



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 2020-2021

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	2020-2021	BILL GILINDAN A	CIVIL	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
2	2020-2021	MOULICHANDAR S	CIVIL	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
3	2020-2021	SAINA S	CIVIL	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
4	2020-2021	JOHN DEEPAK E	CIVIL	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



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5	2020-2021	LISSI K	CIVIL	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
6	2020-2021	AKASH V	CSE	Atos Syntel Plot No. H7 & H8, SIPCOT IT Park, Siruseri, Chennai 603 103	3,40,000
7	2020-2021	ARUN S	CSE	Collabera Technologies Pvt.Ltd. Apex Plaza, 3rd Floor, Nungambakkam High Road, Nungambakkam, Chennai - 600034	2,24,000
8	2020-2021	BARGAVI D	CSE	Atos Syntel Plot No. H7 & H8, SIPCOT IT Park, Siruseri, Chennai 603 103	3,40,000
9	2020-2021	CHARLES S	CSE	TEMINOS SEZ-Unit-II , Level 7, Building, No.H06, HiTech City 2 Phoenix info city, Hyderabad, Telangana-500081	3,58,221
10	2020-2021	DAARTHY A	CSE	Collabera Technologies Pvt.Ltd. Apex Plaza, 3rd Floor, Nungambakkam High Road, Nungambakkam, Chennai - 600034	2,24,000
11	2020-2021	GNANA ANISH A	CSE	Collabera Technologies Pvt.Ltd. Apex Plaza, 3rd Floor, Nungambakkam High Road, Nungambakkam, Chennai - 600034	2,24,000



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12	2020-2021	ISWARYA S	CSE	Atos Syntel Plot No. H7 & H8, SIPCOT IT Park, Siruseri, Chennai 603 103	3,40,000
13	2020-2021	JOTHIKA G	CSE	Collabera Technologies Pvt.Ltd. Apex Plaza, 3rd Floor, Nungambakkam High Road, Nungambakkam, Chennai - 600034	2,24,000
14	2020-2021	KAVITHA K	CSE	TEMINOS SEZ-Unit-II , Level 7, Building,No.H06,HiTec h City2 Phoenix info city, Hyderabad, Telangana-500081	3,58,221
15	2020-2021	KAVIYA S	CSE	TEMINOS SEZ-Unit-II , Level 7, Building,No.H06,HiTec h City2 Phoenix info city, Hyderabad, Telangana-500081	3,58,221
16	2020-2021	KAVIYARASI G P	CSE	Collabera Technologies Pvt.Ltd. Apex Plaza, 3rd Floor, Nungambakkam High Road, Nungambakkam, Chennai - 600034	2,24,000
17	2020-2021	KOTTESWARAN M	CSE	TEMINOS SEZ-Unit-II , Level 7, Building,No.H06,HiTec h City2 Phoenix info city, Hyderabad, Telangana-500081	3,58,221
18	2020-2021	LOKESHWARI S	CSE	Atos Syntel Plot No. H7 & H8, SIPCOT IT Park, Siruseri, Chennai 603 103	3,40,000
19	2020-2021	LYDIA RUNKE P	CSE	Collabera Technologies Pvt.Ltd. Apex Plaza, 3rd Floor, Nungambakkam High Road, Nungambakkam, Chennai - 600034	2,24,000



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20	2020-2021	NANDHINI M	CSE	TEMINOS SEZ-Unit-II , Level 7, Building,No.H06,HiTec h City2 Phoenix info city, Hyderabad, Telangana-500081	3,58,221
21	2020-2021	NAZEEYA BEGUM A	CSE	TEMINOS SEZ-Unit-II , Level 7, Building,No.H06,HiTec h City2 Phoenix info city, Hyderabad, Telangana-500081	3,58,221
22	2020-2021	NITHISH KUMAR P	CSE	Collabera Technologies Pvt.Ltd. Apex Plaza, 3rd Floor, Nungambakkam High Road, Nungambakkam, Chennai - 600034	2,24,000
23	2020-2021	PREETHA R	CSE	TEMINOS SEZ-Unit-II , Level 7, Building,No.H06,HiTec h City2 Phoenix info city, Hyderabad, Telangana-500081	3,58,221
24	2020-2021	PREETHA R	CSE	Atos Syntel Plot No. H7 & H8, SIPCOT IT Park, Siruseri, Chennai 603 103	3,40,000
25	2020-2021	PREETHI B	CSE	TEMINOS SEZ-Unit-II , Level 7, Building,No.H06,HiTec h City2 Phoenix info city, Hyderabad, Telangana-500081	3,58,221
26	2020-2021	PREETHI B	CSE	Collabera Technologies Pvt.Ltd. Apex Plaza, 3rd Floor, Nungambakkam High Road, Nungambakkam, Chennai - 600034	2,24,000
27	2020-2021	RAGURAMAN K	CSE	Atos Syntel Plot No. H7 & H8, SIPCOT IT Park, Siruseri, Chennai 603 103	3,40,000



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28	2020-2021	RAJESH KANNAN K	CSE	TEMINOS SEZ-Unit-II , Level 7, Building,No.H06,HiTec h City2 Phoenix info city, Hyderabad, Telangana-500081	3,58,221
29	2020-2021	SANTHOSH S	CSE	Collabera Technologies Pvt.Ltd. Apex Plaza, 3rd Floor, Nungambakkam High Road, Nungambakkam, Chennai - 600034	2,24,000
30	2020-2021	SHANTHI S	CSE	Atos Syntel Plot No. H7 & H8, SIPCOT IT Park, Siruseri, Chennai 603 103	3,40,000
31	2020-2021	SHILPA S	CSE	TEMINOS SEZ-Unit-II , Level 7, Building,No.H06,HiTec h City2 Phoenix info city, Hyderabad, Telangana-500081	3,58,221
32	2020-2021	TEENA J	CSE	Collabera Technologies Pvt.Ltd. Apex Plaza, 3rd Floor, Nungambakkam High Road, Nungambakkam, Chennai - 600034	2,24,000
33	2020-2021	VENKATESAN N	CSE	TEMINOS SEZ-Unit-II , Level 7, Building,No.H06,HiTec h City2 Phoenix info city, Hyderabad, Telangana-500081	3,58,221
34	2020-2021	VIJAYASREE M	CSE	Atos Syntel Plot No. H7 & H8, SIPCOT IT Park, Siruseri, Chennai 603 103	3,40,000
35	2020-2021	VIMALA T	CSE	TEMINOS SEZ-Unit-II , Level 7, Building,No.H06,HiTec h City2 Phoenix info city, Hyderabad, Telangana-500081	3,58,221



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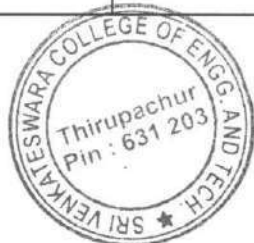


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36	2020-2021	SANDALIYA M	CSE	Collabera Technologies Pvt.Ltd. Apex Plaza, 3rd Floor, Nungambakkam High Road,Nungambakkam, C hennai - 600034	2,24,000
37	2020-2021	AISWARYA C	ECE	VITALIC HEALTH PRIVATE LIMITED No. 250, Lloyds Road, Royapettah, Chennai TN IN 600014.	3,19,000
38	2020-2021	AMALI.C		GML SOFT LABS 38/74, Mass Towers , 2 nd Floor, Bazullah rd, T- Nagar, Chennai- 600017	2,40,000
39	2020-2021	BHAVANI.S	ECE	Q WAY TECHNOLOGIES RR TowerIII, 4 th Floor, TVK Industrial Estate, Guindy, Chennai- 600032	3,09,696
40	2020-2021	BHUVANESHWARI.P	ECE	GML SOFT LABS 38/74, Mass Towers , 2 nd Floor, Bazullah rd, T- Nagar, Chennai- 600017	2,40,000
41	2020-2021	CATHRIN K	ECE	VITALIC HEALTH PRIVATE LIMITED No. 250, Lloyds Road, Royapettah, Chennai TN IN 600014.	3,19,000
42	2020-2021	DILLIBABU.B	ECE	PRECESION 22, 1 st Floor, Habibullah Road, T Nagar, Chennai- 600017	1,56,012
43	2020-2021	GRACEYAS.M	ECE	TATA Consultancy Services Limited 1, Mandi Parishad Rd, Vijaipur Colony, Vibhuti Khand, Gomti Nagar, Lucknow, Uttar Pradesh 226010	3,36,877



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44	2020-2021	HAARTHI I	ECE	GML SOFT LABS 38/74, Mass Towers , 2 nd Floor, Bazullah rd, T- Nagar, Chennai- 600017	2,40,000
45	2020-2021	ILAKKIYA.P	ECE	GML SOFT LABS 38/74, Mass Towers , 2 nd Floor, Bazullah rd, T- Nagar, Chennai- 600017	2,40,000
46	2020-2021	KARANAM BHARATH KUMAR REDDY	ECE	TATA Consultancy Services Limited 1, Mandi Parishad Rd, Vijaipur Colony, Vibhuti Khand, Gomti Nagar, Lucknow, Uttar Pradesh 226010	3,36,877
47	2020-2021	KOWSALYA.R	ECE	Q WAY TECHNOLOGIES RR TowerIII, 4 th Floor, TVK Industrial Estate, Guindy, Chennai- 600032	3,09,696
48	2020-2021	MADHANRAJ GP	ECE	PRECESION 22, 1 st Floor, Habibullah Road, T Nagar, Chennai- 600017	1,56,012
49	2020-2021	MALATHI.J	ECE	VITALIC HEALTH PRIVATE LIMITED No. 250, Lloyds Road, Royapettah, Chennai TN IN 600014.	3,19,000
50	2020-2021	MOHANAKRISHNAN.D	ECE	Prodapt Solutions Pvt Ltd. Prince Info CityII, 4 th Floor, No.283/4, Rajiv Gandhi Salai, OMR, Kandanchavadi, Chennai-600096	3,30,000
51	2020-2021	NAGENDIRAN.M	ECE	Q WAY TECHNOLOGIES RR TowerIII, 4 th Floor, TVK Industrial Estate, Guindy, Chennai- 600032	3,09,696




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52	2020-2021	PRASANTHI.B	ECE	Prodapt Solutions Pvt Ltd. Prince Info CityII, 4 th Floor, No.283/4, Rajiv Gandhi Salai, OMR, Kandanchavadi, Chennai-600096	3,30,000
53	2020-2021	PUNITH KUMAR.M	ECE	GML SOFT LABS 38/74, Mass Towers , 2 nd Floor, Bazullah rd, T-Nagar, Chennai-600017	2,40,000
54	2020-2021	SADHANA S	ECE	Q WAY TECHNOLOGIES RR TowerIII, 4 th Floor, TVK Industrial Estate, Guindy, Chennai-600032	3,09,696
55	2020-2021	SANGEETHA.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
56	2020-2021	SARAVANAN.K	ECE	GML SOFT LABS 38/74, Mass Towers , 2 nd Floor, Bazullah rd, T-Nagar, Chennai-600017	2,40,000
57	2020-2021	SIVA KUMAR K	ECE	PRECESION 22, 1 st Floor, Habibullah Road, T Nagar, Chennai-600017	1,56,012
58	2020-2021	SUJITHKUMAR	ECE	Q WAY TECHNOLOGIES RR TowerIII, 4 th Floor, TVK Industrial Estate, Guindy, Chennai-600032	3,09,696
59	2020-2021	SURENDHAR.S	ECE	VITALIC HEALTH PRIVATE LIMITED No. 250, Lloyds Road, Royapettah, Chennai TN IN 600014.	3,19,000
60	2020-2021	SWETHA A	ECE	PRECESION 22, 1 st Floor, Habibullah Road, T Nagar, Chennai-600017	1,56,012



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61	2020-2021	TAMILARASI	ECE	Prodapt Solutions Pvt Ltd. Prince Info CityII, 4 th Floor, No.283/4, Rajiv Gandhi Salai, OMR, Kandanchavadi, Chennai-600096	3,30,000
62	2020-2021	VASUMATHI	ECE	GML SOFT LABS 38/74, Mass Towers , 2 nd Floor, Bazullah rd, T-Nagar, Chennai-600017	2,40,000
63	2020-2021	VEERASEKARAN.G	ECE	Q WAY TECHNOLOGIES RR TowerIII, 4 th Floor, TVK Industrial Estate, Guindy, Chennai-600032	3,09,696
64	2020-2021	VINITHA	ECE	VITALIC HEALTH PRIVATE LIMITED No. 250, Lloyds Road, Royapettah, Chennai TN IN 600014.	3,19,000
65	2020-2021	YAMINI K	ECE	HCL Technologies AMB 6), South Phase, Ambattur Industrial Estate, 8, Madras Thiruvallur High Rd, Ambattur, Chennai, Tamil Nadu 600058	3,65,000
66	2020-2021	YUVARAJ.P	ECE	PRECESION 22, 1 st Floor, Habibullah Road, T Nagar, Chennai-600017	1,56,012
67	2020-2021	YUVARANI	ECE	Q WAY TECHNOLOGIES RR TowerIII, 4 th Floor, TVK Industrial Estate, Guindy, Chennai-600032	3,09,696
68	2020-2021	SANTHOSH KUMAR	ECE	GML SOFT LABS 38/74, Mass Towers , 2 nd Floor, Bazullah rd, T-Nagar, Chennai-600017	2,40,000



