following month for the previous month
- VII. The Company shall be entitled to deduct from the above remuneration payable to you, the following statutory and compulsory deductions:
 - a. Provident Fund
 - b. Income tax deducted at source at the rates applicable on remuneration.
 - c. Employment/ Professional tax
 - d. ESI (If applicable).

DocuSigned by:

Sadanandan N

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Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

- VIII. You shall be entitled to an annual salary increment based upon your performance for the preceding year.

MISCELLANEOUS

- IX. You are required to maintain the highest order of discipline and secrecy with regard to the work as well as the confidential information including but not limited to the patient and client data of the company and/or its subsidiaries or associate companies. You will also be required to sign the HIPAA Employee Addendum on your joining.
- X. As a full-time employee, the notice period for your resignation from services shall be 60 days. In case of your leaving the employment of the Company without notice, you shall be liable to pay an amount equivalent to your two month's salary to the company.
- XI. You will be receiving a new employee packet prior or on the joining date, please ensure to complete all forms. It is important that we receive your letter and the signed Employment Agreement along with all the Annexure prior or on your commencement date. Please note that you are not authorized to alter the terms or conditions of the Employment Agreement in any manner. You are entitled to keep this letter and a copy of the Employee Agreement and other Annexure for your records.
- XII. We believe that you will make a substantial impact upon the future direction and success of our company.

Please sign below to accept the offer.

Sincerely,



Maythini M

DocuSigned by:

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Sadanandan N
Director,
Prochant India Pvt Ltd




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Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

January 30, 2020

Minnaloli L.

Mosur.

Dear Minnaloli L,
Congratulations!

Offer Letter

Congratulations! We are pleased to offer you the position of **Trainee Process Associate** at AGS Health Private Limited.

Your annual cost to company (CTC) would be **₹204000**. In addition to this, you will also be eligible for a performance based incentive up to **₹102000 per annum**, to be paid as per the Company's incentive policy, after your successful completion of On the Job Training (OJT) which will vary from process to process. Annexure A contains the break-up of your compensation package.

Your base location will be at Chennai. You will be required to work in any of our office locations and such locations are subject to change at the discretion of the company. Further, you agree and understand that depending on the business requirements of the company, you may be asked to change your project/process and you may be asked to work in different shift timings

We request you to join us on or before **October 18, 2020**. Please note that this appointment is subject to satisfactory completion of background verification and other joining formalities.

You would be provided with an appointment letter along with the Terms and Conditions of Employment upon your joining. We look forward to you joining us.

AGS Health treats Information Security Compliance with paramount importance. As a candidate seeking employment with AGS Health, it is imperative that you adhere to the Information Security policy guidelines in vogue. You would be briefed about the guidelines at the time of joining.

Please do not hesitate to call us for any information you may need. Please sign the duplicate of this offer letter as your acceptance and forward the same to us.

Sincerely,



Kiran Guntur
Executive Director – Human Resources

Acceptance of Invite:

I accept the terms and conditions of this offer letter and the attached annexures, and agree to be legally bound by the same.

Signature: 

Date: 22-6-2020

1. The compensation matrix may differ as per prevailing market indices of the base location (i.e. where you will be based out of and will work for AGS Health).

2. At the time of joining, please bring all the documents as mentioned in the Joining Checklist (Annexure B).

AGS Health Private Limited, 4 Canal Bank Road, Chennai 600 113, India
P: +91 44 4510 4520 | F: +91 44 4510 4521




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Thirupacher, Thiruvallur - 631 203



SUTHERLAND

232

Appointment Letter

College Name: Sri Venkateswara College Of Engineering and Technology

Date: 05-March-2020

Dear **Mohanasundari S,**

Congratulations! We welcome you to the family of Sutherland!

With reference to the discussions you had with us, we are pleased to Appoint with us as **Associate-Voice** in the Company. Please note that this position is pending a favorable background verification and reference check. You are requested to join us **on or before June 26, 2020** on the following terms and conditions.

Your place of posting will be initially at Chennai. However, during your employment with us you may be posted or transferred/attached to any other units/companies/ offices or clients of The Sutherland Group either in India or Abroad at the sole discretion of the Management.

Your emoluments by way of Annual Cost to the Company are **Rs. 250000/- per annum (Rupees Two Lakh Fifty Thousand Only).**

You shall report to **Hemanth Kumar** of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.

You may be required to work in shift system of the company as intimated to you from time to time.

You are governed by the "Sutherland's Code of Conduct as updated from time to time" of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.

This is a contract for employment at will. You would be on probation for a period of 6 months and either party can terminate this contract of employment in 15 days advance notice or pay salary in lieu of the same to the other party. On completion of 6 months, your services will be deemed to be confirmed automatically unless informed otherwise in writing.

On confirmation, either party can terminate this contract for employment by giving 60 days advance notice or pay salary in lieu of the same to the other party. You understand and agree that if you do not complete the notice period the Company may be subject to losses or irreparable damages. Hence, the Company may, at its sole discretion, reject payment in lieu of notice period, and require you to complete the notice period in accordance with the employment contract, including any changes/amendments to the notice period, duly communicated to you without you having objected to the same within one month of such communication. If you fail to do so, the Company shall be entitled to sue you for specific performance of the contract as also claim ascertained damages.



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Thirupachur, Thiruvallur - 631 203

The company reserves the right to terminate your employment on grounds of unauthorized absence from duty, non-performance, misconduct, fraud, negligence, theft, willful violation of the company rules, misappropriation, imprisonment or censure by a court of law or as it may deem fit in the instant case and will not pay any notice pay.

During the period of your employment with us, you will not work directly or indirectly for any other person, firm, company or organization or engage yourself with any trade or business whether with or without remuneration in any capacity without the prior written permission of the company.

You will maintain utmost secrecy of the affairs or works of the company and should not divulge any information of the company by any mode of communication to any other person or organization etc., during your employment with us or thereafter.

Your appointment is subject to that your self-declaration on medical fitness and you will have to maintain a state of overall sound health in order to be able to perform your Services per expected standards and continue employment in the Company.

All inventions, improvements and discoveries made solely by you or jointly while on duty need to be disclosed to the company and the company has the sole right, title and interest over such inventions, improvements, and discoveries and has the intellectual property rights over them.

You shall keep the company informed in writing, of any change in your address. Failing which any notice/letter sent by the company to your address mentioned above shall be sufficient for the purpose of this contract.

The Personal Information you provide to the Company in connection with your recruitment and subsequent employment will be used for the purpose of administering your employment with the Company in general and the Company's human resources in particular. You have the right to access and correct your own Personal Information which the Company has. Any request for Personal Information access and/or correction should be addressed to the Human Resources Department. You shall keep the company informed of any change in your present or permanent address or contact details (e-mail/ contact number).

You will automatically retire from the services of the company on attaining the age of 60 years.

Required Documents

Please bring the following original documents for verification with their photocopies, which would be retained for our records.

Photographs (Six passport size)

All educational certificates including mark sheets in full Relieving Letter & Service Certificate (If employed previously) Proof of Last drawn salary

Aadhar, Passport / Proof of Address

Form -16 along with earnings certificate for IT purpose

Sincerely,
For Sutherland



Thendral Rajendran
Associate Vice President - Talent Acquisition



PRINCIPAL
**Sri Venkateswara College of
Engineering and Technology.**
Thirupachur, Thiruvallur - 631 203

Date: 21/03/2020

LETTER OF APPOINTMENT

Ms. Monika D

1174 csi goudie Ground RH road ,
Ikkadu thiruvallur 602021.

Dear Monika D,

- I. Prochant India Pvt. Ltd. is pleased to confirm our offer of your appointment as **Process Associate**. Your employment will commence on **10th June 2020**.
- II. Prochant Group has extended this offer to you based upon your general knowledge, background, experience and 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.
- III. This letter of appointment is based on the information furnished in your application for Employment and during the interviews you had with us.
- IV. You shall be under probation for a period of **six (6) months** from the Effective date mentioned in clause I above.

Remuneration and other benefits

- V. In consideration of the services and obligations to be performed by you in terms of the conditions laid out in the Employment Agreement dated **10th June 2020**, you shall be entitled to a Monthly gross salary of **Rs 18,000/- (Rupees Eighteen Thousand Only)** which shall be payable commencing from the Effective Date.
- VI. The salary shall be payable on monthly basis on or before **5th** of the following month for the previous month
- VII. The Company shall be entitled to deduct from the above remuneration payable to you, the following statutory and compulsory deductions:
 - a. Provident Fund
 - b. Income tax deducted at source at the rates applicable on remuneration.
 - c. Employment/ Professional tax
 - d. ESI (If applicable).

DocuSigned by:

Sadanandan N

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Thirupachur, Thiruvallur - 631 203**

VIII. You shall be entitled to an annual salary increment based upon your performance for the preceding year.

MISCELLANEOUS


- IX. You are required to maintain the highest order of discipline and secrecy with regard to the work as well as the confidential information including but not limited to the patient and client data of the company and/or its subsidiaries or associate companies. You will also be required to sign the HIPAA Employee Addendum on your joining.
- X. As a full-time employee, the notice period for your resignation from services shall be 60 days. In case of your leaving the employment of the Company without notice, you shall be liable to pay an amount equivalent to your two month's salary to the company.
- XI. You will be receiving a new employee packet prior or on the joining date, please ensure to complete all forms. It is important that we receive your letter and the signed Employment Agreement along with all the Annexure prior or on your commencement date. Please note that you are not authorized to alter the terms or conditions of the Employment Agreement in any manner. You are entitled to keep this letter and a copy of the Employee Agreement and other Annexure for your records.
- XII. We believe that you will make a substantial impact upon the future direction and success of our company.

Please sign below to accept the offer.

Sincerely,



Monika D

DocuSigned by:

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Sadanandan N
Director,
Prochant India Pvt Ltd




PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203



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Appointment Letter

College Name: Sri Venkateswara College Of Engineering and Technology

Date: 05-March-2020

Dear **Mugilan A K,**

Congratulations! We welcome you to the family of Sutherland!

With reference to the discussions you had with us, we are pleased to Appoint with us as **Associate-Voice** in the Company. Please note that this position is pending a favorable background verification and reference check. You are requested to join us **on or before June 26, 2020** on the following terms and conditions.

Your place of posting will be initially at Chennai. However, during your employment with us you may be posted or transferred/attached to any other units/companies/ offices or clients of The Sutherland Group either in India or Abroad at the sole discretion of the Management.

Your emoluments by way of Annual Cost to the Company are **Rs. 250000/- per annum (Rupees Two Lakh Fifty Thousand Only)**.

You shall report to **Hemanth Kumar** of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.

You may be required to work in shift system of the company as intimated to you from time to time.

You are governed by the "Sutherland's Code of Conduct as updated from time to time" of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.

This is a contract for employment at will. You would be on probation for a period of 6 months and either party can terminate this contract of employment in 15 days advance notice or pay salary in lieu of the same to the other party. On completion of 6 months, your services will be deemed to be confirmed automatically unless informed otherwise in writing.

On confirmation, either party can terminate this contract for employment by giving 60 days advance notice or pay salary in lieu of the same to the other party. You understand and agree that if you do not complete the notice period the Company may be subject to losses or irreparable damages. Hence, the Company may, at its sole discretion, reject payment in lieu of notice period, and require you to complete the notice period in accordance with the employment contract, including any changes/amendments to the notice period, duly communicated to you without you having objected to the same within one month of such communication. If you fail to do so, the Company shall be entitled to sue you for specific performance of the contract as also claim ascertained damages.




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The company reserves the right to terminate your employment on grounds of unauthorized absence from duty, non-performance, misconduct, fraud, negligence, theft, willful violation of the company rules, misappropriation, imprisonment or censure by a court of law or as it may deem fit in the instant case and will not pay any notice pay.

During the period of your employment with us, you will not work directly or indirectly for any other person, firm, company or organization or engage yourself with any trade or business whether with or without remuneration in any capacity without the prior written permission of the company.

You will maintain utmost secrecy of the affairs or works of the company and should not divulge any information of the company by any mode of communication to any other person or organization etc., during your employment with us or thereafter.

Your appointment is subject to that your self-declaration on medical fitness and you will have to maintain a state of overall sound health in order to be able to perform your Services per expected standards and continue employment in the Company.

All inventions, improvements and discoveries made solely by you or jointly while on duty need to be disclosed to the company and the company has the sole right, title and interest over such inventions, improvements, and discoveries and has the intellectual property rights over them.

You shall keep the company informed in writing, of any change in your address. Failing which any notice/letter sent by the company to your address mentioned above shall be sufficient for the purpose of this contract.

The Personal Information you provide to the Company in connection with your recruitment and subsequent employment will be used for the purpose of administering your employment with the Company in general and the Company's human resources in particular. You have the right to access and correct your own Personal Information which the Company has. Any request for Personal Information access and/or correction should be addressed to the Human Resources Department. You shall keep the company informed of any change in your present or permanent address or contact details (e-mail/ contact number).

You will automatically retire from the services of the company on attaining the age of 60 years.

Required Documents

Please bring the following original documents for verification with their photocopies, which would be retained for our records.

Photographs (Six passport size)

All educational certificates including mark sheets in full Relieving Letter & Service Certificate (If employed previously) Proof of Last drawn salary

Aadhar, Passport / Proof of Address

Form -16 along with earnings certificate for IT purpose

Sincerely,
For Sutherland



Thendral Rajendran
Associate Vice President - Talent Acquisition



PRINCIPAL
Sri Venkateswara College of Engineering and Technology,
Thirupachur, Thiruvallur - 631 203



SUTHERLAND®

235

Appointment Letter

College Name: Sri Venkateswara College Of Engineering and Technology

Date: 05-March-2020

Dear **Pallavi P,**

Congratulations! We welcome you to the family of Sutherland!

With reference to the discussions you had with us, we are pleased to Appoint with us as **Associate-Voice** in the Company. Please note that this position is pending a favorable background verification and reference check. You are requested to join us **on or before June 26, 2020** on the following terms and conditions.

Your place of posting will be initially at Chennai. However, during your employment with us you may be posted or transferred/attached to any other units/companies/ offices or clients of The Sutherland Group either in India or Abroad at the sole discretion of the Management.

Your emoluments by way of Annual Cost to the Company are **Rs. 250000/- per annum (Rupees Two Lakh Fifty Thousand Only).**

You shall report to **Hemanth Kumar** of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.

You may be required to work in shift system of the company as intimated to you from time to time.

You are governed by the "Sutherland's Code of Conduct as updated from time to time" of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.

This is a contract for employment at will. You would be on probation for a period of 6 months and either party can terminate this contract of employment in 15 days advance notice or pay salary in lieu of the same to the other party. On completion of 6 months, your services will be deemed to be confirmed automatically unless informed otherwise in writing.

On confirmation, either party can terminate this contract for employment by giving 60 days advance notice or pay salary in lieu of the same to the other party. You understand and agree that if you do not complete the notice period the Company may be subject to losses or irreparable damages. Hence, the Company may, at its sole discretion, reject payment in lieu of notice period, and require you to complete the notice period in accordance with the employment contract, including any changes/amendments to the notice period, duly communicated to you without you having objected to the same within one month of such communication. If you fail to do so, the Company shall be entitled to sue you for specific performance of the contract as also claim ascertained damages.




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The company reserves the right to terminate your employment on grounds of unauthorized absence from duty, non-performance, misconduct, fraud, negligence, theft, willful violation of the company rules, misappropriation, imprisonment or censure by a court of law or as it may deem fit in the instant case and will not pay any notice pay.

During the period of your employment with us, you will not work directly or indirectly for any other person, firm, company or organization or engage yourself with any trade or business whether with or without remuneration in any capacity without the prior written permission of the company.

You will maintain utmost secrecy of the affairs or works of the company and should not divulge any information of the company by any mode of communication to any other person or organization etc., during your employment with us or thereafter.

Your appointment is subject to that your self-declaration on medical fitness and you will have to maintain a state of overall sound health in order to be able to perform your Services per expected standards and continue employment in the Company.

All inventions, improvements and discoveries made solely by you or jointly while on duty need to be disclosed to the company and the company has the sole right, title and interest over such inventions, improvements, and discoveries and has the intellectual property rights over them.

You shall keep the company informed in writing, of any change in your address. Failing which any notice/letter sent by the company to your address mentioned above shall be sufficient for the purpose of this contract.

The Personal Information you provide to the Company in connection with your recruitment and subsequent employment will be used for the purpose of administering your employment with the Company in general and the Company's human resources in particular. You have the right to access and correct your own Personal Information which the Company has. Any request for Personal Information access and/or correction should be addressed to the Human Resources Department. You shall keep the company informed of any change in your present or permanent address or contact details (e-mail/ contact number).

You will automatically retire from the services of the company on attaining the age of 60 years.

Required Documents

Please bring the following original documents for verification with their photocopies, which would be retained for our records.

Photographs (Six passport size)

All educational certificates including mark sheets in full Relieving Letter & Service Certificate (If employed previously) Proof of Last drawn salary

Aadhar, Passport / Proof of Address

Form -16 along with earnings certificate for IT purpose

Sincerely,
For Sutherland



Thendral Rajendran
Associate Vice President - Talent Acquisition




Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203



CGI Information Systems and Management Consultants Pvt. Ltd.
Regd. Office: e.city, Tower 2, No.95/1 & 95/2,
Electronic City, Phase I (West)
Bangalore – 560 100, India
Tel +91-80-6642 2222 | Fax +91-80-6642 1200

cgi.com

CIN: U72200KA1990PTC019138

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Personal and Confidential
Jan 06, 2020

Ms. Pavithra S

No 368,Elim Nagar, Perungudi,
Chennai – 600096.

Dear Pavithra S,

I am delighted to offer you a role at CGI where we strive to create an environment in which we enjoy working together and, as owners, contribute to building a company we can be proud of. We are very excited about the prospect of having you join us, and look forward to welcoming you.

As part of the leading top 5 independent information technology companies in the world, there are many opportunities for growth and development, both individually and as part of a large professional community. I hope you will choose to be part of our CGI Global Community, a team of extraordinary people building a company that reflects their aspirations and is supported by our shared vision and values.

We are offering you the position of **Software Engineer** and your Gross Compensation is **INR 350,004/-**

We will communicate to you the details of joining location, venue, date and time, basis business priorities. Your appointment will be effective on your joining date. If you do not confirm your acceptance within three working days, this offer will be withdrawn.

- To confirm your acceptance of this offer, you are required to communicate via email to your assigned Recruiter's CGI e-mail id and confirm your joining date. If you have questions, write to cgirecruitment.india@cgi.com
- Your reporting time on the joining date is 8:30 a.m. Kindly note that it is important to be on time to complete the joining formalities
- On your joining date, please bring the originals and one set of photocopies of the documents mentioned in Annexure-A
- Please contact us at 080-4194 0000 (Monday to Friday between 9:30 a.m. to 5:30 p.m.) or via the above-mentioned email-Id for any queries regarding your employment offer.

The terms and conditions governing your employment are as under:

- Your employment with the Company is at all times subject to you having and maintaining a valid work permit from the Government of India (if applicable). A copy of the work permit needs to be furnished by you on the date of on boarding failing which you will not be permitted to join
- You will be on Probation for a period of six (6) months from the date of appointment. You will be confirmed as a permanent employee at the end of the period of probation by a letter of confirmation, if your conduct and performance in the appointed position are found satisfactory during the period of probation. The Company shall have the right to extend the Probationary Period for a further period of six (6) months or a part thereof. The Probationary Period shall be deemed to have been extended unless notified otherwise in writing
- On joining, you will be part of various training programs devised by the Company to help you prepare for assignments as part of your employment with the Company. You acknowledge that the Company may incur considerable expenses to impart such training programs and consequently, you agree to serve the Company for a period of two (2) years effective from your date of appointment and execute a service agreement with the Company upon request. You will also have to sign the Employment Agreement with the Company
- You will be eligible for a performance revision as per company policy

HR/FUD/4371




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Experience the commitment



• **Base Compensation Components:**

Designation	: Associate Software Engineer	
Effective	: January 6, 2020	
Pay Components	Pay Components	Pay Components
Basic (Inclusive of D.A.)	21,500	258,000
Flexible Compensation Plan ¹	4,053	48,636
Base Compensation	25,553	306,636
Provident Fund <i>Company Contribution</i>	2,580	30,960
Gratuity Fund Contribution	1,034	12,408
Gross Compensation	29,167	350,004

In addition to the above you are eligible for:

- Group Medical Insurance, Group Personal Accident Insurance and Group Term Insurance
- CGI will contribute towards **Share Purchase Plan (SPP)** upto 3.0% of Base Compensation ; matching your contribution. It puts into practice company's philosophy of intrapreneurship through ownership. All regular full-time members are invited to participate upon their hiring. Only those members who enroll for this benefit are eligible for receiving the company contribution & will need to contribute an equal amount on a monthly basis towards the purchase of CGI shares
- **Target Profit Participation Plan (PPP)** at 2.0% of Base Compensation on pro rata basis. It is designed to encourage high-performance work culture. Actual PPP payouts are based on performance of CGI, performance of Business Units and performance of Individuals. All regular members employed as of June 30th of the reference fiscal year (Oct-Sept) are eligible. The Corporate guidelines of PPP may be amended from time to time

Eligible members will be paid statutory bonus as per the provisions of the Payment of Bonus Act, 1965. Where members are eligible for both statutory bonus as well as the PPP, the company shall deduct from the PPP allocated to a member the amount of statutory bonus payable under the Act for such corresponding period and the difference will be paid as the actual PPP

Note:

Flexible Compensation Plan¹: Option includes components like Meal vouchers, conveyance, NPS, LTA, etc.

The tax liability arising out of the above payments now or in the future, due to changes in income tax provision shall be borne by you.

I look forward to your acceptance of this offer and to welcoming you to our team. I am confident that in this new role, you will make a valuable contribution to CGI and our continued success.

Yours sincerely

**For CGI Information Systems and
Management Consultants Pvt. Ltd.,**

**Sudhir Subbaraman
Senior Vice President**

I have read the terms and conditions of employment and the contents of the employment agreement and in token of my acceptance; I duly acknowledge the receipt of the letter of employment.

Please sign below to confirm that you agree with the terms and conditions stated in this letter.

Signature & Date



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**Sri Venkateswara College of
Engineering and Technology,**
Thirupachur, Thiruvallur - 631 203

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January 30, 2020
Prem Kumar V.
Korattur.

Dear Prem Kumar V,
Congratulations!

Offer Letter

Congratulations! We are pleased to offer you the position of **Trainee Process Associate** at AGS Health Private Limited.

Your annual cost to company (CTC) would be **₹204000**, In addition to this, you will also be eligible for a performance based incentive up to **₹102000 per annum**, to be paid as per the Company's incentive policy, after your successful completion of On the Job Training (OJT) which will vary from process to process. Annexure A contains the break-up of your compensation package.

Your base location will be at Chennai. You will be required to work in any of our office locations and such locations are subject to change at the discretion of the company. Further, you agree and understand that depending on the business requirements of the company, you may be asked to change your project/process and you may be asked to work in different shift timings

We request you to join us on or before **October 18, 2020**. Please note that this appointment is subject to satisfactory completion of background verification and other joining formalities.

You would be provided with an appointment letter along with the Terms and Conditions of Employment upon your joining. We look forward to you joining us.

AGS Health treats Information Security Compliance with paramount importance. As a candidate seeking employment with AGS Health, it is imperative that you adhere to the Information Security policy guidelines in vogue. You would be briefed about the guidelines at the time of joining.

Please do not hesitate to call us for any information you may need. Please sign the duplicate of this offer letter as your acceptance and forward the same to us.

Sincerely,



Kiran Guntur
Executive Director – Human Resources

Acceptance of Invite:

I accept the terms and conditions of this offer letter and the attached annexures, and agree to be legally bound by the same.

Signature: 

Date: 22.6.2020

1. The compensation matrix may differ as per prevailing market indices of the base location (i.e. where you will be based out of and will work for AGS Health).

2. At the time of joining, please bring all the documents as mentioned in the Joining Checklist (Annexure B).




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Temenos Offer

JANUARY 20 ,2020 (MM/DD/YYYY)

Dear **priya J**
443/A, Perumal Koil Street, Koppur Colony,
Koppur-602025.

It gives us immense pleasure in inviting you to join Kony India Pvt Ltd as one of its valuable members. We believe that organizations grow and flourish fuelled by the enthusiasm and energy of the people, who are willing to invest in to the future. We are sure that with your joining, we will be adding to our organization's strengths of competence, commitment and customer orientation.

1. Position: **Software Engineer**

2. Band: **A**

3. Job Family: **Technical**

4. Department: **Development-product**

5. Reporting to: **Priya Sugandh**

6. Job Description: **KEY RESPONSIBILITIES**

Own the design, development, testing and shipping of features in the banking space.
Collaborate with other members on the team to effectively deliver high quality features.
Ability to hold a high bar on quality of everything which we release.
. Do design and code reviews for peers.
Continually look for ways to improve our engineering systems and processes

7. Date of joining: **July 3, 2020 (MM/DD/YYYY)**

8. Probation: There will be a standard 6-month probationary period at the end of which the probationary period will automatically terminate unless intimated to you otherwise.

9. Termination: During probation one month notice and After probation, three months notice must be given should either party wish to terminate employment. However, any misdemeanor or misconduct will justify immediate dismissal without notice or compensation.

10. Working Hours: 8 hours per day, 5 days per week (Mon to Fri). Working hours may be subject to change following business requirements.

11. Place of work: SEZ - Unit II, Level 7, Building No.H06, HiTech City2 Phoenix Info City, Hyderabad, TELANGANA 500081 IND. You may however be required to take up assignments with subsidiaries of the group and/or our clients, which




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Thirupachur, Thiruvallur - 631 203

may include travel within India or abroad.

12. Vacation: Grant of leave will be governed by the provision of Leave Policy prevailing in Temenos India. You will be eligible for 12 days each of Paid Casual leave, Sick leave and 15 days of Privilege leave for every calendar year. There is a provision to accumulate privilege leave, subject to a maximum limit of 60 days. Apart from this you will also be entitled to statutory public holidays.

13. Insurance: You will be entitled to the standard group medical insurance cover taken out by the company. It includes Group Medclaim (GMC), Personal Accident (PAC) and Group Term Life (GTL).

14. Confidentiality: All matters, information or work undertaken by you in the course of your employment are confidential and you shall not release to third parties or make known any such matters, information or work without the prior written consent of the company.

15. Company's Procedures: Temenos has a Group Policy for staff that contains the company's operating rules and procedures. You shall abide to them.