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69	2020-2021	ASWINI.U	ECE	Infosys Technologies Limited TP 1/1, Techno Park Sez, Near Singaperumal Koil Bus Stand, Paranur, Central Avenue, Mahindra World City- 603002	3,00,000
70	2020-2021	BHAVANI.K	ECE	Capgemini Technology Services India Limited No 117, Prestige Cyber Towers, Nera Karapakkam Bus Stop, Rajiv Gandhi Salai, Old Mahabalipuram Road, Karapakkam-600097.	3,00,000
71	2020-2021	DEVAGI T	ECE	Q WAY TECHNOLOGIES RR TowerIII, 4 th Floor, TVK Industrial Estate, Guindy, Chennai- 600032	3,09,696
72	2020-2021	DIVYA.M	ECE	VITALIC HEALTH PRIVATE LIMITED No. 250, Lloyds Road, Royapettah, Chennai TN IN 600014.	3,19,000
73	2020-2021	DOMMITHI DINESHKUMAR REDDY	ECE	TATA Consultancy Services Limited 1, Mandi Parishad Rd, Vijaipur Colony, Vibhuti Khand, Gomti Nagar, Lucknow, Uttar Pradesh 226010	3,36,877
74	2020-2021	GNANA VEL M	ECE	GML SOFT LABS 38/74, Mass Towers , 2 nd Floor, Bazullah rd, T- Nagar, Chennai- 600017	2,40,000
75	2020-2021	GOMATHI S	ECE	Prodapt Solutions Pvt Ltd. Prince Info CityII, 4 th Floor, No.283/4, Rajiv Gandhi Salai, OMR, Kandanchavadi, Chennai-600096	3,30,000



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76	2020-2021	JANANI.S	ECE	Q WAY TECHNOLOGIES RR TowerIII, 4 th Floor, TVK Industrial Estate, Guindy, Chennai- 600032	3,09,696
77	2020-2021	KIRAN SOFIA B	ECE	Prodapt Solutions Pvt Ltd. Prince Info CityII, 4 th Floor, No.283/4, Rajiv Gandhi Salai, OMR, Kandanchavadi, Chennai-600096	3,30,000
78	2020-2021	MAGESWARI.T.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
79	2020-2021	MARIA VICTORIA A	ECE	GML SOFT LABS 38/74, Mass Towers , 2 nd Floor, Bazullah rd, T- Nagar, Chennai- 600017	2,40,000
80	2020-2021	MONISHA D	ECE	Q WAY TECHNOLOGIES RR TowerIII, 4 th Floor, TVK Industrial Estate, Guindy, Chennai-600032	3,09,696
81	2020-2021	PAVITHIRA.S	ECE	VITALIC HEALTH PRIVATE LIMITED No. 250, Lloyds Road, Royapettah, Chennai TN IN 600014.	3,19,000
82	2020-2021	PRAJAPATHI S	ECE	PRECESION 22, 1 st Floor, Habibullah Road, T Nagar, Chennai- 600017	1,56,012
83	2020-2021	PRAVEEN KUMAR.R	ECE	VITALIC HEALTH PRIVATE LIMITED No. 250, Lloyds Road, Royapettah, Chennai TN IN 600014.	3,19,000
84	2020-2021	RAGUPATHI B	ECE	Q WAY TECHNOLOGIES RR TowerIII, 4 th Floor, TVK Industrial Estate, Guindy, Chennai-600032	3,09,696



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85	2020-2021	RAKESH KUMAR.R	ECE	Prodapt Solutions Pvt Ltd. Prince Info CityII, 4 th Floor, No.283/4, Rajiv Gandhi Salai, OMR, Kandanchavadi, Chennai- 600096	3,30,000
86	2020-2021	RAMYA.R	ECE	GML SOFT LABS 38/74, Mass Towers , 2 nd Floor, Bazullah rd, T- Nagar, Chennai- 600017	2,40,000
87	2020-2021	SANGAMITHIRA A	ECE	Prodapt Solutions Pvt Ltd. Prince Info CityII, 4 th Floor, No.283/4, Rajiv Gandhi Salai, OMR, Kandanchavadi, Chennai- 600096	3,30,000
88	2020-2021	SANJAY.C	ECE	Q WAY TECHNOLOGIES RR TowerIII, 4 th Floor, TVK Industrial Estate, Guindy, Chennai-600032	3,09,696
89	2020-2021	SANTHOSH KUMAR.S(14.1.00)	ECE	PRECESION 22, 1 st Floor, Habibullah Road, T Nagar, Chennai- 600017	1,56,012
90	2020-2021	SARANYA.N	ECE	VITALIC HEALTH PRIVATE LIMITED No. 250, Lloyds Road, Royapettah, Chennai TN IN 600014.	3,19,000
91	2020-2021	SARASWATHI.S	ECE	Prodapt Solutions Pvt Ltd. Prince Info CityII, 4 th Floor, No.283/4, Rajiv Gandhi Salai, OMR, Kandanchavadi, Chennai- 600096	3,30,000
92	2020-2021	SHARMILA D	ECE	Q WAY TECHNOLOGIES RR TowerIII, 4 th Floor, TVK Industrial Estate, Guindy, Chennai-600032	3,09,696
93	2020-2021	SINDHYA.D	ECE	GML SOFT LABS 38/74, Mass Towers , 2 nd Floor, Bazullah rd, T- Nagar, Chennai- 600017	2,40,000




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94	2020-2021	SOWMIYA.Y	ECE	Prodapt Solutions Pvt Ltd. Prince Info CityII, 4 th Floor, No.283/4, Rajiv Gandhi Salai, OMR, Kandanchavadi, Chennai-600096	3,30,000
95	2020-2021	SUMATHI.M	ECE	Q WAY TECHNOLOGIES RR TowerIII, 4 th Floor, TVK Industrial Estate, Guindy, Chennai-600032	3,09,696
96	2020-2021	SUSMITHA.R	ECE	VITALIC HEALTH PRIVATE LIMITED No. 250, Lloyds Road, Royapettah, Chennai TN IN 600014.	3,19,000
97	2020-2021	M.SWATI	ECE	TATA Consultancy Services Limited 1, Mandi Parishad Rd, Vijaipur Colony, Vibhuti Khand, Gomti Nagar, Lucknow, Uttar Pradesh 226010	3,36,877
98	2020-2021	SWATHI.S	ECE	Prodapt Solutions Pvt Ltd. Prince Info CityII, 4 th Floor, No.283/4, Rajiv Gandhi Salai, OMR, Kandanchavadi, Chennai-600096	3,30,000
99	2020-2021	TAMILSELVI.R	ECE	GML SOFT LABS 38/74, Mass Towers , 2 nd Floor, Bazullah rd, T-Nagar, Chennai-600017	2,40,000
100	2020-2021	YUVRAJE	ECE	Prodapt Solutions Pvt Ltd. Prince Info CityII, 4 th Floor, No.283/4, Rajiv Gandhi Salai, OMR, Kandanchavadi, Chennai-600096	3,30,000
101	2020-2021	K.SONIA	ECE	Q WAY TECHNOLOGIES RR TowerIII, 4 th Floor, TVK Industrial Estate, Guindy, Chennai-600032	3,09,696



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102	2020-2021	DEEPIKA	ECE	VITALIC HEALTH PRIVATE LIMITED No. 250, Lloyds Road, Royapettah, Chennai TN IN 600014.	3,19,000
103	2020-2021	ANANDHA PRIYA.R	EEE	LUXSHARE INDIA PRIVATE LIMITED PLOT NO: M1, SIPCOT SEZ, THIRUMANGALAM VILLAGE, SRIPERAMBUDUR, TAMILNADU KANCHEEPURAM ; Postcode. 602106	3,24,000
104	2020-2021	AKASH.A	EEE	Edvoy Habeb Center, 51, TT Krishnamachari Rd, CIT Colony, Alwarpet, Chennai, Tamil Nadu 600018	3,24,096
105	2020-2021	AMMU.E	EEE	Netcon Technologies India Private Limited Bharati Vilas, 26B, 100 Feet Rd, Guindy Thiru ViKa Estate, Ekkatuthangal, Tamil Nadu 600032	3,00,000
106	2020-2021	ANAND.S	EEE	LUXSHARE INDIA PRIVATE LIMITED PLOT NO: M1, SIPCOT SEZ, THIRUMANGALAM VILLAGE, SRIPERAMBUDUR, TAMILNADU KANCHEEPURAM ; Postcode. 602106	3,24,000
107	2020-2021	CHANDRAMOULI.K	EEE	Edvoy Habeb Center, 51, TT Krishnamachari Rd, CIT Colony, Alwarpet, Chennai, Tamil Nadu 600018	3,24,096



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108	2020-2021	DIVAKAR.K	EEE	Netcon Technologies India Private Limited Bharati Vilas, 26B, 100 Feet Rd, Guindy Thiru ViKa Estate, Ekkatuthangal, Tamil Nadu 600032	3,00,000
109	2020-2021	GAYATHRI.V	EEE	LUXSHARE INDIA PRIVATE LIMITED PLOT NO: M1, SIPCOT SEZ, THIRUMANGALAM VILLAGE, SRIPERAMBUDUR, TAMILNADU KANCHEEPURAM ; Postcode. 602106	3,24,000
110	2020-2021	KIRUBAKARAN.G	EEE	Netcon Technologies India Private Limited Bharati Vilas, 26B, 100 Feet Rd, Guindy Thiru ViKa Estate, Ekkatuthangal, Tamil Nadu 600032	3,00,000
111	2020-2021	KISHOREKUMAR S	EEE	Edvoy Habeeb Center, 51, TT Krishnamachari Rd, CIT Colony, Alwarpet, Chennai, Tamil Nadu 600018	3,24,096
112	2020-2021	MONISH.B	EEE	LUXSHARE INDIA PRIVATE LIMITED PLOT NO: M1, SIPCOT SEZ, THIRUMANGALAM VILLAGE, SRIPERAMBUDUR, TAMILNADU KANCHEEPURAM ; Postcode. 602106	3,24,000
113	2020-2021	NAVANEETHA HALDER	EEE	Netcon Technologies India Private Limited Bharati Vilas, 26B, 100 Feet Rd, Guindy Thiru ViKa Estate, Ekkatuthangal, Tamil Nadu 600032	3,00,000



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114	2020-2021	NAVEENA.P	EEE	Edvoy Habeb Center, 51, TT Krishnamachari Rd, CIT Colony, Alwarpet, Chennai, Tamil Nadu 600018	3,24,096
115	2020-2021	PRADEEBAN.V	EEE	LUXSHARE INDIA PRIVATE LIMITED PLOT NO: M1, SIPCOT SEZ, THIRUMANGALAM VILLAGE, SRIPERAMBUDUR, TAMILNADU KANCHEEPURAM ; Postcode. 602106	3,24,000
116	2020-2021	PRAVEEN KUMAR.J	EEE	Edvoy Habeb Center, 51, TT Krishnamachari Rd, CIT Colony, Alwarpet, Chennai, Tamil Nadu 600018	3,24,096
117	2020-2021	RAMYA.J.C	EEE	Netcon Technologies India Private Limited Bharati Vilas, 26B, 100 Feet Rd, Guindy Thiru ViKa Estate, Ekkatuthangal, Tamil Nadu 600032	3,00,000
118	2020-2021	SNEHA.M	EEE	LUXSHARE INDIA PRIVATE LIMITED PLOT NO: M1, SIPCOT SEZ, THIRUMANGALAM VILLAGE, SRIPERAMBUDUR, TAMILNADU KANCHEEPURAM ; Postcode. 602106	3,24,000
119	2020-2021	SONA.S	EEE	Netcon Technologies India Private Limited Bharati Vilas, 26B, 100 Feet Rd, Guindy Thiru ViKa Estate, Ekkatuthangal, Tamil Nadu 600032	3,00,000