16. Training: You will be provided adequate classroom training and the duration of training would be purely based on the business requirement. Based on the business requirement, period of training will vary or get extended. Your confirmation and continuation of employment will be primarily based on your performance in the training and your meeting the training criteria during and at the end of training. The criteria will be decided based on the type of training. During the Training / probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training / employment can be terminated by the Company with one week notice.

17. Training Agreement : At the time of joining, you need to sign the the Training Agreement, which stipulates a condition that you have to serve the company for a minimum period of two (2) years after the Training period. Failing which you will be required to reimburse the company an amount of INR 300,000/- (Rupees Three Lakhs Only) towards the cost of Training/Training Certification and all other costs related to training.

18. Passport: You will need to produce the photocopy of the passport or receipt for having applied for the same.

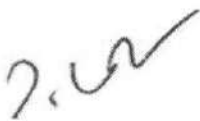
19. Background Checks: The company at its sole discretion may conduct background checks, prior to or after your joining service in Temenos, verify your identity, the address you reside in, your educational qualifications and details to your prior employment/s, if any, as mentioned in your application form / Offer Annexure, and conduct any criminal checks / records. You expressly consent to the company for conducting such background checks. You will be required to furnish documents as specified in "Offer Annexure" towards the background checks.

20. Validity of the Offer: Offer of employment is subject to the following

- a. Clearance by the company doctor based on the "medical examination".
- b. In case you do not communicate your acceptance of the offer or do not join duties on the date mentioned above, the offer contained in this letter shall stand automatically cancelled, unless specifically extended by Temenos India, in writing or by email.

Please acknowledge your offer acceptance in Cornerstone to indicate your agreement to these terms and consideration of employment. Formal Letter of Employment will replace this letter after you have joined Temenos India.

Yours sincerely,



T. Sethu Rathinam
Vice President – Human Resources




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Thirupachur, Thiruvallur - 631 203

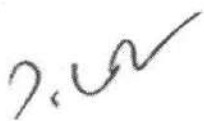
ANNEXURE I - Salary Structure

Your salary structure would be as indicated below:

Salary Components	INR Per Annum
A - Gross Salary	
Basic	180,000.00
HRA	55,000.00
Basket of Allowance	65,000.00
Total (A)	290,000.00
B - Other benefits	
Employer's contribution to Provident Fund (12% on Basic) as per law	33,000.00
Contribution to Gratuity as per law	13,221.00
Superannuation*	17,500.00
Insurance Benefit	4,500.00
C - Short Term incentive*	
Short Term incentive*	As per applicable Short Term Incentive(STI) plan
Total Compensation (A+B)	358,221.00

* **Short Term Incentive (STI):** The percentage of STI eligibility is based on the Band. The actual STI payment is subject to company performance and individual performance.
Please note that the payment of variable compensation is based on the sole discretion of the management. In case of disputes, management reserves the right to make a final decision.

Yours sincerely,



T. Sethu Rathinam
Vice President – Human Resources




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Thirupachur. Thiruvallur - 631 203

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January 30, 2020
Ramya N.
Thiruvallur.

Dear Ramya N,
Congratulations!

Offer Letter

Congratulations! We are pleased to offer you the position of **Trainee Process Associate** at AGS Health Private Limited.

Your annual cost to company (CTC) would be **₹204000**, In addition to this, you will also be eligible for a performance based incentive up to **₹102000 per annum**, to be paid as per the Company's incentive policy, after your successful completion of On the Job Training (OJT) which will vary from process to process. Annexure A contains the break-up of your compensation package.

Your base location will be at Chennai. You will be required to work in any of our office locations and such locations are subject to change at the discretion of the company. Further, you agree and understand that depending on the business requirements of the company, you may be asked to change your project/process and you may be asked to work in different shift timings

We request you to join us on or before **October 18, 2020**. Please note that this appointment is subject to satisfactory completion of background verification and other joining formalities.

You would be provided with an appointment letter along with the Terms and Conditions of Employment upon your joining. We look forward to you joining us.

AGS Health treats Information Security Compliance with paramount importance. As a candidate seeking employment with AGS Health, it is imperative that you adhere to the Information Security policy guidelines in vogue. You would be briefed about the guidelines at the time of joining.

Please do not hesitate to call us for any information you may need. Please sign the duplicate of this offer letter as your acceptance and forward the same to us.

Sincerely,



Kiran Guntur
Executive Director – Human Resources

Acceptance of Invite:

I accept the terms and conditions of this offer letter and the attached annexures, and agree to be legally bound by the same.

Signature:



Date: 22/6/20

1. The compensation matrix may differ as per prevailing market indices of the base location (i.e. where you will be based out of and will work for AGS Health).

2. At the time of joining, please bring all the documents as mentioned in the Joining Checklist (Annexure B).

AGS Health Private Limited, 4 Canal Bank Road, Chennai 600 113, India
P: +91 44 4510 4520 | F: +91 44 4510 4521




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CGI Information Systems and Management Consultants Pvt. Ltd.

Regd. Office: e.city, Tower 2, No.95/1 & 95/2,
Electronic City, Phase I (West)
Bangalore – 560 100. India
Tel +91-80-6642 2222 | Fax +91-80-6642 1200

cgi.com

CIN: U72200KA1990PTC019138

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Personal and Confidential
Jan 06, 2020

Ms. Santhana Lakshmi V

14/10, Anbazhagan Nagar, Elango Street, Perambur
Chennai-600011

Dear Santhana Lakshmi V,

I am delighted to offer you a role at CGI where we strive to create an environment in which we enjoy working together and, as owners, contribute to building a company we can be proud of. We are very excited about the prospect of having you join us, and look forward to welcoming you.

As part of the leading top 5 independent information technology companies in the world, there are many opportunities for growth and development, both individually and as part of a large professional community. I hope you will choose to be part of our CGI Global Community, a team of extraordinary people building a company that reflects their aspirations and is supported by our shared vision and values.

We are offering you the position of **Software Engineer** and your Gross Compensation is **INR 350,004/-**

We will communicate to you the details of joining location, venue, date and time, basis business priorities. Your appointment will be effective on your joining date. If you do not confirm your acceptance within three working days, this offer will be withdrawn.

- To confirm your acceptance of this offer, you are required to communicate via email to your assigned Recruiter's CGI e-mail id and confirm your joining date. If you have questions, write to cgirecruitment.india@cgi.com
- Your reporting time on the joining date is 8:30 a.m. Kindly note that it is important to be on time to complete the joining formalities
- On your joining date, please bring the originals and one set of photocopies of the documents mentioned in Annexure-A
- Please contact us at 080-4194 0000 (Monday to Friday between 9:30 a.m. to 5:30 p.m.) or via the above-mentioned email-Id for any queries regarding your employment offer.

The terms and conditions governing your employment are as under:

- Your employment with the Company is at all times subject to you having and maintaining a valid work permit from the Government of India (if applicable). A copy of the work permit needs to be furnished by you on the date of on boarding failing which you will not be permitted to join
- You will be on Probation for a period of six (6) months from the date of appointment. You will be confirmed as a permanent employee at the end of the period of probation by a letter of confirmation, if your conduct and performance in the appointed position are found satisfactory during the period of probation. The Company shall have the right to extend the Probationary Period for a further period of six (6) months or a part thereof. The Probationary Period shall be deemed to have been extended unless notified otherwise in writing
- On joining, you will be part of various training programs devised by the Company to help you prepare for assignments as part of your employment with the Company. You acknowledge that the Company may incur considerable expenses to impart such training programs and consequently, you agree to serve the Company for a period of two (2) years effective from your date of appointment and execute a service agreement with the Company upon request. You will also have to sign the Employment Agreement with the Company
- You will be eligible for a performance revision as per company policy

HRA#EVD#4




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| Experience the commitment®



• **Base Compensation Components:**

Designation	: Software Engineer	
Effective	: January 6, 2020	
Pay Components	Pay Components	Pay Components
Basic (Inclusive of D.A.)	21,500	258,000
Flexible Compensation Plan ¹	4,053	48,636
Base Compensation	25,553	306,636
Provident Fund <i>Company Contribution</i>	2,580	30,960
Gratuity Fund Contribution	1,034	12,408
Gross Compensation	29,167	350,004

In addition to the above you are eligible for:

- Group Medical Insurance, Group Personal Accident Insurance and Group Term Insurance
- CGI will contribute towards **Share Purchase Plan (SPP)** upto 3.0% of Base Compensation ; matching your contribution. It puts into practice company's philosophy of intrapreneurship through ownership. All regular full-time members are invited to participate upon their hiring. Only those members who enroll for this benefit are eligible for receiving the company contribution & will need to contribute an equal amount on a monthly basis towards the purchase of CGI shares
- Target **Profit Participation Plan (PPP)** at 2.0% of Base Compensation on pro rata basis. It is designed to encourage high-performance work culture. Actual PPP payouts are based on performance of CGI, performance of Business Units and performance of Individuals. All regular members employed as of June 30th of the reference fiscal year (Oct-Sept) are eligible. The Corporate guidelines of PPP may be amended from time to time

Eligible members will be paid statutory bonus as per the provisions of the Payment of Bonus Act, 1965. Where members are eligible for both statutory bonus as well as the PPP, the company shall deduct from the PPP allocated to a member the amount of statutory bonus payable under the Act for such corresponding period and the difference will be paid as the actual PPP

Note:

Flexible Compensation Plan¹: Option includes components like Meal vouchers, conveyance, NPS, LTA, etc.

The tax liability arising out of the above payments now or in the future, due to changes in income tax provision shall be borne by you.

I look forward to your acceptance of this offer and to welcoming you to our team. I am confident that in this new role, you will make a valuable contribution to CGI and our continued success.

Yours sincerely

**For CGI Information Systems and
Management Consultants Pvt. Ltd.,**

**Sudhir Subbaraman
Senior Vice President**

I have read the terms and conditions of employment and the contents of the employment agreement and in token of my acceptance; I duly acknowledge the receipt of the letter of employment.

Please sign below to confirm that you agree with the terms and conditions stated in this letter.

Santhana Lakshmi .V (6-1-20)
Signature & Date



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Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

Date: 21/03/2020

LETTER OF APPOINTMENT

Ms.Saranya R

No.1, Lakshimanan Muthalai Street,
Korattur, Chennai -600080.

Dear Saranya R,

- I. Prochant India Pvt. Ltd. is pleased to confirm our offer of your appointment as **Process Associate**. Your employment will commence on **10th June 2020**.
- II. Prochant Group has extended this offer to you based upon your general knowledge, background, experience and 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.
- III. This letter of appointment is based on the information furnished in your application for Employment and during the interviews you had with us.
- IV. You shall be under probation for a period of **six (6) months** from the Effective date mentioned in clause I above.

Remuneration and other benefits

- V. In consideration of the services and obligations to be performed by you in terms of the conditions laid out in the Employment Agreement dated **10th June 2020**, you shall be entitled to a Monthly gross salary of **Rs 18,000/- (Rupees Eighteen Thousand Only)** which shall be payable commencing from the Effective Date.
- VI. The salary shall be payable on monthly basis on or before 5th of the following month for the previous month
- VII. The Company shall be entitled to deduct from the above remuneration payable to you, the following statutory and compulsory deductions:
 - a. Provident Fund
 - b. Income tax deducted at source at the rates applicable on remuneration.
 - c. Employment/ Professional tax
 - d. ESI (If applicable).

DocuSigned by:
Sadanandan N
3405E92DE5A640F...



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Thirupachur, Thiruvallur - 631 203

- VIII. You shall be entitled to an annual salary increment based upon your performance for the preceding year.

MISCELLANEOUS

- IX. You are required to maintain the highest order of discipline and secrecy with regard to the work as well as the confidential information including but not limited to the patient and client data of the company and/or its subsidiaries or associate companies. You will also be required to sign the HIPAA Employee Addendum on your joining.
- X. As a full-time employee, the notice period for your resignation from services shall be 60 days. In case of your leaving the employment of the Company without notice, you shall be liable to pay an amount equivalent to your two month's salary to the company.
- XI. You will be receiving a new employee packet prior or on the joining date, please ensure to complete all forms. It is important that we receive your letter and the signed Employment Agreement along with all the Annexure prior or on your commencement date. Please note that you are not authorized to alter the terms or conditions of the Employment Agreement in any manner. You are entitled to keep this letter and a copy of the Employee Agreement and other Annexure for your records.
- XII. We believe that you will make a substantial impact upon the future direction and success of our company.

Please sign below to accept the offer.

Sincerely,


Saranya R

DocuSigned by:
Sadanandan N
3405E92DE5A640F...

Sadanandan N
Director,
Prochant India Pvt Ltd




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Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

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Temenos Offer

JANUARY 20 ,2020 (MM/DD/YYYY)

Dear **Sastha Kumar p**
No. 42/40 voc nagar 2nd street,
Pulianthope, chennai 600012.

It gives us immense pleasure in inviting you to join Kony India Pvt Ltd as one of its valuable members. We believe that organizations grow and flourish fuelled by the enthusiasm and energy of the people, who are willing to invest in to the future. We are sure that with your joining, we will be adding to our organization's strengths of competence, commitment and customer orientation.

1. Position: **Software Engineer**

2. Band: **A**

3. Job Family: **Technical**

4. Department: **Development-product**

5. Reporting to: **Priya Sugandh**

6. Job Description: **KEY RESPONSIBILITIES**

Own the design, development, testing and shipping of features in the banking space.
Collaborate with other members on the team to effectively deliver high quality features.
Ability to hold a high bar on quality of everything which we release.
. Do design and code reviews for peers.
Continually look for ways to improve our engineering systems and processes

7. Date of joining: **July 3, 2020 (MM/DD/YYYY)**

8. Probation: There will be a standard 6-month probationary period at the end of which the probationary period will automatically terminate unless intimated to you otherwise.