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120	2020-2021	SUBATHRA.K.S	EEE	Edvoy Habeb Center, 51, TT Krishnamachari Rd, CIT Colony, Alwarpet, Chennai, Tamil Nadu 600018	3,24,096
121	2020-2021	SURESH KUMAR.R	EEE	LUXSHARE INDIA PRIVATE LIMITED PLOT NO: M1, SIPCOT SEZ, THIRUMANGALAM VILLAGE, SRIPERAMBUDUR, TAMILNADU KANCHEEPURAM ; Postcode. 602106	3,24,000
122	2020-2021	UMA MAHESHWARI.R	EEE	Netcon Technologies India Private Limited Bharati Vilas, 26B, 100 Feet Rd, Guindy Thiru ViKa Estate, Ekkatuthangal, Tamil Nadu 600032	3,00,000
123	2020-2021	VIGNESHWAR.D	EEE	Edvoy Habeb Center, 51, TT Krishnamachari Rd, CIT Colony, Alwarpet, Chennai, Tamil Nadu 600018	3,24,096
124	2020-2021	VIGNESHWARAN.R	EEE	LUXSHARE INDIA PRIVATE LIMITED PLOT NO: M1, SIPCOT SEZ, THIRUMANGALAM VILLAGE, SRIPERAMBUDUR, TAMILNADU KANCHEEPURAM ; Postcode. 602106	3,24,000
125	2020-2021	VIJAYESHWARAN.B	EEE	Edvoy Habeb Center, 51, TT Krishnamachari Rd, CIT Colony, Alwarpet, Chennai, Tamil Nadu 600018	3,24,096



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126	2020-2021	VIKRAM.S	EEE	LUXSHARE INDIA PRIVATE LIMITED PLOT NO: M1, SIPCOT SEZ, THIRUMANGALAM VILLAGE, SRIPERAMBUDUR, TAMILNADU KANCHEEPURAM ; Postcode. 602106	3,24,000
127	2020-2021	AJAY KUMAR.K	EEE	LUXSHARE INDIA PRIVATE LIMITED PLOT NO: M1, SIPCOT SEZ, THIRUMANGALAM VILLAGE, SRIPERAMBUDUR, TAMILNADU KANCHEEPURAM ; Postcode. 602106	3,24,000
128	2020-2021	JENIPER.M	EEE	Edvoy Habeb Center, 51, TT Krishnamachari Rd, CIT Colony, Alwarpet, Chennai, Tamil Nadu 600018	3,24,096
129	2020-2021	KAMALAKANNAN.V	EEE	LUXSHARE INDIA PRIVATE LIMITED PLOT NO: M1, SIPCOT SEZ, THIRUMANGALAM VILLAGE, SRIPERAMBUDUR, TAMILNADU KANCHEEPURAM ; Postcode. 602106	3,24,000
130	2020-2021	KARTHIRAVAN.D	EEE	Netcon Technologies India Private Limited Bharati Vilas, 26B, 100 Feet Rd, Guindy Thiru ViKa Estate, Ekkatuthangal, Tamil Nadu 600032	3,00,000
131	2020-2021	LAKSHMI PRASAD.D.M	EEE	Edvoy Habeb Center, 51, TT Krishnamachari Rd, CIT Colony, Alwarpet, Chennai, Tamil Nadu 600018	3,24,096



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132	2020-2021	MAGESHWARAN.M	EEE	LUXSHARE INDIA PRIVATE LIMITED PLOT NO: M1, SIPCOT SEZ, THIRUMANGALAM VILLAGE, SRIPERAMBUDUR, TAMILNADU KANCHEEPURAM ; Postcode. 602106	3,24,000
133	2020-2021	AKASH S	MECH	VERSO3D No.313,Apeejay house,39/12 Haddows Road, Nungambakkam, Chennai-600006	2,16,000
134	2020-2021	AKILAN A	MECH	KIA INDIA PRIVATE LIMITED No.151-2 Erramanchi,Penukonda, Anantapur District- 515164	3,30,587
135	2020-2021	ARAVINDHAN K	MECH	ZIRCON Technologies (India) LTD 40/3, 40/3B, 7B, 7C, Siva Bootham Village, Chettiyar Agaram St, Vanagaram, Chennai, Tamil Nadu 600095	2,60,000
136	2020-2021	ARUNKUMAR N	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
137	2020-2021	ASHOK M	MECH	VERSO3D No.313,Apeejay house,39/12 Haddows Road, Nungambakkam, Chennai-600006	2,16,000



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138	2020-2021	BASKAR R	MECH	BOZHON Precision Industry India Pvt. Ltd. SF No 44/1b, Plot No.172, NH4 Main Road, Anandvalli Nagar, Mambakkam, Sriperumbadur, Kanchipuram, Chennai-602105	3,00,000
139	2020-2021	BENU RICHARD P	MECH	KIA INDIA PRIVATE LIMITED No.151-2 Erramanchi, Penukonda, Anantapur District-515164	3,30,587
140	2020-2021	BHARATHRAJ M	MECH	VERSO3D No.313, Apeejay house, 39/12 Haddows Road, Nungambakkam, Chennai-600006	2,16,000
141	2020-2021	BHARATH RAJ N	MECH	ZIRCON Technologies (India) LTD 40/3, 40/3B, 7B, 7C, Siva Bootham Village, Chettiyar Agaram St, Vanagaram, Chennai, Tamil Nadu 600095	2,60,000
142	2020-2021	BHUVANESWARI V	MECH	BOZHON Precision Industry India Pvt. Ltd. SF No 44/1b, Plot No.172, NH4 Main Road, Anandvalli Nagar, Mambakkam, Sriperumbadur, Kanchipuram, Chennai-602105	3,00,000
143	2020-2021	C.BHUVANESHWARAN	MECH	LS Automotive India Pvt Ltd, Survey Nos.280,281, 292,340/1B5, Poonamalee-Gudapakkam Village, Poonamalee Taluk, Thiruvallur District-600124, Tamilnadu, India	2,22,308



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144	2020-2021	DEEPAK J	MECH	ZIRCON Technologies (India) LTD 40/3, 40/3B, 7B, 7C, Siva Bootham Village, Chettiyar Agaram St, Vanagaram, Chennai, Tamil Nadu 600095	2,60,000
145	2020-2021	DHANUSH K	MECH	KIA INDIA PRIVATE LIMITED No.151-2 Erramanchi, Penukonda, Anantapur District-515164	3,30,587
146	2020-2021	DHEENA G	MECH	BOZHON Precision Industry India Pvt. Ltd. SF No 44/1b, Plot No.172, NH4 Main Road, Anandvalli Nagar, Mambakkam, Sriperumbadur, Kanchipuram, Chennai-602105	3,00,000
147	2020-2021	DHUNUSHWARAN R	MECH	LS Automotive India Pvt Ltd, Survey Nos.280,281, 292,340/1B5, Poonamalee-Gudapakkam Village, Poonamalee Taluk, Thiruvallur District-600124, Tamilnadu, India	2,22,308
148	2020-2021	DILLIBABU U	MECH	VERSO3D No.313, Apeejay house, 39/12 Haddows Road, Nungambakkam, Chennai-600006	2,16,000
149	2020-2021	DINESH M	MECH	KIA INDIA PRIVATE LIMITED No.151-2 Erramanchi, Penukonda, Anantapur District-515164	3,30,587



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150	2020-2021	ELANGO VAN S	MECH	BOZHON Precision Industry India Pvt. Ltd. SF No 44/1b, Plot No.172, NH4 Main Road, Anandvalli Nagar, Mambakkam, Sriperumbadur, Kanchipuram, Chennai-602105	3,00,000
151	2020-2021	GANESH V	MECH	ZIRCON Technologies (India) LTD 40/3, 40/3B, 7B, 7C, Siva Bootham Village, Chettiyar Agaram St, Vanagaram, Chennai, Tamil Nadu 600095	2,60,000
152	2020-2021	GOWTHAM F	MECH	KIA INDIA PRIVATE LIMITED No.151-2 Erramanchi, Penukonda, Anantapur District-515164	3,30,587
153	2020-2021	HARIHARAN B	MECH	LS Automotive India Pvt Ltd, Survey Nos.280,281, 292,340/1B5, Poonamalee-Gudapakkam Village, Poonamalee Taluk, Thiruvallur District-600124, Tamilnadu, India	2,22,308
154	2020-2021	HARIHARAN M	MECH	BOZHON Precision Industry India Pvt. Ltd. SF No 44/1b, Plot No.172, NH4 Main Road, Anandvalli Nagar, Mambakkam, Sriperumbadur, Kanchipuram, Chennai-602105	3,00,000
155	2020-2021	HARIPRAKASH S	MECH	VERSO3D No.313, Apeejay house, 39/12 Haddows Road, Nungambakkam, Chennai-600006	2,16,000



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156	2020-2021	HARI PRASAD J	MECH	ZIRCON Technologies (India) LTD 40/3, 40/3B, 7B, 7C, Siva Bootham Village, Chettiyar Agaram St, Vanagaram, Chennai, Tamil Nadu 600095	2,60,000
157	2020-2021	HARISH KUMAR K	MECH	VERSO3D No.313,Apeejay house,39/12 Haddows Road, Nungambakkam, Chennai-600006	2,16,000
158	2020-2021	JABANESAN M	MECH	BOZHON Precision Industry India Pvt. Ltd. SF No 44/1b, Plot No.172, NH4 Main Road, Anandvalli Nagar, Mambakkam, Sriperumbadur, Kanchipuram, Chennai-602105	3,00,000
159	2020-2021	JAGADISAN D	MECH	KIA INDIA PRIVATE LIMITED No.151-2 Erramanchi,Penukonda, Anantapur District-515164	3,30,587
160	2020-2021	JAIGANESH V	MECH	VERSO3D No.313,Apeejay house,39/12 Haddows Road, Nungambakkam, Chennai-600006	2,16,000
161	2020-2021	JANARTHANAN D	MECH	LS Automotive India Pvt ltd, Survey Nos.280,281, 292,340/1B5, Poonamalee-Gudapakkam Village, Poonamalee Taluk, Thiruvallur District-600124, Tamilnadu, India	2,22,308



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162	2020-2021	JAYA PRAKASH N	MECH	BOZHON Precision Industry India Pvt. Ltd. SF No 44/1b, Plot No.172, NH4 Main Road, Anandvalli Nagar, Mambakkam, Sriperumbadur, Kanchipuram, Chennai-602105	3,00,000
163	2020-2021	JAYA PRAKASH R	MECH	KIA INDIA PRIVATE LIMITED No.151-2 Erramanchi, Penukonda, Anantapur District-515164	3,30,587
164	2020-2021	KAMALESH M	MECH	ZIRCON Technologies (India) LTD 40/3, 40/3B, 7B, 7C, Siva Bootham Village, Chettiyar Agaram St, Vanagaram, Chennai, Tamil Nadu 600095	2,60,000
165	2020-2021	KANISHKAR K	MECH	VERSO3D No.313, Apeejay house, 39/12 Haddows Road, Nungambakkam, Chennai-600006	2,16,000
166	2020-2021	KARAN M	MECH	KIA INDIA PRIVATE LIMITED No.151-2 Erramanchi, Penukonda, Anantapur District-515164	3,30,587
167	2020-2021	KISHORE KUMAR M	MECH	BOZHON Precision Industry India Pvt. Ltd. SF No 44/1b, Plot No.172, NH4 Main Road, Anandvalli Nagar, Mambakkam, Sriperumbadur, Kanchipuram, Chennai-602105	3,00,000



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168	2020-2021	KRISHI KESA R	MECH	ZIRCON Technologies (India) LTD 40/3, 40/3B, 7B, 7C, Siva Bootham Village, Chettiyar Agaram St, Vanagaram, Chennai, Tamil Nadu 600095	2,60,000
169	2020-2021	KRISHNA KUMAR V	MECH	LS Automotive India Pvt ltd, Survey Nos.280,281, 292,340/1B5, Poonamalee-Gudapakkam Village, Poonamalee Taluk, Thiruvallur District-600124, Tamilnadu, India	2,22,308
170	2020-2021	MADHIYAN D	MECH	KIA INDIA PRIVATE LIMITED No.151-2 Erramanchi, Penukonda, Anantapur District-515164	3,30,587
171	2020-2021	MANIKANDAN N	MECH	VERSO3D No.313, Apeejay house, 39/12 Haddows Road, Nungambakkam, Chennai-600006	2,16,000
172	2020-2021	MRITHYUNJEYAN V	MECH	KIA INDIA PRIVATE LIMITED No.151-2 Erramanchi, Penukonda, Anantapur District-515164	3,30,587
173	2020-2021	MUGILAN A	MECH	LS Automotive India Pvt ltd, Survey Nos.280,281, 292,340/1B5, Poonamalee-Gudapakkam Village, Poonamalee Taluk, Thiruvallur District-600124, Tamilnadu, India	2,22,308