9. Termination: During probation one month notice and After probation, three months notice must be given should either party wish to terminate employment. However, any misdemeanor or misconduct will justify immediate dismissal without notice or compensation.

10. Working Hours: 8 hours per day, 5 days per week (Mon to Fri). Working hours may be subject to change following business requirements.

11. Place of work: SEZ - Unit II, Level 7, Building No.H06, HiTech City2 Phoenix Info City, Hyderabad, TELANGANA 500081 IND. You may however be required to take up assignments with subsidiaries of the group and/or our clients, which



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Engineering and Technology.
Thirupachur, Thiruvallur - 631 203

may include travel within India or abroad.

12. Vacation: Grant of leave will be governed by the provision of Leave Policy prevailing in Temenos India. You will be eligible for 12 days each of Paid Casual leave, Sick leave and 15 days of Privilege leave for every calendar year. There is a provision to accumulate privilege leave, subject to a maximum limit of 60 days. Apart from this you will also be entitled to statutory public holidays.

13. Insurance: You will be entitled to the standard group medical insurance cover taken out by the company. It includes Group Medclaim (GMC), Personal Accident (PAC) and Group Term Life (GTL).

14. Confidentiality: All matters, information or work undertaken by you in the course of your employment are confidential and you shall not release to third parties or make known any such matters, information or work without the prior written consent of the company.

15. Company's Procedures: Temenos has a Group Policy for staff that contains the company's operating rules and procedures. You shall abide to them.

16. Training: You will be provided adequate classroom training and the duration of training would be purely based on the business requirement. Based on the business requirement, period of training will vary or get extended. Your confirmation and continuation of employment will be primarily based on your performance in the training and your meeting the training criteria during and at the end of training. The criteria will be decided based on the type of training. During the Training / probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training / employment can be terminated by the Company with one week notice.

17. Training Agreement : At the time of joining, you need to sign the the Training Agreement, which stipulates a condition that you have to serve the company for a minimum period of two (2) years after the Training period. Failing which you will be required to reimburse the company an amount of INR 300,000/- (Rupees Three Lakhs Only) towards the cost of Training/Training Certification and all other costs related to training.

18. Passport: You will need to produce the photocopy of the passport or receipt for having applied for the same.

19. Background Checks: The company at its sole discretion may conduct background checks, prior to or after your joining service in Temenos, verify your identity, the address you reside in, your educational qualifications and details to your prior employment/s, if any, as mentioned in your application form / Offer Annexure, and conduct any criminal checks / records. You expressly consent to the company for conducting such background checks. You will be required to furnish documents as specified in "Offer Annexure" towards the background checks.

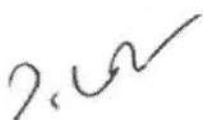
20. Validity of the Offer: Offer of employment is subject to the following

a. Clearance by the company doctor based on the "medical examination".

b. In case you do not communicate your acceptance of the offer or do not join duties on the date mentioned above, the offer contained in this letter shall stand automatically cancelled, unless specifically extended by Temenos India, in writing or by email.

Please acknowledge your offer acceptance in Cornerstone to indicate your agreement to these terms and consideration of employment. Formal Letter of Employment will replace this letter after you have joined Temenos India.

Yours sincerely,



T. Sethu Rathinam
Vice President – Human Resources



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ANNEXURE I - Salary Structure

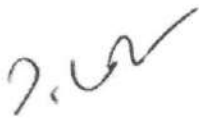
Your salary structure would be as indicated below:

Salary Components	INR Per Annum
A - Gross Salary	
Basic	180,000.00
HRA	55,000.00
Basket of Allowance	65,000.00
Total (A)	290,000.00
B - Other benefits	
Employer's contribution to Provident Fund (12% on Basic) as per law	33,000.00
Contribution to Gratuity as per law	13,221.00
Superannuation*	17,500.00
Insurance Benefit	4,500.00
C - Short Term incentive*	
Short Term incentive*	As per applicable Short Term Incentive(STI) plan
Total Compensation (A+B)	358,221.00

* **Short Term Incentive (STI):** The percentage of STI eligibility is based on the Band. The actual STI payment is subject to company performance and individual performance.

Please note that the payment of variable compensation is based on the sole discretion of the management. In case of disputes, management reserves the right to make a final decision.

Yours sincerely,



T. Sethu Rathinam
Vice President – Human Resources




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SUTHERLAND

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Appointment Letter

College Name: Sri Venkateswara College Of Engineering and Technology

Date: 05-March-2020

Dear **Sathish Kumar A S,**

Congratulations! We welcome you to the family of Sutherland!

With reference to the discussions you had with us, we are pleased to Appoint with us as **Associate-Voice** in the Company. Please note that this position is pending a favorable background verification and reference check. You are requested to join us **on or before month of June 26 , 2020** on the following terms and conditions.

Your place of posting will be initially at Chennai. However, during your employment with us you may be posted or transferred/attached to any other units/companies/ offices or clients of The Sutherland Group either in India or Abroad at the sole discretion of the Management.

Your emoluments by way of Annual Cost to the Company are **Rs. 250000/- per annum (Rupees Two Lakh Fifty Thousand Only)**.

You shall report to **Hemanth Kumar** of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.

You may be required to work in shift system of the company as intimated to you from time to time.

You are governed by the "Sutherland's Code of Conduct as updated from time to time" of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.

This is a contract for employment at will. You would be on probation for a period of 6 months and either party can terminate this contract of employment in 15 days advance notice or pay salary in lieu of the same to the other party. On completion of 6 months, your services will be deemed to be confirmed automatically unless informed otherwise in writing.

On confirmation, either party can terminate this contract for employment by giving 60 days advance notice or pay salary in lieu of the same to the other party. You understand and agree that if you do not complete the notice period the Company may be subject to losses or irreparable damages. Hence, the Company may, at its sole discretion, reject payment in lieu of notice period, and require you to complete the notice period in accordance with the employment contract, including any changes/amendments to the notice period, duly communicated to you without you having objected to the same within one month of such communication. If you fail to do so, the Company shall be entitled to sue you for specific performance of the contract as also claim ascertained damages.




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The company reserves the right to terminate your employment on grounds of unauthorized absence from duty, non-performance, misconduct, fraud, negligence, theft, willful violation of the company rules, misappropriation, imprisonment or censure by a court of law or as it may deem fit in the instant case and will not pay any notice pay.

During the period of your employment with us, you will not work directly or indirectly for any other person, firm, company or organization or engage yourself with any trade or business whether with or without remuneration in any capacity without the prior written permission of the company.

You will maintain utmost secrecy of the affairs or works of the company and should not divulge any information of the company by any mode of communication to any other person or organization etc., during your employment with us or thereafter.

Your appointment is subject to that your self-declaration on medical fitness and you will have to maintain a state of overall sound health in order to be able to perform your Services per expected standards and continue employment in the Company.

All inventions, improvements and discoveries made solely by you or jointly while on duty need to be disclosed to the company and the company has the sole right, title and interest over such inventions, improvements, and discoveries and has the intellectual property rights over them.

You shall keep the company informed in writing, of any change in your address. Failing which any notice/letter sent by the company to your address mentioned above shall be sufficient for the purpose of this contract.

The Personal Information you provide to the Company in connection with your recruitment and subsequent employment will be used for the purpose of administering your employment with the Company in general and the Company's human resources in particular. You have the right to access and correct your own Personal Information which the Company has. Any request for Personal Information access and/or correction should be addressed to the Human Resources Department. You shall keep the company informed of any change in your present or permanent address or contact details (e-mail/ contact number).

You will automatically retire from the services of the company on attaining the age of 60 years.

Required Documents

Please bring the following original documents for verification with their photocopies, which would be retained for our records.

Photographs (Six passport size)

All educational certificates including mark sheets in full Relieving Letter & Service Certificate (If employed previously) Proof of Last drawn salary

Aadhar, Passport / Proof of Address

Form -16 along with earnings certificate for IT purpose

Sincerely,

For Sutherland



Thendral Rajendran

Associate Vice President - Talent Acquisition



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Thirupachur, Thiruvallur - 631 203

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January 30, 2020
Sathya V D.
Ambattur.

Dear Sathya V D,
Congratulations!

Offer Letter

Congratulations! We are pleased to offer you the position of **Trainee Process Associate** at AGS Health Private Limited.

Your annual cost to company (CTC) would be **₹204000**, In addition to this, you will also be eligible for a performance based incentive up to **₹102000 per annum**, to be paid as per the Company's incentive policy, after your successful completion of On the Job Training (OJT) which will vary from process to process. Annexure A contains the break-up of your compensation package.

Your base location will be at Chennai. You will be required to work in any of our office locations and such locations are subject to change at the discretion of the company. Further, you agree and understand that depending on the business requirements of the company, you may be asked to change your project/process and you may be asked to work in different shift timings

We request you to join us on or before **October 18, 2020**. Please note that this appointment is subject to satisfactory completion of background verification and other joining formalities.

You would be provided with an appointment letter along with the Terms and Conditions of Employment upon your joining. We look forward to you joining us.

AGS Health treats Information Security Compliance with paramount importance. As a candidate seeking employment with AGS Health, it is imperative that you adhere to the Information Security policy guidelines in vogue. You would be briefed about the guidelines at the time of joining.

Please do not hesitate to call us for any information you may need. Please sign the duplicate of this offer letter as your acceptance and forward the same to us.

Sincerely,



Kiran Guntur
Executive Director – Human Resources

Acceptance of Invite:

I accept the terms and conditions of this offer letter and the attached annexures, and agree to be legally bound by the same.

Signature:



Date: 22.6.20

1. The compensation matrix may differ as per prevailing market indices of the base location (i.e. where you will be based out of and will work for AGS Health).

2. At the time of joining, please bring all the documents as mentioned in the Joining Checklist (Annexure B).

AGS Health Private Limited, 4 Canal Bank Road, Chennai 600 113, India
P: +91 44 4510 4520 | F: +91 44 4510 4521


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Thirupachur, Thiruvallur District, Tamil Nadu

245



TEMENOS

kony



KONY IS NOW PART OF TEMENOS

Temenos Offer

JANUARY 20 ,2020 (MM/DD/YYYY)

Dear **Sujitha K**

No 12A, Tank bund road, brislee nagar settlement,
otteri, chennai-12.

It gives us immense pleasure in inviting you to join Kony India Pvt Ltd as one of its valuable members. We believe that organizations grow and flourish fuelled by the enthusiasm and energy of the people, who are willing to invest in to the future. We are sure that with your joining, we will be adding to our organization's strengths of competence, commitment and customer orientation.

1. Position: **Software Engineer**

2. Band: **A**

3. Job Family: **Technical**

4. Department: **Development-product**

5. Reporting to: **Priya Sugandh**

6. Job Description: **KEY RESPONSIBILITIES**

Own the design, development, testing and shipping of features in the banking space.
Collaborate with other members on the team to effectively deliver high quality features.
Ability to hold a high bar on quality of everything which we release.
. Do design and code reviews for peers.
Continually look for ways to improve our engineering systems and processes

7. Date of joining: **July 3,2020 (MM/DD/YYYY)**

8. Probation: There will be a standard 6-month probationary period at the end of which the probationary period will automatically terminate unless intimated to you otherwise.

9. Termination: During probation one month notice and After probation, three months notice must be given should either party wish to terminate employment. However, any misdemeanor or misconduct will justify immediate dismissal without notice or compensation.

10. Working Hours: 8 hours per day, 5 days per week (Mon to Fri). Working hours may be subject to change following business requirements.

11. Place of work: SEZ - Unit II, Level 7, Building No.H06, HiTech City2 Phoenix Info City, Hyderabad, TELANGANA 500081 IND. You may however be required to take up assignments with subsidiaries of the group and/or our clients, which



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may include travel within India or abroad.

12. Vacation: Grant of leave will be governed by the provision of Leave Policy prevailing in Temenos India. You will be eligible for 12 days each of Paid Casual leave, Sick leave and 15 days of Privilege leave for every calendar year. There is a provision to accumulate privilege leave, subject to a maximum limit of 60 days. Apart from this you will also be entitled to statutory public holidays.

13. Insurance: You will be entitled to the standard group medical insurance cover taken out by the company. It includes Group Medclaim (GMC), Personal Accident (PAC) and Group Term Life (GTL).

14. Confidentiality: All matters, information or work undertaken by you in the course of your employment are confidential and you shall not release to third parties or make known any such matters, information or work without the prior written consent of the company.

15. Company's Procedures: Temenos has a Group Policy for staff that contains the company's operating rules and procedures. You shall abide to them.

16. Training: You will be provided adequate classroom training and the duration of training would be purely based on the business requirement. Based on the business requirement, period of training will vary or get extended. Your confirmation and continuation of employment will be primarily based on your performance in the training and your meeting the training criteria during and at the end of training. The criteria will be decided based on the type of training. During the Training / probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training / employment can be terminated by the Company with one week notice.

17. Training Agreement : At the time of joining, you need to sign the the Training Agreement, which stipulates a condition that you have to serve the company for a minimum period of two (2) years after the Training period. Failing which you will be required to reimburse the company an amount of INR 300,000/- (Rupees Three Lakhs Only) towards the cost of Training/Training Certification and all other costs related to training.