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174	2020-2021	NAGARAJ A	MECH	ZIRCON Technologies (India) LTD 40/3, 40/3B, 7B, 7C, Siva Bootham Village, Chettiyar Agaram St, Vanagaram, Chennai, Tamil Nadu 600095	2,60,000
175	2020-2021	NAGARAJAN M	MECH	BOZHON Precision Industry India Pvt. Ltd. SF No 44/1b, Plot No.172, NH4 Main Road, Anandvalli Nagar, Mambakkam, Sriperumbadur, Kanchipuram, Chennai-602105	3,00,000
176	2020-2021	NANDHA KUMAR M	MECH	VERSO3D No.313,Apeejay house,39/12 Haddows Road, Nungambakkam, Chennai-600006	2,16,000
177	2020-2021	NAVEEN Y R K	MECH	LS Automotive India Pvt ltd, Survey Nos.280,281, 292,340/1B5, Poonamalee-Gudapakkam Village, Poonamalee Taluk, Thiruvallur District-600124, Tamilnadu, India	2,22,308
178	2020-2021	NAVEEN KUMAR R	MECH	KIA INDIA PRIVATE LIMITED No.151-2 Erramanchi, Penukonda, Anantapur District-515164	3,30,587
179	2020-2021	NAVEEN KUMAR S	MECH	ZIRCON Technologies (India) LTD 40/3, 40/3B, 7B, 7C, Siva Bootham Village, Chettiyar Agaram St, Vanagaram, Chennai, Tamil Nadu 600095	2,60,000



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180	2020-2021	NITHISH KUMAR J M	MECH	BOZHON Precision Industry India Pvt. Ltd. SF No 44/1b, Plot No.172, NH4 Main Road, Anandvalli Nagar, Mambakkam, Sriperumbadur, Kanchipuram, Chennai-602105	3,00,000
181	2020-2021	PARTHIBAN B	MECH	LS Automotive India Pvt Ltd, Survey Nos.280,281, 292,340/1B5, Poonamalee-Gudapakkam Village, Poonamalee Taluk, Thiruvallur District-600124, Tamilnadu, India	2,22,308
182	2020-2021	PARTHIBAN T	MECH	VERSO3D No.313,Apeejay house,39/12 Haddows Road, Nungambakkam, Chennai-600006	2,16,000
183	2020-2021	PRABU M	MECH	ZIRCON Technologies (India) LTD 40/3, 40/3B, 7B, 7C, Siva Bootham Village, Chettiyar Agaram St, Vanagaram, Chennai, Tamil Nadu 600095	2,60,000
184	2020-2021	PRADEEPRAJ R	MECH	KIA INDIA PRIVATE LIMITED No.151-2 Erramanchi,Penukonda, Anantapur District-515164	3,30,587
185	2020-2021	PRASHANTH E	MECH	LS Automotive India Pvt Ltd, Survey Nos.280,281, 292,340/1B5, Poonamalee-Gudapakkam Village, Poonamalee Taluk, Thiruvallur District-600124, Tamilnadu, India	2,22,308



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186	2020-2021	RAJENDIRA PRASATH P	MECH	ZIRCON Technologies (India) LTD 40/3, 40/3B, 7B, 7C, Siva Bootham Village, Chettiyar Agaram St, Vanagaram, Chennai, Tamil Nadu 600095	2,60,000
187	2020-2021	RAJKUMAR N	MECH	BOZHON Precision Industry India Pvt. Ltd. SF No 44/1b, Plot No.172, NH4 Main Road, Anandvalli Nagar, Mambakkam, Sriperumbadur, Kanchipuram, Chennai-602105	3,00,000
188	2020-2021	RAJKUMAR.S	MECH	VERSO3D No.313,Apeejay house,39/12 Haddows Road, Nungambakkam, Chennai-600006	2,16,000
189	2020-2021	RAKKI.G	MECH	KIA INDIA PRIVATE LIMITED No.151-2 Erramanchi,Penukonda, Anantapur District-515164	3,30,587
190	2020-2021	RAMYA.A.L	MECH	VERSO3D No.313,Apeejay house,39/12 Haddows Road, Nungambakkam, Chennai-600006	2,16,000
191	2020-2021	RANJITH KUMAR.S	MECH	BOZHON Precision Industry India Pvt. Ltd. SF No 44/1b, Plot No.172, NH4 Main Road, Anandvalli Nagar, Mambakkam, Sriperumbadur, Kanchipuram, Chennai-602105	3,00,000



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192	2020-2021	RICHARD RAJ 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
193	2020-2021	SAKTHI.D	MECH	KIA INDIA PRIVATE LIMITED No.151-2 Erramanchi,Penukonda, Anantapur District- 515164	3,30,587
194	2020-2021	SARATH KUMAR.D	MECH	ZIRCON Technologies (India) LTD 40/3, 40/3B, 7B, 7C, Siva Bootham Village, Chettiyar Agaram St, Vanagaram, Chennai, Tamil Nadu 600095	2,60,000
195	2020-2021	SASI KUMAR.R	MECH	BOZHON Precision Industry India Pvt. Ltd. SF No 44/1b, Plot No.172, NH4 Main Road, Anandvalli Nagar, Mambakkam, Sriperumbadur, Kanchipuram, Chennai- 602105	3,00,000
196	2020-2021	SONIYA.M	MECH	VERSO3D No.313,Apeejay house,39/12 Haddows Road, Nungambakkam, Chennai-600006	2,16,000
197	2020-2021	STEPHEN RAJ C	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




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198	2020-2021	SUBASH.R	MECH	VERSO3D No.313,Apeejay house,39/12 Haddows Road, Nungambakkam, Chennai-600006	2,16,000
199	2020-2021	SUNIL GANDHI G	MECH	ZIRCON Technologies (India) LTD 40/3, 40/3B, 7B, 7C, Siva Bootham Village, Chettiyar Agaram St, Vanagaram, Chennai, Tamil Nadu 600095	2,60,000
200	2020-2021	SUNIL KUMAR D	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
201	2020-2021	SURENKUMAR.R	MECH	BOZHON Precision Industry India Pvt. Ltd. SF No 44/1b, Plot No.172, NH4 Main Road, Anandvalli Nagar, Mambakkam, Sriperumbadur, Kanchipuram, Chennai- 602105	3,00,000
202	2020-2021	SURYA.I	MECH	KIA INDIA PRIVATE LIMITED No.151-2 Erramanchi,Penukonda, Anantapur District- 515164	3,30,587
203	2020-2021	TAMILARASAN.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




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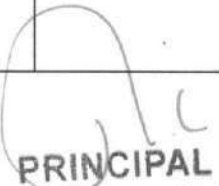
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204	2020-2021	TAMILVENDAN.M	MECH	ZIRCON Technologies (India) LTD 40/3, 40/3B, 7B, 7C, Siva Bootham Village, Chettiyar Agaram St, Vanagaram, Chennai, Tamil Nadu 600095	2,60,000
205	2020-2021	VALLARASU C R	MECH	BOZHON Precision Industry India Pvt. Ltd. SF No 44/1b, Plot No.172, NH4 Main Road, Anandvalli Nagar, Mambakkam, Sriperumbadur, Kanchipuram, Chennai-602105	3,00,000
206	2020-2021	VIDYASAGAR M	MECH	LS Automotive India Pvt ltd, Survey Nos.280,281, 292,340/1B5, Poonamalee-Gudapakkam Village, Poonamalee Taluk, Thiruvallur District-600124, Tamilnadu, India	2,22,308
207	2020-2021	VIGNESH.S	MECH	KIA INDIA PRIVATE LIMITED No.151-2 Erramanchi, Penukonda, Anantapur District-515164	3,30,587
208	2020-2021	VIJAYA SARATHI.S	MECH	ZIRCON Technologies (India) LTD 40/3, 40/3B, 7B, 7C, Siva Bootham Village, Chettiyar Agaram St, Vanagaram, Chennai, Tamil Nadu 600095	2,60,000
209	2020-2021	VINOTHKUMAR.H	MECH	VERSO3D No.313, Apeejay house, 39/12 Haddows Road, Nungambakkam, Chennai-600006	2,16,000




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210	2020-2021	YOGESHWARAN.D	MECH	BOZHON Precision Industry India Pvt. Ltd. SF No 44/1b, Plot No.172, NH4 Main Road, Anandvalli Nagar, Mambakkam, Sriperumbadur, Kanchipuram, Chennai-602105	3,00,000
211	2020-2021	YOKESH R	MECH	LS Automotive India Pvt Ltd, Survey Nos.280,281, 292,340/1B5, Poonamalee-Gudapakkam Village, Poonamalee Taluk, Thiruvallur District-600124, Tamilnadu, India	2,22,308
212	2020-2021	YUKESH.B	MECH	VERSO3D No.313,Apeejay house,39/12 Haddows Road, Nungambakkam, Chennai-600006	2,16,000
213	2020-2021	YUVAN SHANKAR RAJ.V	MECH	LS Automotive India Pvt Ltd, Survey Nos.280,281, 292,340/1B5, Poonamalee-Gudapakkam Village, Poonamalee Taluk, Thiruvallur District-600124, Tamilnadu, India	2,22,308
214	2020-2021	AABALE B	MECH	ZIRCON Technologies (India) LTD 40/3, 40/3B, 7B, 7C, Siva Bootham Village, Chettiyar Agaram St, Vanagaram, Chennai, Tamil Nadu 600095	2,60,000



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215	2020-2021	ALAGUPANDI P	MECH	KIA INDIA PRIVATE LIMITED No.151-2 Erramanchi,Penukonda, Anantapur District- 515164	3,30,587
216	2020-2021	DINESH BABU B	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
217	2020-2021	HEMANATHAN S	MECH	BOZHON Precision Industry India Pvt. Ltd. SF No 44/1b, Plot No.172, NH4 Main Road, Anandvalli Nagar, Mambakkam, Sriperumbadur, Kanchipuram, Chennai- 602105	3,00,000
218	2020-2021	ABU THAKIR.MU		Byju's No.96, Prince Kushal Tower, 4th Floor, Mount Road, Anna Salai, Chennai-600002	3,00,000
219	2020-2021	ADHAVAN.E	MBA	ELTA TECHNOLOGIES No.D 30, 3rd Main Road, Sector 2, 9th Street, Ambattur Industrial Estate, Chennai - 600058	2,56,000
220	2020-2021	AJITH KUMAR.V	MBA	Edvoy Habeb Center, 51, TT Krishnamachari Rd, CIT Colony, Alwarpet, Chennai, Tamil Nadu 600018	3,24,096
221	2020-2021	AJITH KUMAR. N	MBA	IMPERIUM	2,00,000



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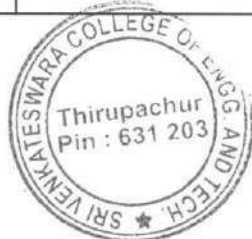


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				MANAGEMENT SOLUTION 2 nd Floor,15 th Avenue,Jawaharlal Nehru Road,Jafferkhanpet,Ashok Nagar,Chennai-83	
222	2020-2021	ANANTHANA.K	MBA	Sutherland Global Services Tower 1-B, DLF IT Park, 1/124, Shivaji Gardens, Mount Poonamallee Rd, opp. Moonlight Bus Stop, Ramapuram, Chennai, Tamil Nadu 600089	3,00,000
223	2020-2021	ANITHA.P	MBA	Edvoy Habeeb Center, 51, TT Krishnamachari Rd, CIT Colony, Alwarpet, Chennai, Tamil Nadu 600018	3,24,096
224	2020-2021	ARAVINDHAN.R	MBA	Quess Corp Limited 8th floor, Khiviraj Building, 480, Anna Salai, Nandanam, Chennai, Tamil Nadu 600035	1,92,000
225	2020-2021	ARUN.F	MBA	Byju's No.96, Prince Kushal Tower, 4th Floor, Mount Road, Anna Salai, Chennai-600002	3,00,000
226	2020-2021	BALAJI M	MBA	Edvoy Habeeb Center, 51, TT Krishnamachari Rd, CIT Colony, Alwarpet, Chennai, Tamil Nadu 600018	3,24,096
227	2020-2021	BRINDHA.V	MBA	IMPERIUM MANAGEMENT SOLUTION 2 nd Floor,15 th Avenue,Jawaharlal Nehru Road,Jafferkhanpet, Ashok Nagar,Chennai- 83	2,00,000



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228	2020-2021	DEEPIKA.B	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
229	2020-2021	DEVI.K	MBA	ELTA TECHNOLOGIES No.D 30, 3rd Main Road, Sector 2, 9th Street, Ambattur Industrial Estate, Chennai - 600058	2,56,000
230	2020-2021	DILEEP KUMAR SHARMA.A	MBA	IMPERIUM MANAGEMENT SOLUTION 2 nd Floor, 15 th Avenue, Jawaharlal Nehru Road, Jafferkhanpet, Ashok Nagar, Chennai-83	2,00,000
231	2020-2021	DILLI BABU.S	MBA	Byju's No.96, Prince Kushal Tower, 4th Floor, Mount Road, Anna Salai, Chennai-600002	3,00,000
232	2020-2021	DINESH KUMAR.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
233	2020-2021	DIVYA BHARATHI.VJ	MBA	Quess Corp Limited 8th floor, Khiviraj Building, 480, Anna Salai, Nandanam, Chennai, Tamil Nadu 600035	1,92,000





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234	2020-2021	DURGA.V	MBA	IMPERIUM MANAGEMENT SOLUTION 2 nd Floor,15 th Avenue,Jawaharlal Nehru Road,Jafferkhanpet,Ash ok Nagar,Chennai-83	2,00,000
235	2020-2021	EASHWARAN.V	MBA	Byju's No.96, Prince Kushal Tower, 4th Floor, Mount Road, Anna Salai, Chennai-600002	3,00,000
236	2020-2021	ESWARI.S	MBA	Quess Corp Limited 8th floor, Khiviraj Building, 480, Anna Salai, Nandanam, Chennai, Tamil Nadu 600035	1,92,000
237	2020-2021	GANESH KUMAR.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
238	2020-2021	GNANA VARSHA.A	MBA	IMPERIUM MANAGEMENT SOLUTION 2 nd Floor,15 th Avenue,Jawaharlal Nehru Road,Jafferkhanpet,Ash ok Nagar,Chennai-83	2,00,000
239	2020-2021	HARIRAM DARSON.P	MBA	ELTA TECHNOLOGIES No.D 30, 3rd Main Road, Sector 2, 9th Street, Ambattur Industrial Estate, Chennai - 600058	2,56,000
240	2020-2021	HARISH.P	MBA	Byju's No.96, Prince Kushal Tower, 4th Floor, Mount Road, Anna Salai, Chennai-600002	3,00,000



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241	2020-2021	HELAN JACQUELINE.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
242	2020-2021	JAI GANESH.S	MBA	ELTA TECHNOLOGIES No.D 30, 3rd Main Road, Sector 2, 9th Street, Ambattur Industrial Estate, Chennai - 600058	2,56,000
243	2020-2021	JEBARAJ	MBA	IMPERIUM MANAGEMENT SOLUTION 2 nd Floor, 15 th Avenue, Jawaharlal Nehru Road, Jaffer Khanpet, Ashok Nagar, Chennai-83	2,00,000
244	2020-2021	KALAISELVAN.B	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
245	2020-2021	KAMARAJ.R	MBA	Byju's No.96, Prince Kushal Tower, 4th Floor, Mount Road, Anna Salai, Chennai-600002	3,00,000
246	2020-2021	LAKSHMIPRIYA.EV	MBA	IMPERIUM MANAGEMENT SOLUTION 2 nd Floor, 15 th Avenue, Jawaharlal Nehru Road, Jaffer Khanpet, Ashok Nagar, Chennai-83	2,00,000



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247	2020-2021	LOKANADHAN.S	MBA	Quess Corp Limited 8th floor, Khiviraj Building, 480, Anna Salai, Nandanam, Chennai, Tamil Nadu 600035	1,92,000
248	2020-2021	MAHESHWARI DOKKALA.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
249	2020-2021	MANOJ KUMAR.DL	MBA	Byju's No.96, Prince Kushal Tower, 4th Floor, Mount Road, Anna Salai, Chennai-600002	3,00,000
250	2020-2021	MANOJ PRABHAKAR.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
251	2020-2021	MONISHA.B	MBA	IMPERIUM MANAGEMENT SOLUTION 2 nd Floor, 15 th Avenue, Jawaharlal Nehru Road, Jaffer Khanpet, Ash ok Nagar, Chennai-83	2,00,000
252	2020-2021	MONISHA.R	MBA	Quess Corp Limited 8th floor, Khiviraj Building, 480, Anna Salai, Nandanam, Chennai, Tamil Nadu 600035	1,92,000



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253	2020-2021	MURUGAN.S	MBA	Edvoy Habeb Center, 51, TT Krishnamachari Rd, CIT Colony, Alwarpet, Chennai, Tamil Nadu 600018	3,24,096
254	2020-2021	NATHASHA.S	MBA	ELTA TECHNOLOGIES No.D 30, 3rd Main Road, Sector 2, 9th Street, Ambattur Industrial Estate, Chennai - 600058	2,56,000
255	2020-2021	NAVEEN KUMAR.V	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
256	2020-2021	NISHA.N	MBA	IMPERIUM MANAGEMENT SOLUTION 2 nd Floor, 15 th Avenue, Jawaharlal Nehru Road, Jaffer Khanpet, Ash ok Nagar, Chennai-83	2,00,000
257	2020-2021	PARTHASARATHI.E	MBA	Byju's No.96, Prince Kushal Tower, 4th Floor, Mount Road, Anna Salai, Chennai-600002	3,00,000
258	2020-2021	PAVITHRA KANNAN.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



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259	2020-2021	PAVUNU.S	MBA	Qess Corp Limited 8th floor, Khiviraj Building, 480, Anna Salai, Nandanam, Chennai, Tamil Nadu 600035	1,92,000
260	2020-2021	PRAGAVATHI.B	MBA	IMPERIUM MANAGEMENT SOLUTION 2 nd Floor,15 th Avenue,Jawaharlal Nehru Road,Jafferkhanpet,Ash ok Nagar,Chennai-83	2,00,000
261	2020-2021	PRASANTH.M	MBA	Byju's No.96, Prince Kushal Tower, 4th Floor, Mount Road, Anna Salai, Chennai-600002	3,00,000
262	2020-2021	PRAVEENA.R	MBA	IMPERIUM MANAGEMENT SOLUTION 2 nd Floor,15 th Avenue,Jawaharlal Nehru Road,Jafferkhanpet,Ash ok Nagar,Chennai-83	2,00,000
263	2020-2021	PRAVEEN KUMAR.B	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
264	2020-2021	PRAVEEN RAJA	MBA	Qess Corp Limited 8th floor, Khiviraj Building, 480, Anna Salai, Nandanam, Chennai, Tamil Nadu 600035	1,92,000



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265	2020-2021	PREETHI.D	MBA	ELTA TECHNOLOGIES No.D 30, 3rd Main Road, Sector 2, 9th Street, Ambattur Industrial Estate, Chennai - 600058	2,56,000
266	2020-2021	RAJASEKAR.J	MBA	Edvoy Habeb Center, 51, TT Krishnamachari Rd, CIT Colony, Alwarpet, Chennai, Tamil Nadu 600018	3,24,096
267	2020-2021	RAMANAN.R	MBA	IMPERIUM MANAGEMENT SOLUTION 2 nd Floor,15 th Avenue,Jawaharlal Nehru Road,Jafferkhanpet,Ash ok Nagar,Chennai-83	2,00,000
268	2020-2021	RAM KUMAR.D	MBA	Byju's No.96, Prince Kushal Tower, 4th Floor, Mount Road, Anna Salai, Chennai-600002	3,00,000
269	2020-2021	REVANTH RAJA	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
270	2020-2021	SAMSON VEDAKARAN.S	MBA	Quess Corp Limited 8th floor, Khiviraj Building, 480, Anna Salai, Nandanam, Chennai, Tamil Nadu 600035	1,92,000
271	2020-2021	SARAN RAJ.S	MBA	IMPERIUM MANAGEMENT SOLUTION 2 nd Floor,15 th Avenue,Jawaharlal Nehru Road,Jafferkhanpet,Ash	2,00,000



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				ok Nagar, Chennai-83	
272	2020-2021	SARATH KUMAR.P	MBA	Edvoy Habeb Center, 51, TT Krishnamachari Rd, CIT Colony, Alwarpet, Chennai, Tamil Nadu 600018	3,24,096
273	2020-2021	SARAVANAN.J	MBA	Byju's No.96, Prince Kushal Tower, 4th Floor, Mount Road, Anna Salai, Chennai-600002	3,00,000
274	2020-2021	SHALINI.B	MBA	IMPERIUM MANAGEMENT SOLUTION 2 nd Floor, 15 th Avenue, Jawaharlal Nehru Road, Jaffer Khanpet, Ash ok Nagar, Chennai-83	2,00,000
275	2020-2021	SHANTHA KUMAR.H	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
276	2020-2021	SHANTHINI.GS	MBA	ELTA TECHNOLOGIES No.D 30, 3rd Main Road, Sector 2, 9th Street, Ambattur Industrial Estate, Chennai - 600058	2,56,000
277	2020-2021	SHARMILA.S	MBA	Byju's No.96, Prince Kushal Tower, 4th Floor, Mount Road, Anna Salai, Chennai-600002	3,00,000
278	2020-2021	SIVA KUMAR.K	MBA	Byju's No.96, Prince Kushal Tower, 4th Floor, Mount Road, Anna Salai, Chennai-600002	3,00,000



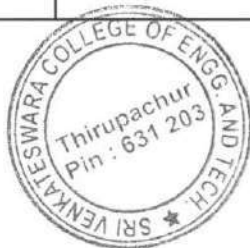
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279	2020-2021	SONIYA.R	MBA	ELTA TECHNOLOGIES No.D 30, 3rd Main Road, Sector 2, 9th Street, Ambattur Industrial Estate, Chennai - 600058	2,56,000
280	2020-2021	SUDHANDHARYA.E	MBA	Sutherland Global Services Tower 1-B, DLF IT Park, 1/124, Shivaji Gardens, Mount Poonamallee Rd, opp. Moonlight Bus Stop, Ramapuram, Chennai, Tamil Nadu 600089	3,00,000
281	2020-2021	SUGANTHA.K	MBA	Byju's No.96, Prince Kushal Tower, 4th Floor, Mount Road, Anna Salai, Chennai-600002	3,00,000
282	2020-2021	SUMITHRA.D	MBA	Quess Corp Limited 8th floor, Khiviraj Building, 480, Anna Salai, Nandanam, Chennai, Tamil Nadu 600035	1,92,000
283	2020-2021	SURYA.G	MBA	IMPERIUM MANAGEMENT SOLUTION 2 nd Floor, 15 th Avenue, Jawaharlal Nehru Road, Jaffer Khanpet, Ash ok Nagar, Chennai-83	2,00,000
284	2020-2021	SWETHA.T	MBA	Byju's No.96, Prince Kushal Tower, 4th Floor, Mount Road, Anna Salai, Chennai-600002	3,00,000
285	2020-2021	VARSHA.J	MBA	ELTA TECHNOLOGIES No.D 30, 3rd Main Road, Sector 2, 9th Street, Ambattur Industrial Estate, Chennai - 600058	2,56,000



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286	2020-2021	VENKAT.P	MBA	Edvoy Habeb Center, 51, TT Krishnamachari Rd, CIT Colony, Alwarpet, Chennai, Tamil Nadu 600018	3,24,096
287	2020-2021	VENKATNIRMAL.G	MBA	IMPERIUM MANAGEMENT SOLUTION 2 nd Floor, 15 th Avenue, Jawaharlal Nehru Road, Jafferkhanpet, Ash ok Nagar, Chennai-83	2,00,000
288	2020-2021	VIDHYA.R	MBA	Byju's No.96, Prince Kushal Tower, 4th Floor, Mount Road, Anna Salai, Chennai-600002	3,00,000
289	2020-2021	VIGNESH.R	MBA	IMPERIUM MANAGEMENT SOLUTION 2 nd Floor, 15 th Avenue, Jawaharlal Nehru Road, Jafferkhanpet, Ash ok Nagar, Chennai-83	2,00,000
290	2020-2021	VIJAY BASKAR.R	MBA	Quess Corp Limited 8th floor, Khiviraj Building, 480, Anna Salai, Nandanam, Chennai, Tamil Nadu 600035	1,92,000
291	2020-2021	VIJAY SURYA.J	MBA	Edvoy Habeb Center, 51, TT Krishnamachari Rd, CIT Colony, Alwarpet, Chennai, Tamil Nadu 600018	3,24,096
292	2020-2021	VINOTH.SS	MBA	Byju's No.96, Prince Kushal Tower, 4th Floor, Mount Road, Anna Salai, Chennai-600002	3,00,000