18. Passport: You will need to produce the photocopy of the passport or receipt for having applied for the same.

19. Background Checks: The company at its sole discretion may conduct background checks, prior to or after your joining service in Temenos, verify your identity, the address you reside in, your educational qualifications and details to your prior employment/s, if any, as mentioned in your application form / Offer Annexure, and conduct any criminal checks / records. You expressly consent to the company for conducting such background checks. You will be required to furnish documents as specified in "Offer Annexure" towards the background checks.

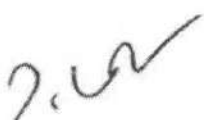
20. Validity of the Offer: Offer of employment is subject to the following

a. Clearance by the company doctor based on the "medical examination".

b. In case you do not communicate your acceptance of the offer or do not join duties on the date mentioned above, the offer contained in this letter shall stand automatically cancelled, unless specifically extended by Temenos India, in writing or by email.

Please acknowledge your offer acceptance in Cornerstone to indicate your agreement to these terms and consideration of employment. Formal Letter of Employment will replace this letter after you have joined Temenos India.

Yours sincerely,



T. Sethu Rathinam
Vice President – Human Resources



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ANNEXURE I - Salary Structure

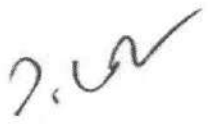
Your salary structure would be as indicated below:

Salary Components	INR Per Annum
A - Gross Salary	
Basic	180,000.00
HRA	55,000.00
Basket of Allowance	65,000.00
Total (A)	290,000.00
B - Other benefits	
Employer's contribution to Provident Fund (12% on Basic) as per law	33,000.00
Contribution to Gratuity as per law	13,221.00
Superannuation*	17,500.00
Insurance Benefit	4,500.00
C - Short Term incentive*	
Short Term incentive*	As per applicable Short Term Incentive(STI) plan
Total Compensation (A+B)	358,221.00

* **Short Term Incentive (STI):** The percentage of STI eligibility is based on the Band. The actual STI payment is subject to company performance and individual performance.

Please note that the payment of variable compensation is based on the sole discretion of the management. In case of disputes, management reserves the right to make a final decision.

Yours sincerely,



T. Sethu Rathinam
Vice President – Human Resources




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Thirupachur, Thiruvallur

Date: 21/03/2020

LETTER OF APPOINTMENT

Ms. Tamilselvi N

No.11/3 ,Samidoss Street ,Chinna Sakkadu,
Manali,Chennai-600068.

Dear Tamilselvi N,

- I. Prochant India Pvt. Ltd. is pleased to confirm our offer of your appointment as **Process Associate**. Your employment will commence **10th June 2020**.
- II. Prochant Group has extended this offer to you based upon your general knowledge, background, experience and 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.
- III. This letter of appointment is based on the information furnished in your application for Employment and during the interviews you had with us.
- IV. You shall be under probation for a period of **six (6) months** from the Effective date mentioned in clause I above.

Remuneration and other benefits

- V. In consideration of the services and obligations to be performed by you in terms of the conditions laid out in the Employment Agreement dated **10th June 2020**, you shall be entitled to a Monthly gross salary of **Rs 18,000/- (Rupees Eighteen Thousand Only)** which shall be payable commencing from the Effective Date.
- VI. The salary shall be payable on monthly basis on or before 5th of the following month for the previous month
- VII. The Company shall be entitled to deduct from the above remuneration payable to you, the following statutory and compulsory deductions:
 - a. Provident Fund
 - b. Income tax deducted at source at the rates applicable on remuneration.
 - c. Employment/ Professional tax
 - d. ESI (If applicable).

DocuSigned by:
Sadanandan N
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Engineering and Technology.
Thirupachur, Thiruvallur - 631 203

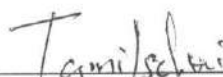
VIII. You shall be entitled to an annual salary increment based upon your performance for the preceding year.

MISCELLANEOUS


- IX. You are required to maintain the highest order of discipline and secrecy with regard to the work as well as the confidential information including but not limited to the patient and client data of the company and/or its subsidiaries or associate companies. You will also be required to sign the HIPAA Employee Addendum on your joining.
- X. As a full-time employee, the notice period for your resignation from services shall be 60 days. In case of your leaving the employment of the Company without notice, you shall be liable to pay an amount equivalent to your two month's salary to the company.
- XI. You will be receiving a new employee packet prior or on the joining date, please ensure to complete all forms. It is important that we receive your letter and the signed Employment Agreement along with all the Annexure prior or on your commencement date. Please note that you are not authorized to alter the terms or conditions of the Employment Agreement in any manner. You are entitled to keep this letter and a copy of the Employee Agreement and other Annexure for your records.
- XII. We believe that you will make a substantial impact upon the future direction and success of our company.

Please sign below to accept the offer.

Sincerely,



Tamilselvi N

DocuSigned by:

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Sadanandan N
Director,
Prochant India Pvt Ltd




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Engineering and Technology
Thirupachur, Thiruvallur - 631 203

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January 30, 2020
Tamizhvanan R.
Avadi.

Dear Tamizhvanan R
Congratulations!

Offer Letter

Congratulations! We are pleased to offer you the position of **Trainee Process Associate** at AGS Health Private Limited.

Your annual cost to company (CTC) would be ₹204000, In addition to this, you will also be eligible for a performance based incentive up to ₹102000 per annum, to be paid as per the Company's incentive policy, after your successful completion of On the Job Training (OJT) which will vary from process to process. Annexure A contains the break-up of your compensation package.

Your base location will be at Chennai. You will be required to work in any of our office locations and such locations are subject to change at the discretion of the company. Further, you agree and understand that depending on the business requirements of the company, you may be asked to change your project/process and you may be asked to work in different shift timings

We request you to join us on or before **October 18, 2020**. Please note that this appointment is subject to satisfactory completion of background verification and other joining formalities.

You would be provided with an appointment letter along with the Terms and Conditions of Employment upon your joining. We look forward to you joining us.

AGS Health treats Information Security Compliance with paramount importance. As a candidate seeking employment with AGS Health, it is imperative that you adhere to the Information Security policy guidelines in vogue. You would be briefed about the guidelines at the time of joining.

Please do not hesitate to call us for any information you may need. Please sign the duplicate of this offer letter as your acceptance and forward the same to us.

Sincerely,



Kiran Guntur
Executive Director – Human Resources

Acceptance of Invite:

I accept the terms and conditions of this offer letter and the attached annexures, and agree to be legally bound by the same.

Signature: Tamizhvanan R

Date: 22/06/20

1. The compensation matrix may differ as per prevailing market indices of the base location (i.e. where you will be based out of and will work for AGS Health).

2. At the time of joining, please bring all the documents as mentioned in the Joining Checklist (Annexure B).

AGS Health Private Limited, 4 Canal Bank Road, Chennai 600 113, India
P: +91 44 4510 4520 | F: +91 44 4510 4521



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Date: 21/03/2020

LETTER OF APPOINTMENT

Mr. Tharani M

No.43 Ellaiamman koil street, Thirupachur,
Thiruvallur district – 631203.

Dear Tharani M,

- I. Prochant India Pvt. Ltd. is pleased to confirm our offer of your appointment as **Process Associate**. Your employment will commence on **10th June 2020**.
- II. Prochant Group has extended this offer to you based upon your general knowledge, background, experience and 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.
- III. This letter of appointment is based on the information furnished in your application for Employment and during the interviews you had with us.
- IV. You shall be under probation for a period of **six (6) months** from the Effective date mentioned in clause I above.

Remuneration and other benefits

- V. In consideration of the services and obligations to be performed by you in terms of the conditions laid out in the Employment Agreement dated **10th June 2020**, you shall be entitled to a Monthly gross salary of **Rs 18,000/- (Rupees Eighteen Thousand Only)** which shall be payable commencing from the Effective Date.
- VI. The salary shall be payable on monthly basis on or before 5th of the following month for the previous month
- VII. The Company shall be entitled to deduct from the above remuneration payable to you, the following statutory and compulsory deductions:
 - a. Provident Fund
 - b. Income tax deducted at source at the rates applicable on remuneration.
 - c. Employment/ Professional tax
 - d. ESI (If applicable).

DocuSigned by:

Sadanandan N

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Engineering and Technology.
Thirupachur, Thiruvallur - 631 203

- VIII. You shall be entitled to an annual salary increment based upon your performance for the preceding year.

MISCELLANEOUS

- IX. You are required to maintain the highest order of discipline and secrecy with regard to the work as well as the confidential information including but not limited to the patient and client data of the company and/or its subsidiaries or associate companies. You will also be required to sign the HIPAA Employee Addendum on your joining.
- X. As a full-time employee, the notice period for your resignation from services shall be 60 days. In case of your leaving the employment of the Company without notice, you shall be liable to pay an amount equivalent to your two month's salary to the company.
- XI. You will be receiving a new employee packet prior or on the joining date, please ensure to complete all forms. It is important that we receive your letter and the signed Employment Agreement along with all the Annexure prior or on your commencement date. Please note that you are not authorized to alter the terms or conditions of the Employment Agreement in any manner. You are entitled to keep this letter and a copy of the Employee Agreement and other Annexure for your records.
- XII. We believe that you will make a substantial impact upon the future direction and success of our company.

Please sign below to accept the offer.

Sincerely,

M. Thavani
Tharani M

DocuSigned by:
Sadanandan N
3405E92DE5A640F...

Sadanandan N
Director,
Prochant India Pvt Ltd




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Engineering and Technology,
Thirupachur, Thiruvallur - 631 203



SUTHERLAND®

249

Appointment Letter

College Name: Sri Venkateswara College Of Engineering and Technology

Date: 05-March-2020

Dear **Vanmathi D S,**

Congratulations! We welcome you to the family of Sutherland!

With reference to the discussions you had with us, we are pleased to Appoint with us as **Associate-Voice** in the Company. Please note that this position is pending a favorable background verification and reference check. You are requested to join us **on or before month of June , 2020** on the following terms and conditions.

Your place of posting will be initially at Chennai. However, during your employment with us you may be posted or transferred/attached to any other units/companies/ offices or clients of The Sutherland Group either in India or Abroad at the sole discretion of the Management.

Your emoluments by way of Annual Cost to the Company are **Rs. 250000/- per annum (Rupees Two Lakh Fifty Thousand Only).**

You shall report to **Hemanth Kumar** of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.

You may be required to work in shift system of the company as intimated to you from time to time.

You are governed by the "Sutherland's Code of Conduct as updated from time to time" of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.

This is a contract for employment at will. You would be on probation for a period of 6 months and either party can terminate this contract of employment in 15 days advance notice or pay salary in lieu of the same to the other party. On completion of 6 months, your services will be deemed to be confirmed automatically unless informed otherwise in writing.

On confirmation, either party can terminate this contract for employment by giving 60 days advance notice or pay salary in lieu of the same to the other party. You understand and agree that if you do not complete the notice period the Company may be subject to losses or irreparable damages. Hence, the Company may, at its sole discretion, reject payment in lieu of notice period, and require you to complete the notice period in accordance with the employment contract, including any changes/amendments to the notice period, duly communicated to you without you having objected to the same within one month of such communication. If you fail to do so, the Company shall be entitled to sue you for specific performance of the contract as also claim ascertained damages.



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The company reserves the right to terminate your employment on grounds of unauthorized absence from duty, non-performance, misconduct, fraud, negligence, theft, willful violation of the company rules, misappropriation, imprisonment or censure by a court of law or as it may deem fit in the instant case and will not pay any notice pay.

During the period of your employment with us, you will not work directly or indirectly for any other person, firm, company or organization or engage yourself with any trade or business whether with or without remuneration in any capacity without the prior written permission of the company.

You will maintain utmost secrecy of the affairs or works of the company and should not divulge any information of the company by any mode of communication to any other person or organization etc., during your employment with us or thereafter.

Your appointment is subject to that your self-declaration on medical fitness and you will have to maintain a state of overall sound health in order to be able to perform your Services per expected standards and continue employment in the Company.

All inventions, improvements and discoveries made solely by you or jointly while on duty need to be disclosed to the company and the company has the sole right, title and interest over such inventions, improvements, and discoveries and has the intellectual property rights over them.

You shall keep the company informed in writing, of any change in your address. Failing which any notice/letter sent by the company to your address mentioned above shall be sufficient for the purpose of this contract.

The Personal Information you provide to the Company in connection with your recruitment and subsequent employment will be used for the purpose of administering your employment with the Company in general and the Company's human resources in particular. You have the right to access and correct your own Personal Information which the Company has. Any request for Personal Information access and/or correction should be addressed to the Human Resources Department. You shall keep the company informed of any change in your present or permanent address or contact details (e-mail/ contact number).

You will automatically retire from the services of the company on attaining the age of 60 years.

Required Documents

Please bring the following original documents for verification with their photocopies, which would be retained for our records.

Photographs (Six passport size)

All educational certificates including mark sheets in full Relieving Letter & Service Certificate (If employed previously) Proof of Last drawn salary

Aadhar, Passport / Proof of Address

Form -16 along with earnings certificate for IT purpose

Sincerely,
For Sutherland



Thendral Rajendran
Associate Vice President - Talent Acquisition



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Thirupachur, Thiruvallur - 631 203



CGI Information Systems and Management Consultants Pvt. Ltd.
Regd. Office: e.city, Tower 2, No.95/1 & 95/2,
Electronic City, Phase I (West)
Bangalore – 560 100, India
Tel +91-80-6642 2222 | Fax +91-80-6642 1200

cgi.com

CIN: U72200KA1990PTC019138

250

Personal and Confidential
Jan 06, 2020

Ms. Vinitha E

No.22, Anna Memorial Nagar, Puzhal,
Chennai - 66

Dear Vinitha E,

I am delighted to offer you a role at CGI where we strive to create an environment in which we enjoy working together and, as owners, contribute to building a company we can be proud of. We are very excited about the prospect of having you join us, and look forward to welcoming you.