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Thirupachur-631203, Tiruvallur TK & DT
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293	2020-2021	VIVEKANANDAN.R	MBA	IMPERIUM MANAGEMENT SOLUTION 2 nd Floor,15 th Avenue,Jawaharlal Nehru Road,Jafferkhanpet,Ash ok Nagar,Chennai-83	2,00,000
294	2020-2021	WESLEY SAM.S	MBA	Edvoy Habeb Center, 51, TT Krishnamachari Rd, CIT Colony, Alwarpet, Chennai, Tamil Nadu 600018	3,24,096
295	2020-2021	YOGESH.R	MBA	ELTA TECHNOLOGIES No.D 30, 3rd Main Road, Sector 2, 9th Street, Ambattur Industrial Estate, Chennai - 600058	2,56,000
296	2020-2021	RAMYA.D	MBA	Byju's No.96, Prince Kushal Tower, 4th Floor, Mount Road, Anna Salai, Chennai-600002	3,00,000
297	2020-2021	ALLEN FERNANTEZ.A	MCA	MEDUSIND 8th Floor, Prestige Centre Court, The Forum Vijaya mall, No.183, NSK Salai, Arcot Road, Vadapalani, Chennai, Tamil Nadu 600026	3,00,000
298	2020-2021	AMARNATH.S.V	MCA	Quess Corp Limited 8th floor, Khiviraj Building, 480, Anna Salai, Nandanam, Chennai, Tamil Nadu 600035	1,92,000
299	2020-2021	ARVIND.V	MCA	TEMINOS SEZ-Unit-II , Level 7, Building, No.H06,HiTec h City2 Phoenix info city, Hyderabad, Telangana-500081	3,58,221



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300	2020-2021	ARUN KUMAR. V	MCA	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
301	2020-2021	BANUPRIYA . K	MCA	MEDUSIND 8th Floor, Prestige Centre Court, The Forum Vijaya mall, No.183, NSK Salai, Arcot Road, Vadapalani, Chennai, Tamil Nadu 600026	3,00,000
302	2020-2021	BERLIN. B	MCA	Quess Corp Limited 8th floor, Khiviraj Building, 480, Anna Salai, Nandanam, Chennai, Tamil Nadu 600035	1,92,000
303	2020-2021	BOMMI. R	MCA	TEMINOS SEZ-Unit-II , Level 7, Building, No.H06, HiTech City 2 Phoenix info city, Hyderabad, Telangana-500081	3,58,221
304	2020-2021	DEEPIKA. M	MCA	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
305	2020-2021	DEVIKA.V	MCA	MEDUSIND 8th Floor, Prestige Centre Court, The Forum Vijaya mall, No.183, NSK Salai, Arcot Road, Vadapalani, Chennai, Tamil Nadu 600026	3,00,000



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306	2020-2021	DHARANI.S	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
307	2020-2021	DINESH S.R	MCA	Quess Corp Limited 8th floor, Khiviraj Building, 480, Anna Salai, Nandanam, Chennai, Tamil Nadu 600035	1,92,000
308	2020-2021	GAYATHRI.Y	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
309	2020-2021	HARIPRIYA.M	MCA	MEDUSIND 8th Floor, Prestige Centre Court, The Forum Vijaya mall, No.183, NSK Salai, Arcot Road, Vadapalani, Chennai, Tamil Nadu 600026	3,00,000
310	2020-2021	IMRAN .A	MCA	Quess Corp Limited 8th floor, Khiviraj Building, 480, Anna Salai, Nandanam, Chennai, Tamil Nadu 600035	1,92,000
311	2020-2021	JANANI.R	MCA	TEMINOS SEZ-Unit-II , Level 7, Building,No.H06,HiTech City2 Phoenix info city, Hyderabad, Telangana-500081	3,58,221
312	2020-2021	KAMATCHI.S	MCA	Quess Corp Limited 8th floor, Khiviraj Building, 480, Anna Salai, Nandanam, Chennai, Tamil Nadu 600035	1,92,000



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313	2020-2021	KOTTEESWARAN.V	MCA	MEDUSIND 8th Floor, Prestige Centre Court, The Forum Vijaya mall, No.183, NSK Salai, Arcot Road, Vadapalani, Chennai, Tamil Nadu 600026	3,00,000
314	2020-2021	KUROTHANA GANDHI V.P.R	MCA	MEDUSIND 8th Floor, Prestige Centre Court, The Forum Vijaya mall, No.183, NSK Salai, Arcot Road, Vadapalani, Chennai, Tamil Nadu 600026	3,00,000
315	2020-2021	LALITHA.B	MCA	Quess Corp Limited 8th floor, Khiviraj Building, 480, Anna Salai, Nandanam, Chennai, Tamil Nadu 600035	1,92,000
316	2020-2021	LIONEL MATHEW.E	MCA	TEMINOS SEZ-Unit-II , Level 7, Building, No.H06, HiTec h City2 Phoenix info city, Hyderabad, Telangana-500081	3,58,221
317	2020-2021	MAGESHWARI.V	MCA	Quess Corp Limited 8th floor, Khiviraj Building, 480, Anna Salai, Nandanam, Chennai, Tamil Nadu 600035	1,92,000
318	2020-2021	MAHALAKSHMI.M	MCA	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



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319	2020-2021	MALARVIZHI.M	MCA	MEDUSIND 8th Floor, Prestige Centre Court, The Forum Vijaya mall, No.183, NSK Salai, Arcot Road, Vadapalani, Chennai, Tamil Nadu 600026	3,00,000
320	2020-2021	MANIKANDAN.S	MCA	Quess Corp Limited 8th floor, Khiviraj Building, 480, Anna Salai, Nandanam, Chennai, Tamil Nadu 600035	1,92,000
321	2020-2021	MATHIYAZHAGI.K	MCA	TEMINOS SEZ-Unit-II , Level 7, Building, No.H06, HiTec City 2 Phoenix info city, Hyderabad, Telangana-500081	3,58,221
322	2020-2021	NISHALI.N	MCA	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
323	2020-2021	PRATHIBA. B	MCA	Quess Corp Limited 8th floor, Khiviraj Building, 480, Anna Salai, Nandanam, Chennai, Tamil Nadu 600035	1,92,000
324	2020-2021	PREETHA.B	MCA	MEDUSIND 8th Floor, Prestige Centre Court, The Forum Vijaya mall, No.183, NSK Salai, Arcot Road, Vadapalani, Chennai, Tamil Nadu 600026	3,00,000
325	2020-2021	PREMALATHA.V	MCA	Quess Corp Limited 8th floor, Khiviraj Building, 480, Anna Salai, Nandanam, Chennai, Tamil Nadu 600035	1,92,000



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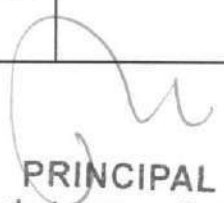
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326	2020-2021	SAIKUMAR.M	MCA	CGI Information Systems and Management Consultants Pvt. Ltd. e-City, Tower 2, No.95/1 & 95/2 Electronics City , Phase-I Banglore-560100	3,50,004
327	2020-2021	SAIKUMAR.S	MCA	TEMINOS SEZ-Unit-II , Level 7, Building, No.H06, HiTech City2 Phoenix info city, Hyderabad, Telangana-500081	3,58,221
328	2020-2021	SARATHKUMAR.B	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
329	2020-2021	SARAVANAN.D	MCA	Quess Corp Limited 8th floor, Khiviraj Building, 480, Anna Salai, Nandanam, Chennai, Tamil Nadu 600035	1,92,000
330	2020-2021	SERVAGANAPATHY.K	MCA	MEDUSIND 8th Floor, Prestige Centre Court, The Forum Vijaya mall, No.183, NSK Salai, Arcot Road, Vadapalani, Chennai, Tamil Nadu 600026	3,00,000
331	2020-2021	SUDHARSHAN.S	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




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332	2020-2021	TAMILSELVI.G	MCA	Quess Corp Limited 8th floor, Khiviraj Building, 480, Anna Salai, Nandanam, Chennai, Tamil Nadu 600035	1,92,000
333	2020-2021	UMA.V	MCA	MEDUSIND 8th Floor, Prestige Centre Court, The Forum Vijaya mall, No.183, NSK Salai, Arcot Road, Vadapalani, Chennai, Tamil Nadu 600026	3,00,000
334	2020-2021	VENKATARAVI.N	MCA	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
335	2020-2021	VENKATESH.S	MCA	Quess Corp Limited 8th floor, Khiviraj Building, 480, Anna Salai, Nandanam, Chennai, Tamil Nadu 600035	1,92,000
336	2020-2021	YUVARAJ.V	MCA	MEDUSIND 8th Floor, Prestige Centre Court, The Forum Vijaya mall, No.183, NSK Salai, Arcot Road, Vadapalani, Chennai, Tamil Nadu 600026	3,00,000
337	2020-2021	RASHMI O. D	M.E CSE	Collabera Technologies Pvt.Ltd. Apex Plaza, 3rd Floor, Nungambakkam High Road, Nungambakkam, Chennai - 600034	2,24,000
338	2020-2021	SONIYA R	M.E CSE	Collabera Technologies Pvt.Ltd. Apex Plaza, 3rd Floor, Nungambakkam High	2,24,000



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				Road, Nungambakkam, Chennai - 600034	
339	2020-2021	A.VINOTHINI	M.E CSE	TEMINOS SEZ-Unit-II , Level 7, Building,No.H06,HiTec h City2 Phoenix info city, Hyderabad, Telangana-500081	3,58,221
340	2020-2021	Vinothkumar.k	M.E CSE	TEMINOS SEZ-Unit-II , Level 7, Building,No.H06,HiTec h City2 Phoenix info city, Hyderabad, Telangana-500081	3,58,221
341	2020-2021	ANITHA S	M.E VLSI	Prodapt Solutions Pvt Ltd. Prince Info CityII, 4 th Floor, No.283/4, Rajiv Gandhi Salai, OMR, Kandanchavadi, Chennai-600096	3,30,000
342	2020-2021	MONISHA C	M.E VLSI	Prodapt Solutions Pvt Ltd. Prince Info CityII, 4 th Floor, No.283/4, Rajiv Gandhi Salai, OMR, Kandanchavadi, Chennai-600096	3,30,000
343	2020-2021	SUGANYA J	M.E VLSI	Prodapt Solutions Pvt Ltd. Prince Info CityII, 4 th Floor, No.283/4, Rajiv Gandhi Salai, OMR, Kandanchavadi, Chennai-600096	3,30,000




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SUTHERLAND

Appointment Letter

College Name: Sri Venkateswara College Of Engineering and Technology

Date: 26-March-2021

Dear **Bill Gilindan 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 June 26, 2021** 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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SUTHERLAND

Appointment Letter

College Name: Sri Venkateswara College Of Engineering and Technology

Date: 26-March-2021

Dear **Moulichandar 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, 2021** 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.

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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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SUTHERLAND®

Appointment Letter

College Name: Sri Venkateswara College Of Engineering and Technology

Date: 26-March-2021

Dear **Saina 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, 2021** 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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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

Appointment Letter

College Name: Sri Venkateswara College Of Engineering and Technology
Date: 26-March-2021

Dear **John Deepak 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 June 26, 2021** 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: 26-March-2021

Dear **Lissi 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, 2021** 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

CONFIDENTIAL

Akash V
Chennai
India

OFFER LETTER

Dear Akash V,

Date 16-04-2021

We have pleasure in offering you a position as "Trainee" in our Atos Group company at "Chennai", with effect your date of joining. Please note that if you do not join on or before "22-August-2021", this offer will be treated as withdrawn.

We have pleasure in offering you a position as "Trainee" in our Atos Group Company at "Chennai", with effect from your date of joining. Please note that if you do not join on or before "22- August - 2021", this offer will be treated as withdrawn.

1) You will receive a Base Salary (Basic + Basket of Allowance (BOA)) **Rs.22,302 (Twenty-two thousand three hundred two)** per month. The Salary breakup has been detailed out later in the offer letter.

2) Atos reserve rights to confirm the employing entity whereby you will require to join. This offer is subject to your joining in any Atos Group entity which shall be specified to you on or before your date of joining. Accordingly, you are required to complete the formalities as required by the employing entity.

3) You will be on probation for an initial period of six months from the date of appointment. Thereupon, you will be a deemed confirmed permanent employee of the Company unless and until specifically informed on extension of your probation period in writing (E Mail/Letter) by your Manager/Company.

4) Your services are transferable to any department, unit or location in India or abroad, in any Atos India or Atos SE Group entity or its subsidiary or affiliate or associate concern, or at the client's site, as deemed necessary by the Company, at its discretion

5) The age of retirement from the Company's service normally is 60 years subject to service regulations and statute guidelines. However, the Company shall have absolute discretion to retire you at the age of 58 years. For the purpose of determining this, the age recorded with the Company at the time of appointment shall be considered as final and conclusive.

6) The other terms and conditions are detailed in the attached "Conditions of Service"

7) You will at all times during your employment devote your entire time and attention to the business of the Company or any of its associates, branches or offices, within India and abroad, to which you may be posted by the Management.