As part of the leading top 5 independent information technology companies in the world, there are many opportunities for growth and development, both individually and as part of a large professional community. I hope you will choose to be part of our CGI Global Community, a team of extraordinary people building a company that reflects their aspirations and is supported by our shared vision and values.

We are offering you the position of **Software Engineer** and your Gross Compensation is **INR 350,004/-**

We will communicate to you the details of joining location, venue, date and time, basis business priorities. Your appointment will be effective on your joining date. If you do not confirm your acceptance within three working days, this offer will be withdrawn.

- To confirm your acceptance of this offer, you are required to communicate via email to your assigned Recruiter's CGI e-mail id and confirm your joining date. If you have questions, write to cgirecruitment.india@cgi.com
- Your reporting time on the joining date is 8:30 a.m. Kindly note that it is important to be on time to complete the joining formalities
- On your joining date, please bring the originals and one set of photocopies of the documents mentioned in Annexure-A
- Please contact us at 080-4194 0000 (Monday to Friday between 9:30 a.m. to 5:30 p.m.) or via the above-mentioned email-Id for any queries regarding your employment offer.

The terms and conditions governing your employment are as under:

- Your employment with the Company is at all times subject to you having and maintaining a valid work permit from the Government of India (if applicable). A copy of the work permit needs to be furnished by you on the date of on boarding failing which you will not be permitted to join
- You will be on Probation for a period of six (6) months from the date of appointment. You will be confirmed as a permanent employee at the end of the period of probation by a letter of confirmation, if your conduct and performance in the appointed position are found satisfactory during the period of probation. The Company shall have the right to extend the Probationary Period for a further period of six (6) months or a part thereof. The Probationary Period shall be deemed to have been extended unless notified otherwise in writing
- On joining, you will be part of various training programs devised by the Company to help you prepare for assignments as part of your employment with the Company. You acknowledge that the Company may incur considerable expenses to impart such training programs and consequently, you agree to serve the Company for a period of two (2) years effective from your date of appointment and execute a service agreement with the Company upon request. You will also have to sign the Employment Agreement with the Company
- You will be eligible for a performance revision as per company policy

HR/VJ/D&B/71



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Experience the commitment



• **Base Compensation Components:**

Designation	: Associate Software Engineer	
Effective	: January 6, 2020	
Pay Components	Pay Components	Pay Components
Basic (Inclusive of D.A.)	21,500	258,000
Flexible Compensation Plan ¹	4,053	48,636
Base Compensation	25,553	306,636
Provident Fund <i>Company Contribution</i>	2,580	30,960
Gratuity Fund Contribution	1,034	12,408
Gross Compensation	29,167	350,004

In addition to the above you are eligible for:

- Group Medical Insurance, Group Personal Accident Insurance and Group Term Insurance
- CGI will contribute towards **Share Purchase Plan (SPP)** upto 3.0% of Base Compensation ; matching your contribution. It puts into practice company's philosophy of intrapreneurship through ownership. All regular full-time members are invited to participate upon their hiring. Only those members who enroll for this benefit are eligible for receiving the company contribution & will need to contribute an equal amount on a monthly basis towards the purchase of CGI shares
- **Target Profit Participation Plan (PPP)** at 2.0% of Base Compensation on pro rata basis. It is designed to encourage high-performance work culture. Actual PPP payouts are based on performance of CGI, performance of Business Units and performance of Individuals. All regular members employed as of June 30th of the reference fiscal year (Oct-Sept) are eligible. The Corporate guidelines of PPP may be amended from time to time

Eligible members will be paid statutory bonus as per the provisions of the Payment of Bonus Act, 1965. Where members are eligible for both statutory bonus as well as the PPP, the company shall deduct from the PPP allocated to a member the amount of statutory bonus payable under the Act for such corresponding period and the difference will be paid as the actual PPP

Note:

Flexible Compensation Plan¹: Option includes components like Meal vouchers, conveyance, NPS, LTA, etc.

The tax liability arising out of the above payments now or in the future, due to changes in income tax provision shall be borne by you.

I look forward to your acceptance of this offer and to welcoming you to our team. I am confident that in this new role, you will make a valuable contribution to CGI and our continued success.

Yours sincerely

**For CGI Information Systems and
Management Consultants Pvt. Ltd.,**

**Sudhir Subbaraman
Senior Vice President**

I have read the terms and conditions of employment and the contents of the employment agreement and in token of my acceptance; I duly acknowledge the receipt of the letter of employment.

Please sign below to confirm that you agree with the terms and conditions stated in this letter.

Vinitha E (6-1-2020)
Signature & Date




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**Sri Venkateswara College of
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Thirupachur, Thiruvallur - 631 203

(251)



Temenos Offer

JANUARY 20, 2020 (MM/DD/YYYY)

Dear **Yuvarani p**

3, II nd St, OM Shakthi Nagar,
Tiruninravur, thiruvallur, 602024.

It gives us immense pleasure in inviting you to join Kony India Pvt Ltd as one of its valuable members. We believe that organizations grow and flourish fuelled by the enthusiasm and energy of the people, who are willing to invest in to the future. We are sure that with your joining, we will be adding to our organization's strengths of competence, commitment and customer orientation.

1. Position: **Software Engineer**

2. Band: **A**

3. Job Family: **Technical**

4. Department: **Development-product**

5. Reporting to: **Priya Sugandh**

6. Job Description: **KEY RESPONSIBILITIES**

Own the design, development, testing and shipping of features in the banking space.

Collaborate with other members on the team to effectively deliver high quality features.

Ability to hold a high bar on quality of everything which we release.

. Do design and code reviews for peers.

Continually look for ways to improve our engineering systems and processes

7. Date of joining: **July 3, 2020 (MM/DD/YYYY)**

8. Probation: There will be a standard 6-month probationary period at the end of which the probationary period will automatically terminate unless intimated to you otherwise.

9. Termination: During probation one month notice and After probation, three months notice must be given should either party wish to terminate employment. However, any misdemeanor or misconduct will justify immediate dismissal without notice or compensation.

10. Working Hours: 8 hours per day, 5 days per week (Mon to Fri). Working hours may be subject to change following business requirements.

11. Place of work: SEZ - Unit II, Level 7, Building No.H06, HiTech City2 Phoenix Info City, Hyderabad, TELANGANA 500081 IND. You may however be required to take up assignments with subsidiaries of the group and/or our clients, which



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may include travel within India or abroad.

12. Vacation: Grant of leave will be governed by the provision of Leave Policy prevailing in Temenos India. You will be eligible for 12 days each of Paid Casual leave, Sick leave and 15 days of Privilege leave for every calendar year. There is a provision to accumulate privilege leave, subject to a maximum limit of 60 days. Apart from this you will also be entitled to statutory public holidays.

13. Insurance: You will be entitled to the standard group medical insurance cover taken out by the company. It includes Group Medclaim (GMC), Personal Accident (PAC) and Group Term Life (GTL).

14. Confidentiality: All matters, information or work undertaken by you in the course of your employment are confidential and you shall not release to third parties or make known any such matters, information or work without the prior written consent of the company.

15. Company's Procedures: Temenos has a Group Policy for staff that contains the company's operating rules and procedures. You shall abide to them.

16. Training: You will be provided adequate classroom training and the duration of training would be purely based on the business requirement. Based on the business requirement, period of training will vary or get extended. Your confirmation and continuation of employment will be primarily based on your performance in the training and your meeting the training criteria during and at the end of training. The criteria will be decided based on the type of training. During the Training / probation period, if your performance is found to be unsatisfactory or if it does not meet the prescribed criteria, your training / employment can be terminated by the Company with one week notice.

17. Training Agreement : At the time of joining, you need to sign the the Training Agreement, which stipulates a condition that you have to serve the company for a minimum period of two (2) years after the Training period. Failing which you will be required to reimburse the company an amount of INR 300,000/- (Rupees Three Lakhs Only) towards the cost of Training/Training Certification and all other costs related to training.

18. Passport: You will need to produce the photocopy of the passport or receipt for having applied for the same.

19. Background Checks: The company at its sole discretion may conduct background checks, prior to or after your joining service in Temenos, verify your identity, the address you reside in, your educational qualifications and details to your prior employment/s, if any, as mentioned in your application form / Offer Annexure, and conduct any criminal checks / records. You expressly consent to the company for conducting such background checks. You will be required to furnish documents as specified in "Offer Annexure" towards the background checks.

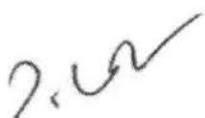
20. Validity of the Offer: Offer of employment is subject to the following

a. Clearance by the company doctor based on the "medical examination".

b. In case you do not communicate your acceptance of the offer or do not join duties on the date mentioned above, the offer contained in this letter shall stand automatically cancelled, unless specifically extended by Temenos India, in writing or by email.

Please acknowledge your offer acceptance in Cornerstone to indicate your agreement to these terms and consideration of employment. Formal Letter of Employment will replace this letter after you have joined Temenos India.

Yours sincerely,



T. Sethu Rathinam
Vice President – Human Resources



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ANNEXURE I - Salary Structure

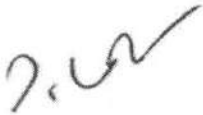
Your salary structure would be as indicated below:

Salary Components	INR Per Annum
A - Gross Salary	.
Basic	180,000.00
HRA	55,000.00
Basket of Allowance	65,000.00
Total (A)	290,000.00
B - Other benefits	
Employer's contribution to Provident Fund (12% on Basic) as per law	33,000.00
Contribution to Gratuity as per law	13,221.00
Superannuation*	17,500.00
Insurance Benefit	4,500.00
C - Short Term incentive*	
Short Term incentive*	As per applicable Short Term Incentive(STI) plan
Total Compensation (A+B)	358,221.00

* **Short Term Incentive (STI):** The percentage of STI eligibility is based on the Band. The actual STI payment is subject to company performance and individual performance.

Please note that the payment of variable compensation is based on the sole discretion of the management. In case of disputes, management reserves the right to make a final decision.

Yours sincerely,



T. Sethu Rathinam
Vice President – Human Resources



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Collabera

252

Offer Letter

Date: 08-Jul-2020

Name : Rajesh R

Address: No 37 Sundaram main road ,Vyasarpadi ,Chennai 39

Dear Rajesh R,

We are pleased to confirm your acceptance as a Software Developer with our Company. Please report to the Human Resources Department 20-Jul-2020 with the appropriate documents and completed forms.

Your duties and assignments for this position will be those described to you in your orientation with Shashank Shekhar. In addition you shall perform such other duties as are customarily associated with such position and as its authorized representative may from time to time require. You shall devote your full business efforts and time to the Company and agree to perform your duties faithfully and to the best of your ability.

You should be aware that your Apprenticeship with the Company may be terminated at any time without notice in case of breach of policies/ agreement signed with the Company. In case you wish to leave the company after completion of training period i.e. 12 months, 60 days notice will be applicable.

You will be further required to sign Non-disclosure Agreement at the time of acceptance.

You will be compensated Rs 18,500 INR (Eighteen Thousand Five Hundred Rupees) per month and will be paid in accordance with the Company's normal payroll practices and be subject to the usual, required withholding.

While employed hereunder, you will not be entitled to participate in the employee benefit plans maintained by the Company, if any. You will not be eligible for paid leave and paid holidays unless approved by your supervisor.

The Company will also reimburse you for reasonable and documented travel, entertainment or other expenses incurred by you in the furtherance of or in connection with the performance of your duties in accordance with the Company's expense reimbursement policy as in effect from time to time.



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COLLABERA TECHNOLOGIES PVT. LTD.

(CIN: U74200GJ1998PTC035036)

Regd. office: Collabera House, 3rd Floor,
Gotri Sevasi Road, Gotri, Vadodara - 390021, India
+91-265-2302313 www.collabera.com

Governing Law:

This Agreement is governed by the laws of India in force and the Parties to the Agreement irrevocably and unconditionally submit to the exclusive jurisdiction of the Vadodara courts.

You acknowledge and agree that you are executing this letter voluntarily and without any duress or undue influence by the Company or anyone else. You further acknowledge and agree that you have carefully read this letter and that you understand the terms, consequences and binding effect of this letter.

To indicate your acceptance of the Company 's offer, please sign and date this letter in the space provided below and return it to the address indicated below. A duplicate original is enclosed for your records. We hope that this offer will be favorably received and we look forward to working with you at Collabera Technologies Pvt Ltd. Your start date of training is, 08-Jul-2021 which will continue for a period of 6 months. It can be extended as per mutual agreement.

Sincerely,

Collabera Technologies Pvt Ltd,

**DIMPLE
K SHAH** Digitally signed
by DIMPLE K
SHAH
Date: 2021.07.08
13:11:37 +05'30'

Authorised Signatory



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Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

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+91-265-2302313 www.collabera.com

Offer Letter

Date: 08-Jul-2020
Name : Sangeetha S
Address: No 6158 Kamarajar salai tnhb ,Iyyapakkam, Chennai - 600077

Dear Sangeetha S,
We are pleased to confirm your acceptance as a Software Developer with our Company. Please report to the Human Resources Department 20-Jul-2020 with the appropriate documents and completed forms.