8) You will not be entitled to accept, whether directly or indirectly, any part-time occupation or other job or business of any kind whatsoever, as long as you are in the employment of this Company. 9) This appointment is offered on the basis of your having furnished to the Company, accurate information, regarding your age, education, qualifications, experience and other records. If at any time it is revealed that employment has been obtained by furnishing false information or by withholding relevant information, the Company will be free to terminate your services at any time without notice.

10) During the period of your employment and thereafter, you will not divulge any trade secrets, company secrets, confidential information, business strategies/plans, to any third party, (other than to the Directors of Company or their authorised representatives) including your salary, increments and emoluments, any knowledge obtained by you concerning the business of the Company/customers, whether relating to administration, accounting, research, development, production, manufacturing methods, agreements, customers, suppliers, patent matters or other relevant matters



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NAME	Akash V
DESIGNATION	Trainee
GCM Level	1
Grade	T1
Expected DOJ	22-August-2021
Joining Location	Chennai
Component	Amount (Rs.)
Basic	21,005
BOA	1,297
Monthly Gross	22,302
A Annual Gross	2,67,629
Provident Fund	30,247
Gratuity	12,124
B Retirals	42,371
(A+B)	3,10,000
CTC per annum (A+B)	3,10,000

In addition to the above,

-You will be eligible for Group Medclaim, Group Personal Accident Insurance and Group Term Life Insurance as per the prevailing company policy

-You will be eligible for shift allowance if you work in rotating shifts under the 24X7 environment, as applicable

For Atos Global IT Solution and Services Private Limited

Nasir Usman Shaikh
Senior Vice President – HR

Signature: _____



Date: 16-04-2021

PRINCIPAL

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

Offer Letter

Date: 08-Jul-2021

Name :Arun S

Address:NO:1/96, KK NAGAR ,MAPPEDU, THIRUVALLUR – 631402.

Dear Arun,

We are pleased to confirm your acceptance as a Software Developer with our Company. Please report to the Human Resources Department 08-Jul-2021 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

ACCEPTED AND AGREED: Arjun S

[Intern Full Name]

Signature: Arjun S
Date: 8/7/21



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

CONFIDENTIAL

Bargavi D
Chennai
India

OFFER LETTER

Dear Bargavi D,

Date 16-04-2021

We have pleasure in offering you a position as "Trainee" in our Atos Group company at "Chennai", with effect your date of joining. Please note that if you do not join on or before "22-August-2021", this offer will be treated as withdrawn.

- 1) You will receive a Base Salary (Basic + Basket of Allowance (BOA)) **Rs.22,302 (Twenty-two thousand three hundred two)** per month. The Salary breakup has been detailed out later in the offer letter.
- 2) Atos reserve rights to confirm the employing entity whereby you will require to join. This offer is subject to your joining in any Atos Group entity which shall be specified to you on or before your date of joining. Accordingly, you are required to complete the formalities as required by the employing entity.
- 3) You will be on probation for an initial period of six months from the date of appointment. Thereupon, you will be a deemed confirmed permanent employee of the Company unless and until specifically informed on extension of your probation period in writing (E Mail/Letter) by your Manager/Company.
- 4) Your services are transferable to any department, unit or location in India or abroad, in any Atos India or Atos SE Group entity or its subsidiary or affiliate or associate concern, or at the client's site, as deemed necessary by the Company, at its discretion
- 5) The age of retirement from the Company's service normally is 60 years subject to service regulations and statute guidelines. However, the Company shall have absolute discretion to retire you at the age of 58 years. For the purpose of determining this, the age recorded with the Company at the time of appointment shall be considered as final and conclusive.
- 6) The other terms and conditions are detailed in the attached "Conditions of Service"
- 7) You will at all times during your employment devote your entire time and attention to the business of the Company or any of its associates, branches or offices, within India and abroad, to which you may be posted by the Management.
- 8) You will not be entitled to accept, whether directly or indirectly, any part-time occupation or other job or business of any kind whatsoever, as long as you are in the employment of this Company.
- 9) This appointment is offered on the basis of your having furnished to the Company, accurate information, regarding your age, education, qualifications, experience and other records. If at any time it is revealed that employment has been obtained by furnishing false information or by withholding relevant information, the Company will be free to terminate your services at any time without notice.
- 10) During the period of your employment and thereafter, you will not divulge any trade secrets, company secrets, confidential information, business strategies/plans, to any third party, (other than to the Directors of Company or their authorised representatives) including your salary, increments and emoluments, any knowledge obtained by you concerning the business of the Company/customers, whether relating to administration, accounting, research, development, production, manufacturing methods, agreements, customers, suppliers, patent matters or other relevant matters



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

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NAME	Bargavi D
DESIGNATION	Trainee
GCM Level	1
Grade	T1
Expected DOJ	22-August-2021
Joining Location	Chennai
Component	Amount (Rs.)
Basic	21,005
BOA	1,297
Monthly Gross	22,302
A Annual Gross	2,67,629
Provident Fund	30,247
Gratuity	12,124
B Retirals	42,371
(A+B)	3,10,000
CTC per annum (A+B)	3,10,000

In addition to the above,

-You will be eligible for Group Medclaim, Group Personal Accident Insurance and Group Term Life Insurance as per the prevailing company policy

-You will be eligible for shift allowance if you work in rotating shifts under the 24X7 environment, as applicable

For Atos Global IT Solution and Services Private Limited

Nasir Usman Shaikh
Senior Vice President – HR

Signature: _____



Date: 16-04-2021

PRINCIPAL

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



Temenos Offer

September 23, 2020 (MM/DD/YYYY)

Dear **Charles.S**
No:2/164 Bajanai kovil street,
Thandalam,Sriperambudur-602105

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: **October 5, 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, 40 hours per week (Mon to Fri). Working hours may be subject to change following business requirements.

11. Place of work: SEZ - Unit 1, Level 2, Building No.H06, HiTech City2 Phoenix Info City, Sriperambudur, TAMIL NADU 500081 IND. You may however be required to take up assignments with subsidiaries in Bangalore, Hyderabad, Chennai, 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 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.

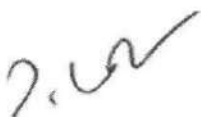
20. Validity of the Offer: Offer of employment is subject to the following

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

ANNEXURE I - Salary Structure

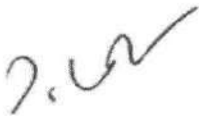
Your salary structure would be as indicated below:

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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Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

Offer Letter

Date: 08-Jul-2021

Name: Daarthy A

Address: NO:108, HC KUPPU SAMI ST, ARAKONAM – 631001.

Dear Daarthy,

We are pleased to confirm your acceptance as a Software Developer with our Company. Please report to the Human Resources Department 08-Jul-2021 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


ACCEPTED AND AGREED: Daarthya A

[Intern Full Name]

Signature: Daarthya A

Date: 8/07/21




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

Offer Letter

Date: 08-Jul-2021

Name: Gnana anish A

Address: NO :7/74 ,1 ST CROSS STREET, PERAVALLUR, JAWAHAR NAGAR, CHENNAI – 600082.

Dear Gnana anish ,

We are pleased to confirm your acceptance as a Software Developer with our Company. Please report to the Human Resources Department 08-Jul-2021 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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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

ACCEPTED AND AGREED: *Gnana anish A*

[Intern Full Name]

Signature: *[Handwritten Signature]*

Date: *08-07-21*



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

Iswarya S
Thiruvallur
India

OFFER LETTER

Dear Iswarya S,

Date 16-04-2021

We have pleasure in offering you a position as "Trainee" in our Atos Group company at "Chennai", with effect your date of joining. Please note that if you do not join on or before "22-August-2021", this offer will be treated as withdrawn.

- 1) You will receive a Base Salary (Basic + Basket of Allowance (BOA)) **Rs.22,302 (Twenty-two thousand three hundred two)** per month. The Salary breakup has been detailed out later in the offer letter.
- 2) Atos reserve rights to confirm the employing entity whereby you will require to join. This offer is subject to your joining in any Atos Group entity which shall be specified to you on or before your date of joining. Accordingly, you are required to complete the formalities as required by the employing entity.
- 3) You will be on probation for an initial period of six months from the date of appointment. Thereupon, you will be a deemed confirmed permanent employee of the Company unless and until specifically informed on extension of your probation period in writing (E Mail/Letter) by your Manager/Company.
- 4) Your services are transferable to any department, unit or location in India or abroad, in any Atos India or Atos SE Group entity or its subsidiary or affiliate or associate concern, or at the client's site, as deemed necessary by the Company, at its discretion
- 5) The age of retirement from the Company's service normally is 60 years subject to service regulations and statute guidelines. However, the Company shall have absolute discretion to retire you at the age of 58 years. For the purpose of determining this, the age recorded with the Company at the time of appointment shall be considered as final and conclusive.
- 6) The other terms and conditions are detailed in the attached "Conditions of Service"
- 7) You will at all times during your employment devote your entire time and attention to the business of the Company or any of its associates, branches or offices, within India and abroad, to which you may be posted by the Management.
- 8) You will not be entitled to accept, whether directly or indirectly, any part-time occupation or other job or business of any kind whatsoever, as long as you are in the employment of this Company.
- 9) This appointment is offered on the basis of your having furnished to the Company, accurate information, regarding your age, education, qualifications, experience and other records. If at any time it is revealed that employment has been obtained by furnishing false information or by withholding relevant information, the Company will be free to terminate your services at any time without notice.
- 10) During the period of your employment and thereafter, you will not divulge any trade secrets, company secrets, confidential information, business strategies/plans, to any third party, (other than to the Directors of Company or their authorised representatives) including your salary, increments and emoluments, any knowledge obtained by you concerning the business of the Company/customers, whether relating to administration, accounting, research, development, production, manufacturing methods, agreements, customers, suppliers, patent matters or other relevant matters



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NAME	Iswarya S
DESIGNATION	Trainee
GCM Level	1
Grade	T1
Expected DOJ	22-August-2021
Joining Location	Chennai
Component	Amount (Rs.)
Basic	21,005
BOA	1,297
Monthly Gross	22,302
A Annual Gross	2,67,629
Provident Fund	30,247
Gratuity	12,124
B Retirals	42,371
(A+B)	3,10,000
CTC per annum (A+B)	3,10,000

In addition to the above,

-You will be eligible for Group Medclaim, Group Personal Accident Insurance and Group Term Life Insurance as per the prevailing company policy

-You will be eligible for shift allowance if you work in rotating shifts under the 24X7 environment, as applicable

For Atos Global IT Solution and Services Private Limited

Nasir Usman Shaikh
Senior Vice President - HR

Signature: _____



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Thirupachur, Thiruvallur - 631 203

Date: 16-04-21

Offer Letter

Date: 08-Jul-2021

Name: Jothika G

Address: No: 2/272A, Nelvoy colony, Nelvoy post, Thiruvallur-602023.

Dear Jothika ,

We are pleased to confirm your acceptance as a Software Developer with our Company. Please report to the Human Resources Department 08-Jul-2021 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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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

ACCEPTED AND AGREED: JOTHIKA . G

[Intern Full Name]

Signature: Jothika .

Date: 08-07-21




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Sri Venkateswara College of
Engineering and Technology,
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Temenos Offer

September 23, 2020 (MM/DD/YYYY)

Dear **Kavitha.K**
No:1/86, Pillaiyar Kovil street,
Keelanur 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: **October 5, 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 City 2 Phoenix Info City, Hyderabad, TELANGANA, 500081 IND. You may however be required to take up assignments with subsidiaries of the group and 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.

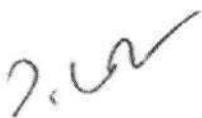
20. Validity of the Offer: Offer of employment is subject to the following

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

ANNEXURE I - Salary Structure

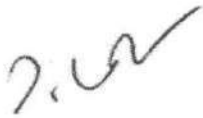
Your salary structure would be as indicated below:

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




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



Temenos Offer

September 23, 2020 (MM/DD/YYYY)

Dear **Kaviya.S**
No: 2/164 Bajanai koil Street,
Thandalam, Sriperumbudur -602105

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.
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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: **October 5, 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.

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11. Place of work: SEZ - Unit II, Level 2, Building No. 100, HiTech City 2 Phoenix Info City, Hyderabad, TELANGANA



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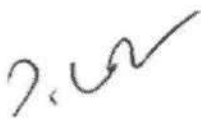
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Yours sincerely,



T. Sethu Rathinam
Vice President – Human Resources



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Thirupachur, Thiruvallur - 631 203

ANNEXURE I - Salary Structure

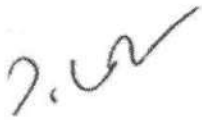
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B - Other benefits	
Employer's contribution to Provident Fund (12% on Basic) as per law	33,000.00
Contribution to Gratuity as per law	13,221.00
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C - Short Term incentive*	
Short Term incentive*	As per applicable Short Term Incentive(STI) plan
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Vice President – Human Resources




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Sri Venkateswara College of
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Thirupachur, Thiruvallur - 631 203

Offer Letter

Date: 08-Jul-2021

Name: i Kaviyarasi G.P

Address: NO: 29, VIJAY NAGAR, REDHILLS, CHENNAI – 600052.