Your duties and assignments for this position will be those described to you in your orientation with Shashank Shekhar. In addition you shall perform such other duties as are customarily associated with such position and as its authorized representative may from time to time require. You shall devote your full business efforts and time to the Company and agree to perform your duties faithfully and to the best of your ability.

You should be aware that your Apprenticeship with the Company may be terminated at any time without notice in case of breach of policies/ agreement signed with the Company. In case you wish to leave the company after completion of training period i.e. 12 months, 60 days notice will be applicable.

You will be further required to sign Non-disclosure Agreement at the time of acceptance.

You will be compensated Rs 18,500 INR (Eighteen Thousand Five Hundred Rupees) per month and will be paid in accordance with the Company's normal payroll practices and be subject to the usual, required withholding.

While employed hereunder, you will not be entitled to participate in the employee benefit plans maintained by the Company, if any. You will not be eligible for paid leave and paid holidays unless approved by your supervisor.

The Company will also reimburse you for reasonable and documented travel, entertainment or other expenses incurred by you in the furtherance of or in connection with the performance of your duties in accordance with the Company's expense reimbursement policy as in effect from time to time.



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To indicate your acceptance of the Company 's offer, please sign and date this letter in the space provided below and return it to the address indicated below. A duplicate original is enclosed for your records. We hope that this offer will be favorably received and we look forward to working with you at Collabera Technologies Pvt Ltd. Your start date of training is, 08-Jul-2021 which will continue for a period of 6 months. It can be extended as per mutual agreement.


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K SHAH** Digitally signed
by DIMPLE K
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+91-265-2302313 www.collabera.com

Offer Letter

Date: 08-Jul-2020

Name : Vinodhini A

Address: No 7 Raja thottam st, Manali ,Chennai -600068

Dear Vinodhini A,

We are pleased to confirm your acceptance as a Software Developer with our Company. Please report to the Human Resources Department 20-Jul-2020 with the appropriate documents and completed forms.

Your duties and assignments for this position will be those described to you in your orientation with Shashank Shekhar. In addition you shall perform such other duties as are customarily associated with such position and as its authorized representative may from time to time require. You shall devote your full business efforts and time to the Company and agree to perform your duties faithfully and to the best of your ability.

You should be aware that your Apprenticeship with the Company may be terminated at any time without notice in case of breach of policies/ agreement signed with the Company. In case you wish to leave the company after completion of training period i.e. 12 months, 60 days notice will be applicable.

You will be further required to sign Non-disclosure Agreement at the time of acceptance.

You will be compensated Rs 18,500 INR (Eighteen Thousand Five Hundred Rupees) per month and will be paid in accordance with the Company's normal payroll practices and be subject to the usual, required withholding.

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To indicate your acceptance of the Company 's offer, please sign and date this letter in the space provided below and return it to the address indicated below. A duplicate original is enclosed for your records. We hope that this offer will be favorably received and we look forward to working with you at Collabera Technologies Pvt Ltd. Your start date of training is, 08-Jul-2021 which will continue for a period of 6 months. It can be extended as per mutual agreement.

Sincerely,

Collabera Technologies Pvt Ltd,

**DIMPLE
K SHAH** Digitally signed
by DIMPLE K
SHAH
Date: 2021.07.08
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Appointment Letter

College Name: Sri Venkateswara College Of Engineering and Technology
Date: 05-March-2020

Dear **Bharath M,**

Congratulations! We welcome you to the family of Sutherland!

With reference to the discussions you had with us, we are pleased to Appoint with us as **Associate-Voice** in the Company. Please note that this position is pending a favorable background verification and reference check. You are requested to join us **on or before month of June , 2020** on the following terms and conditions.

Your place of posting will be initially at Chennai. However, during your employment with us you may be posted or transferred/attached to any other units/companies/ offices or clients of The Sutherland Group either in India or Abroad at the sole discretion of the Management.

Your emoluments by way of Annual Cost to the Company are **Rs. 250000/- per annum (Rupees Two Lakh Fifty Thousand Only).**

You shall report to **Hemanth Kumar** of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.

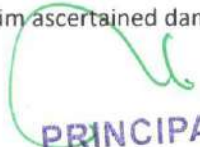
You may be required to work in shift system of the company as intimated to you from time to time.

You are governed by the "Sutherland's Code of Conduct as updated from time to time" of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.

This is a contract for employment at will. You would be on probation for a period of 6 months and either party can terminate this contract of employment in 15 days advance notice or pay salary in lieu of the same to the other party. On completion of 6 months, your services will be deemed to be confirmed automatically unless informed otherwise in writing.

On confirmation, either party can terminate this contract for employment by giving 60 days advance notice or pay salary in lieu of the same to the other party. You understand and agree that if you do not complete the notice period the Company may be subject to losses or irreparable damages. Hence, the Company may, at its sole discretion, reject payment in lieu of notice period, and require you to complete the notice period in accordance with the employment contract, including any changes/amendments to the notice period, duly communicated to you without you having objected to the same within one month of such communication. If you fail to do so, the Company shall be entitled to sue you for specific performance of the contract as also claim ascertained damages.




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The company reserves the right to terminate your employment on grounds of unauthorized absence from duty, non-performance, misconduct, fraud, negligence, theft, willful violation of the company rules, misappropriation, imprisonment or censure by a court of law or as it may deem fit in the instant case and will not pay any notice pay.

During the period of your employment with us, you will not work directly or indirectly for any other person, firm, company or organization or engage yourself with any trade or business whether with or without remuneration in any capacity without the prior written permission of the company.

You will maintain utmost secrecy of the affairs or works of the company and should not divulge any information of the company by any mode of communication to any other person or organization etc., during your employment with us or thereafter.

Your appointment is subject to that your self-declaration on medical fitness and you will have to maintain a state of overall sound health in order to be able to perform your Services per expected standards and continue employment in the Company.

All inventions, improvements and discoveries made solely by you or jointly while on duty need to be disclosed to the company and the company has the sole right, title and interest over such inventions, improvements, and discoveries and has the intellectual property rights over them.

You shall keep the company informed in writing, of any change in your address. Failing which any notice/letter sent by the company to your address mentioned above shall be sufficient for the purpose of this contract.

The Personal Information you provide to the Company in connection with your recruitment and subsequent employment will be used for the purpose of administering your employment with the Company in general and the Company's human resources in particular. You have the right to access and correct your own Personal Information which the Company has. Any request for Personal Information access and/or correction should be addressed to the Human Resources Department. You shall keep the company informed of any change in your present or permanent address or contact details (e-mail/ contact number).

You will automatically retire from the services of the company on attaining the age of 60 years.

Required Documents

Please bring the following original documents for verification with their photocopies, which would be retained for our records.

Photographs (Six passport size)

All educational certificates including mark sheets in full Relieving Letter & Service Certificate (If employed previously) Proof of Last drawn salary

Aadhar, Passport / Proof of Address

Form -16 along with earnings certificate for IT purpose

Sincerely,
For Sutherland



Thendral Rajendran
Associate Vice President - Talent Acquisition




PRINCIPAL
Sri Venkateswara College of
Engineering and Technology
Thirupachur, Thiruvallur - 631 203

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SUTHERLAND®

Appointment Letter

College Name: Sri Venkateswara College Of Engineering and Technology
Date: 05-March-2020

Dear **Mathias Raj M,**

Congratulations! We welcome you to the family of Sutherland!

With reference to the discussions you had with us, we are pleased to Appoint with us as **Associate-Voice** in the Company. Please note that this position is pending a favorable background verification and reference check. You are requested to join us **on or before month of June , 2020** on the following terms and conditions.

Your place of posting will be initially at Chennai. However, during your employment with us you may be posted or transferred/attached to any other units/companies/ offices or clients of The Sutherland Group either in India or Abroad at the sole discretion of the Management.

Your emoluments by way of Annual Cost to the Company are **Rs. 250000/- per annum (Rupees Two Lakh Fifty Thousand Only).**

You shall report to **Hemanth Kumar** of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.

You may be required to work in shift system of the company as intimated to you from time to time.

You are governed by the "Sutherland's Code of Conduct as updated from time to time" of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.

This is a contract for employment at will. You would be on probation for a period of 6 months and either party can terminate this contract of employment in 15 days advance notice or pay salary in lieu of the same to the other party. On completion of 6 months, your services will be deemed to be confirmed automatically unless informed otherwise in writing.

On confirmation, either party can terminate this contract for employment by giving 60 days advance notice or pay salary in lieu of the same to the other party. You understand and agree that if you do not complete the notice period the Company may be subject to losses or irreparable damages. Hence, the Company may, at its sole discretion, reject payment in lieu of notice period, and require you to complete the notice period in accordance with the employment contract, including any changes/amendments to the notice period, duly communicated to you without you having objected to the same within one month of such communication. If you fail to do so, the Company shall be entitled to sue you for specific performance of the contract as also claim ascertained damages.



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The company reserves the right to terminate your employment on grounds of unauthorized absence from duty, non-performance, misconduct, fraud, negligence, theft, willful violation of the company rules, misappropriation, imprisonment or censure by a court of law or as it may deem fit in the instant case and will not pay any notice pay.

During the period of your employment with us, you will not work directly or indirectly for any other person, firm, company or organization or engage yourself with any trade or business whether with or without remuneration in any capacity without the prior written permission of the company.

You will maintain utmost secrecy of the affairs or works of the company and should not divulge any information of the company by any mode of communication to any other person or organization etc., during your employment with us or thereafter.

Your appointment is subject to that your self-declaration on medical fitness and you will have to maintain a state of overall sound health in order to be able to perform your Services per expected standards and continue employment in the Company.

All inventions, improvements and discoveries made solely by you or jointly while on duty need to be disclosed to the company and the company has the sole right, title and interest over such inventions, improvements, and discoveries and has the intellectual property rights over them.

You shall keep the company informed in writing, of any change in your address. Failing which any notice/letter sent by the company to your address mentioned above shall be sufficient for the purpose of this contract.

The Personal Information you provide to the Company in connection with your recruitment and subsequent employment will be used for the purpose of administering your employment with the Company in general and the Company's human resources in particular. You have the right to access and correct your own Personal Information which the Company has. Any request for Personal Information access and/or correction should be addressed to the Human Resources Department. You shall keep the company informed of any change in your present or permanent address or contact details (e-mail/ contact number).

You will automatically retire from the services of the company on attaining the age of 60 years.

Required Documents

Please bring the following original documents for verification with their photocopies, which would be retained for our records.

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Aadhar, Passport / Proof of Address

Form -16 along with earnings certificate for IT purpose

Sincerely,

For Sutherland



Thendral Rajendran

Associate Vice President - Talent Acquisition



PRINCIPAL

**Sri Venkateswara College
Engineering and Technology
Thirupachur, Thiruvallur - 631 203**

Offer Letter

Date: 08-Jul-2020

Name : Abirami S

Address: No 29 Vijay nagar redhills, Chennai – 600052

Dear Abirami S,

We are pleased to confirm your acceptance as a Software Developer with our Company. Please report to the Human Resources Department 20-Jul-2020 with the appropriate documents and completed forms.

Your duties and assignments for this position will be those described to you in your orientation with Shashank Shekhar. In addition you shall perform such other duties as are customarily associated with such position and as its authorized representative may from time to time require. You shall devote your full business efforts and time to the Company and agree to perform your duties faithfully and to the best of your ability.

You should be aware that your Apprenticeship with the Company may be terminated at any time without notice in case of breach of policies/ agreement signed with the Company. In case you wish to leave the company after completion of training period i.e. 12 months, 60 days notice will be applicable.


You will be further required to sign Non-disclosure Agreement at the time of acceptance.

You will be compensated Rs 18,500 INR (Eighteen Thousand Five Hundred Rupees) per month and will be paid in accordance with the Company's normal payroll practices and be subject to the usual, required withholding.

While employed hereunder, you will not be entitled to participate in the employee benefit plans maintained by the Company, if any. You will not be eligible for paid leave and paid holidays unless approved by your supervisor.

The Company will also reimburse you for reasonable and documented travel, entertainment or other expenses incurred by you in the furtherance of or in connection with the performance of your duties in accordance with the Company's expense reimbursement policy as in effect from time to time.




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COLLABERA TECHNOLOGIES PVT. LTD.

(CIN: U74200GJ1998PTC035036)

Regd. office: Collabera House, 3rd Floor,
Gotri Sevasi Road, Gotri, Vadodara - 390021, India
+91-265-2302313 www.collabera.com

Governing Law:

This Agreement is governed by the laws of India in force and the Parties to the Agreement irrevocably and unconditionally submit to the exclusive jurisdiction of the Vadodara courts.

You acknowledge and agree that you are executing this letter voluntarily and without any duress or undue influence by the Company or anyone else. You further acknowledge and agree that you have carefully read this letter and that you understand the terms, consequences and binding effect of this letter.

To indicate your acceptance of the Company 's offer, please sign and date this letter in the space provided below and return it to the address indicated below. A duplicate original is enclosed for your records. We hope that this offer will be favorably received and we look forward to working with you at Collabera Technologies Pvt Ltd. Your start date of training is, 08-Jul-2021 which will continue for a period of 6 months. It can be extended as per mutual agreement.

Sincerely,

Collabera Technologies Pvt Ltd,

DIMPLE
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Digitally signed
by DIMPLE K
SHAH
Date: 2021.07.08
13:11:37 +05'30'

Authorised Signatory




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Engineering and Technology
Thirupachur, Thiruvallur - 631 203

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Appointment Letter

College Name: Sri Venkateswara College Of Engineering and Technology

Date: 05-March-2020

Dear **Barani Kumari R,**

Congratulations! We welcome you to the family of Sutherland!

With reference to the discussions you had with us, we are pleased to Appoint with us as **Associate-Voice** in the Company. Please note that this position is pending a favorable background verification and reference check. You are requested to join us **on or before month of June , 2020** on the following terms and conditions.

Your place of posting will be initially at Chennai. However, during your employment with us you may be posted or transferred/attached to any other units/companies/ offices or clients of The Sutherland Group either in India or Abroad at the sole discretion of the Management.

Your emoluments by way of Annual Cost to the Company are **Rs. 250000/- per annum (Rupees Two Lakh Fifty Thousand Only).**

You shall report to **Hemanth Kumar** of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.

You may be required to work in shift system of the company as intimated to you from time to time.

You are governed by the "Sutherland's Code of Conduct as updated from time to time" of the company which are in force or may come in force from time to time. You will also execute a service and confidentiality agreement as applicable to employees of your category from time to time.

This is a contract for employment at will. You would be on probation for a period of 6 months and either party can terminate this contract of employment in 15 days advance notice or pay salary in lieu of the same to the other party. On completion of 6 months, your services will be deemed to be confirmed automatically unless informed otherwise in writing.

On confirmation, either party can terminate this contract for employment by giving 60 days advance notice or pay salary in lieu of the same to the other party. You understand and agree that if you do not complete the notice period the Company may be subject to losses or irreparable damages. Hence, the Company may, at its sole discretion, reject payment in lieu of notice period, and require you to complete the notice period in accordance with the employment contract, including any changes/amendments to the notice period, duly communicated to you without you having objected to the same within one month of such communication. If you fail to do so, the Company shall be entitled to sue you for specific performance of the contract as also claim ascertained damages.



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Thirupachur, Thiruvallur - 631 203

The company reserves the right to terminate your employment on grounds of unauthorized absence from duty, non-performance, misconduct, fraud, negligence, theft, willful violation of the company rules, misappropriation, imprisonment or censure by a court of law or as it may deem fit in the instant case and will not pay any notice pay.

During the period of your employment with us, you will not work directly or indirectly for any other person, firm, company or organization or engage yourself with any trade or business whether with or without remuneration in any capacity without the prior written permission of the company.

You will maintain utmost secrecy of the affairs or works of the company and should not divulge any information of the company by any mode of communication to any other person or organization etc., during your employment with us or thereafter.

Your appointment is subject to that your self-declaration on medical fitness and you will have to maintain a state of overall sound health in order to be able to perform your Services per expected standards and continue employment in the Company.

All inventions, improvements and discoveries made solely by you or jointly while on duty need to be disclosed to the company and the company has the sole right, title and interest over such inventions, improvements, and discoveries and has the intellectual property rights over them.

You shall keep the company informed in writing, of any change in your address. Failing which any notice/letter sent by the company to your address mentioned above shall be sufficient for the purpose of this contract.

The Personal Information you provide to the Company in connection with your recruitment and subsequent employment will be used for the purpose of administering your employment with the Company in general and the Company's human resources in particular. You have the right to access and correct your own Personal Information which the Company has. Any request for Personal Information access and/or correction should be addressed to the Human Resources Department. You shall keep the company informed of any change in your present or permanent address or contact details (e-mail/ contact number).

You will automatically retire from the services of the company on attaining the age of 60 years.

Required Documents

Please bring the following original documents for verification with their photocopies, which would be retained for our records.

Photographs (Six passport size)

All educational certificates including mark sheets in full Relieving Letter & Service Certificate (If employed previously) Proof of Last drawn salary

Aadhar, Passport / Proof of Address

Form -16 along with earnings certificate for IT purpose

Sincerely,
For Sutherland



Thendral Rajendran
Associate Vice President - Talent Acquisition



PRINCIPAL
Sri Venkateswara College of
Engineering and Technology
Thirupachur, Thiruvallur - 631 203

Offer Letter

Date: 08-Jul-2020

Name : Nandini O

Address: no 7/74 1 st cross street ,Peravallur jawahar nagar, Chennai – 600082

Dear Nandini O,

We are pleased to confirm your acceptance as a Software Developer with our Company. Please report to the Human Resources Department 08-Jul-2020 with the appropriate documents and completed forms.

Your duties and assignments for this position will be those described to you in your orientation with Shashank Shekhar. In addition you shall perform such other duties as are customarily associated with such position and as its authorized representative may from time to time require. You shall devote your full business efforts and time to the Company and agree to perform your duties faithfully and to the best of your ability.

You should be aware that your Apprenticeship with the Company may be terminated at any time without notice in case of breach of policies/ agreement signed with the Company. In case you wish to leave the company after completion of training period i.e. 12 months, 60 days notice will be applicable.

You will be further required to sign Non-disclosure Agreement at the time of acceptance.

You will be compensated Rs 18,500 INR (Eighteen Thousand Five Hundred Rupees) per month and will be paid in accordance with the Company's normal payroll practices and be subject to the usual, required withholding.

While employed hereunder, you will not be entitled to participate in the employee benefit plans maintained by the Company, if any. You will not be eligible for paid leave and paid holidays unless approved by your supervisor.

The Company will also reimburse you for reasonable and documented travel, entertainment or other expenses incurred by you in the furtherance of or in connection with the performance of your duties in accordance with the Company's expense reimbursement policy as in effect from time to time.




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COLLABERA TECHNOLOGIES PVT. LTD.

(CIN: U74200GJ1998PTC035036)

Regd. office: Collabera House, 3rd Floor,
Gotri Sevasi Road, Gotri, Vadodara - 390021, India
+91-265-2302313 www.collabera.com

Governing Law:

This Agreement is governed by the laws of India in force and the Parties to the Agreement irrevocably and unconditionally submit to the exclusive jurisdiction of the Vadodara courts.

You acknowledge and agree that you are executing this letter voluntarily and without any duress or undue influence by the Company or anyone else. You further acknowledge and agree that you have carefully read this letter and that you understand the terms, consequences and binding effect of this letter.

To indicate your acceptance of the Company 's offer, please sign and date this letter in the space provided below and return it to the address indicated below. A duplicate original is enclosed for your records. We hope that this offer will be favorably received and we look forward to working with you at Collabera Technologies Pvt Ltd. Your start date of training is, 08-Jul-2021 which will continue for a period of 6 months. It can be extended as per mutual agreement.

Sincerely,

Collabera Technologies Pvt Ltd,

DIMPLE
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Digitally signed
by DIMPLE K
SHAH
Date: 2021.07.08
13:11:37 +05'30'

Authorised Signatory



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Sri Venkateswara College
Engineering and Technology
Thirupachur, Thiruvallur - 631 203



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SUTHERLAND

Appointment Letter

College Name: Sri Venkateswara College Of Engineering and Technology

Date: 05-March-2020

Dear **Nisha Priyadharshini V,**

Congratulations! We welcome you to the family of Sutherland!

With reference to the discussions you had with us, we are pleased to Appoint with us as **Associate-Voice** in the Company. Please note that this position is pending a favorable background verification and reference check. You are requested to join us **on or before month of June , 2020** on the following terms and conditions.

Your place of posting will be initially at Chennai. However, during your employment with us you may be posted or transferred/attached to any other units/companies/ offices or clients of The Sutherland Group either in India or Abroad at the sole discretion of the Management.

Your emoluments by way of Annual Cost to the Company are **Rs. 250000/- per annum (Rupees Two Lakh Fifty Thousand Only).**

You shall report to **Hemanth Kumar** of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.

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Thirupachur, Thiruvallur - 631 203

The company reserves the right to terminate your employment on grounds of unauthorized absence from duty, non-performance, misconduct, fraud, negligence, theft, willful violation of the company rules, misappropriation, imprisonment or censure by a court of law or as it may deem fit in the instant case and will not pay any notice pay.

During the period of your employment with us, you will not work directly or indirectly for any other person, firm, company or organization or engage yourself with any trade or business whether with or without remuneration in any capacity without the prior written permission of the company.

You will maintain utmost secrecy of the affairs or works of the company and should not divulge any information of the company by any mode of communication to any other person or organization etc., during your employment with us or thereafter.

Your appointment is subject to that your self-declaration on medical fitness and you will have to maintain a state of overall sound health in order to be able to perform your Services per expected standards and continue employment in the Company.

All inventions, improvements and discoveries made solely by you or jointly while on duty need to be disclosed to the company and the company has the sole right, title and interest over such inventions, improvements, and discoveries and has the intellectual property rights over them.

You shall keep the company informed in writing, of any change in your address. Failing which any notice/letter sent by the company to your address mentioned above shall be sufficient for the purpose of this contract.

The Personal Information you provide to the Company in connection with your recruitment and subsequent employment will be used for the purpose of administering your employment with the Company in general and the Company's human resources in particular. You have the right to access and correct your own Personal Information which the Company has. Any request for Personal Information access and/or correction should be addressed to the Human Resources Department. You shall keep the company informed of any change in your present or permanent address or contact details (e-mail/ contact number).

You will automatically retire from the services of the company on attaining the age of 60 years.

Required Documents

Please bring the following original documents for verification with their photocopies, which would be retained for our records.

Photographs (Six passport size)

All educational certificates including mark sheets in full Relieving Letter & Service Certificate (If employed previously) Proof of Last drawn salary

Aadhar, Passport / Proof of Address

Form -16 along with earnings certificate for IT purpose

Sincerely,
For Sutherland



Thendral Rajendran
Associate Vice President - Talent Acquisition




PRINCIPAL
Sri Venkateswara College
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

Offer Letter

Date: 08-Jul-2020
Name : Preethima S
Address: No 7 raja thottam st ,Manali ,chennai -600068

Dear Preethima S,
We are pleased to confirm your acceptance as a Software Developer with our Company. Please report to the Human Resources Department 20-Jul-2020 with the appropriate documents and completed forms.

Your duties and assignments for this position will be those described to you in your orientation with Shashank Shekhar. In addition you shall perform such other duties as are customarily associated with such position and as its authorized representative may from time to time require. You shall devote your full business efforts and time to the Company and agree to perform your duties faithfully and to the best of your ability.

You should be aware that your Apprenticeship with the Company may be terminated at any time without notice in case of breach of policies/ agreement signed with the Company. In case you wish to leave the company after completion of training period i.e. 12 months, 60 days notice will be applicable.

You will be further required to sign Non-disclosure Agreement at the time of acceptance.

You will be compensated Rs 18,500 INR (Eighteen Thousand Five Hundred Rupees) per month and will be paid in accordance with the Company's normal payroll practices and be subject to the usual, required withholding.

While employed hereunder, you will not be entitled to participate in the employee benefit plans maintained by the Company, if any. You will not be eligible for paid leave and paid holidays unless approved by your supervisor.

The Company will also reimburse you for reasonable and documented travel, entertainment or other expenses incurred by you in the furtherance of or in connection with the performance of your duties in accordance with the Company's expense reimbursement policy as in effect from time to time.



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COLLABERA TECHNOLOGIES PVT. LTD.

(CIN: U74200GJ1998PTC035036)

Regd. office: Collabera House, 3rd Floor,
Gotri Sevasi Road, Gotri, Vadodara - 390021, India
+91-265-2302313 www.collabera.com

Governing Law:

This Agreement is governed by the laws of India in force and the Parties to the Agreement irrevocably and unconditionally submit to the exclusive jurisdiction of the Vadodara courts.

You acknowledge and agree that you are executing this letter voluntarily and without any duress or undue influence by the Company or anyone else. You further acknowledge and agree that you have carefully read this letter and that you understand the terms, consequences and binding effect of this letter.

To indicate your acceptance of the Company 's offer, please sign and date this letter in the space provided below and return it to the address indicated below. A duplicate original is enclosed for your records. We hope that this offer will be favorably received and we look forward to working with you at Collabera Technologies Pvt Ltd. Your start date of training is, 08-Jul-2021 which will continue for a period of 6 months. It can be extended as per mutual agreement.

Sincerely,

Collabera Technologies Pvt Ltd,

DIMPLE
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Digitally signed
by DIMPLE K
SHAH
Date: 2021.07.08
13:11:37 +05'30'

Authorised Signatory



PRINCIPAL
Sri Venkateswara College
Engineering and Technology
Thirupachur, Thiruvallur - 631 203

COLLABERA TECHNOLOGIES PVT. LTD.

(CIN: U74200GJ1998PTC035036)

Regd. office: Collabera House, 3rd Floor,
Gotri Sevasi Road, Gotri, Vadodara - 390021, India

+91-265-2302313 www.collabera.com

Offer Letter

Date: 08-Jul-2020

Name : Swathi G

Address: No 37 sundaram main road ,vyasarpadi ,Chennai 39

Dear Swathi G,

We are pleased to confirm your acceptance as a Software Developer with our Company. Please report to the Human Resources Department 20-Jul-2020 with the appropriate documents and completed forms.

Your duties and assignments for this position will be those described to you in your orientation with Shashank Shekhar. In addition you shall perform such other duties as are customarily associated with such position and as its authorized representative may from time to time require. You shall devote your full business efforts and time to the Company and agree to perform your duties faithfully and to the best of your ability.

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Sincerely,

Collabera Technologies Pvt Ltd,

DIMPLE
K SHAH

Digitally signed
by DIMPLE K
SHAH
Date: 2021.07.08
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