Dear Kaviyarasi,

We are pleased to confirm your acceptance as a Software Developer with our Company. Please report to the Human Resources Department 08-Jul-2021 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.

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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

ACCEPTED AND AGREED: Kaveeyaral. G.P
[Intern Full Name]

Signature: Kaveeyaral
Date: 8/7/21



Principal
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



Temenos Offer

September 23, 2020 (MM/DD/YYYY)

Dear **Kotteswaran.M**
No: 28/974, Nagalamman Nagar,
Vadamambakkam post,
Arakkonam , Vellore -631003

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 5, 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 2B 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.

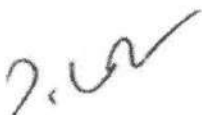
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a. Clearance by the company doctor based on the "medical examination".

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

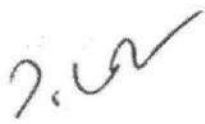
Your salary structure would be as indicated below:

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




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Lokeshwari S
Arakkonam
India

OFFER LETTER

Dear Lokeshwari S,

Date 16-04-2021

We have pleasure in offering you a position as "Trainee" in our Atos Group company at "Chennai", with effect your date of joining. Please note that if you do not join on or before "22-August-2021", this offer will be treated as withdrawn.

1) You will receive a Base Salary (Basic + Basket of Allowance (BOA)) **Rs.22,302 (Twenty-two thousand three hundred two)** per month. The Salary breakup has been detailed out later in the offer letter.

2) Atos reserve rights to confirm the employing entity whereby you will require to join. This offer is subject to your joining in any Atos Group entity which shall be specified to you on or before your date of joining. Accordingly, you are required to complete the formalities as required by the employing entity.

3) You will be on probation for an initial period of six months from the date of appointment. Thereupon, you will be a deemed confirmed permanent employee of the Company unless and until specifically informed on extension of your probation period in writing (E Mail/Letter) by your Manager/Company.

4) Your services are transferable to any department, unit or location in India or abroad, in any Atos India or Atos SE Group entity or its subsidiary or affiliate or associate concern, or at the client's site, as deemed necessary by the Company, at its discretion

5) The age of retirement from the Company's service normally is 60 years subject to service regulations and statute guidelines. However, the Company shall have absolute discretion to retire you at the age of 58 years. For the purpose of determining this, the age recorded with the Company at the time of appointment shall be considered as final and conclusive.

6) The other terms and conditions are detailed in the attached "Conditions of Service"

7) You will at all times during your employment devote your entire time and attention to the business of the Company or any of its associates, branches or offices, within India and abroad, to which you may be posted by the Management.

8) You will not be entitled to accept, whether directly or indirectly, any part-time occupation or other job or business of any kind whatsoever, as long as you are in the employment of this Company. 9) This appointment is offered on the basis of your having furnished to the Company, accurate information, regarding your age, education, qualifications, experience and other records. If at any time it is revealed that employment has been obtained by furnishing false information or by withholding relevant information, the Company will be free to terminate your services at any time without notice.

10) During the period of your employment and thereafter, you will not divulge any trade secrets, company secrets, confidential information, business strategies/plans, to any third party, (other than to the Directors of Company or their authorised representatives) including your salary, increments and emoluments, any knowledge obtained by you concerning the business of the Company/customers, whether relating to administration, accounting, research, development, production, manufacturing methods, agreements, customers, suppliers, patent matters or other relevant matters




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NAME	Lokeshwari S
DESIGNATION	Trainee
GCM Level	1
Grade	T1
Expected DOJ	22-August-2021
Joining Location	Chennai
Component	Amount (Rs.)
Basic	21,005
BOA	1,297
Monthly Gross	22,302
A Annual Gross	2,67,629
Provident Fund	30,247
Gratuity	12,124
B Retirals	42,371
(A+B)	3,10,000
CTC per annum (A+B)	3,10,000

In addition to the above,

-You will be eligible for Group Medclaim, Group Personal Accident Insurance and Group Term Life Insurance as per the prevailing company policy

-You will be eligible for shift allowance if you work in rotating shifts under the 24X7 environment, as applicable

For Atos Global IT Solution and Services Private Limited

Nasir Usman Shaikh
Senior Vice President – HR

Signature: _____



Date: 16-04-21

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Thirupachur, Thiruvallur - 631 203

Offer Letter

Date: 08-Jul-2021

Name: Lydia runke P

Address: NO:16/10, 4TH STREET, ANJUGAM NAGAR, KOLATHUR, CHENNAI-600099.

Dear Lydia runke,

We are pleased to confirm your acceptance as a Software Developer with our Company. Please report to the Human Resources Department 08-Jul-2021 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

ACCEPTED AND AGREED:

Lysdia Sankhe .P

[Intern Full Name]

Signature:

Lysdia Sankhe .P

Date:

8/7/21

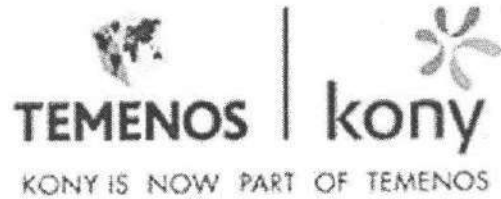


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Gotri Sevasi Road, Gotri, Vadodara - 390021, India
+91-265-2302313 www.collabera.com



Temenos Offer

September 23, 2020 (MM/DD/YYYY)

Dear Nandhini.M
No: 52 ramar kovil Street,
Sendrayanpalayam,poondi,
Thiruvallur-602023

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: **October 5, 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 a week (Mon to Fri). Working hours may be subject to change following business requirements.

11. Place of work: SEZ - Unit IIL, Building 06, HiTech City2 Phoenix Life 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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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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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.

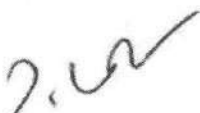
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a. Clearance by the company doctor based on the "medical examination".

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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

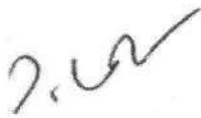
Your salary structure would be as indicated below:

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



Temenos Offer

September 23, 2020 (MM/DD/YYYY)

Dear Nazeeya Begum.A
No:79/South Street sigar
Kilvelur T.K
Nagapattinam - 610106

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.
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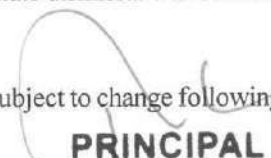
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11. Place of work: SEZ - Unit II, Level 2, Building No. 486, HiTech City 2 Phoenix Info City, Hyderabad, TELANGANA 500081 IND. You may however be required to take on assignments with subsidiaries of the group and/or our clients, which




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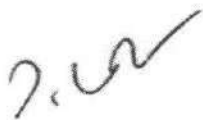
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Yours sincerely,



T. Sethu Rathinam
Vice President – Human Resources



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ANNEXURE I- Salary Structure

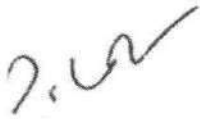
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Yours sincerely,



T. Sethu Rathinam
Vice President – Human Resources




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Thirupachur, Thiruvallur - 631 203

Offer Letter

Date: 08-Jul-2021

Name: Nithish kumar P

Address: NO:130, TNHB, PERUMALPATTU-602024.

Dear Nithish kumar,

We are pleased to confirm your acceptance as a Software Developer with our Company. Please report to the Human Resources Department 08-Jul-2021 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.

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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

ACCEPTED AND AGREED: NITHISH KUMAR .P

[Intern Full Name]

Signature: Nithish Kumar . P

Date: 8/07/21



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

Preetha R
Thiruvallur
India

OFFER LETTER

Dear Preetha R,

Date 16-04-2021

We have pleasure in offering you a position as "Trainee" in our Atos Group company at "Chennai", with effect your date of joining. Please note that if you do not join on or before "22-August-2021", this offer will be treated as withdrawn.

- 1) You will receive a Base Salary (Basic + Basket of Allowance (BOA)) **Rs.22,302 (Twenty-two thousand three hundred two)** per month. The Salary breakup has been detailed out later in the offer letter.
- 2) Atos reserve rights to confirm the employing entity whereby you will require to join. This offer is subject to your joining in any Atos Group entity which shall be specified to you on or before your date of joining. Accordingly, you are required to complete the formalities as required by the employing entity.
- 3) You will be on probation for an initial period of six months from the date of appointment. Thereupon, you will be a deemed confirmed permanent employee of the Company unless and until specifically informed on extension of your probation period in writing (E Mail/Letter) by your Manager/Company.
- 4) Your services are transferable to any department, unit or location in India or abroad, in any Atos India or Atos SE Group entity or its subsidiary or affiliate or associate concern, or at the client's site, as deemed necessary by the Company, at its discretion
- 5) The age of retirement from the Company's service normally is 60 years subject to service regulations and statute guidelines. However, the Company shall have absolute discretion to retire you at the age of 58 years. For the purpose of determining this, the age recorded with the Company at the time of appointment shall be considered as final and conclusive.
- 6) The other terms and conditions are detailed in the attached "Conditions of Service"
- 7) You will at all times during your employment devote your entire time and attention to the business of the Company or any of its associates, branches or offices, within India and abroad, to which you may be posted by the Management.
- 8) You will not be entitled to accept, whether directly or indirectly, any part-time occupation or other job or business of any kind whatsoever, as long as you are in the employment of this Company.
- 9) This appointment is offered on the basis of your having furnished to the Company, accurate information, regarding your age, education, qualifications, experience and other records. If at any time it is revealed that employment has been obtained by furnishing false information or by withholding relevant information, the Company will be free to terminate your services at any time without notice.
- 10) During the period of your employment and thereafter, you will not divulge any trade secrets, company secrets, confidential information, business strategies/plans, to any third party, (other than to the Directors of Company or their authorised representatives) including your salary, increments and emoluments, any knowledge obtained by you concerning the business of the Company/customers, whether relating to administration, accounting, research, development, production, manufacturing methods, agreements, customers, suppliers, patent matters or other relevant matters



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 Engineering and Technology,
 Thirupachur, Thiruvallur - 631 203

NAME	Preetha R
DESIGNATION	Trainee
GCM Level	1
Grade	T1
Expected DOJ	22-August-2021
Joining Location	Chennai
Component	Amount (Rs.)
Basic	21,005
BOA	1,297
Monthly Gross	22,302
A Annual Gross	2,67,629
Provident Fund	30,247
Gratuity	12,124
B Retirals	42,371
(A+B)	3,10,000
CTC per annum (A+B)	3,10,000

In addition to the above,

-You will be eligible for Group Mediclaim, Group Personal Accident Insurance and Group Term Life Insurance as per the prevailing company policy

-You will be eligible for shift allowance if you work in rotating shifts under the 24X7 environment, as applicable

For Atos Global IT Solution and Services Private Limited

Nasir Usman Shaikh
Senior Vice President – HR

Signature: _____



Date: _____

16-04-2025

PRINCIPAL

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



Temenos Offer

September 23, 2020 (MM/DD/YYYY)

Dear Preetha.R
No:92, amirthapuram colony ,
Ambedkar Nagar,
Mel Tiruttani, Tiruttani, 631209.

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: **October 5, 2020 (MM/DD/YYYY)**

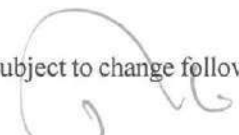
8. Probation: There will be a standard 6-month probationary period at the end of which the probationary period will automatically terminate unless intimated to you otherwise.

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 III, Thirupachur, No.106, HiTech City 2 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.

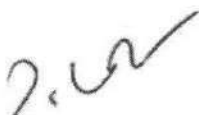
20. Validity of the Offer: Offer of employment is subject to the following

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

ANNEXURE I - Salary Structure

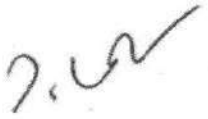
Your salary structure would be as indicated below:

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




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

Temenos Offer

September 23, 2020 (MM/DD/YYYY)

Dear Preethi.B

No: 106/Bajanai kovil st Attuputhur village,
Kancheepuram- 631561

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: **October 5, 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,Plot 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.

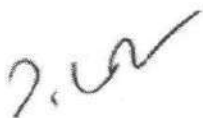
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a. Clearance by the company doctor based on the "medical examination".


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

ANNEXURE I - Salary Structure

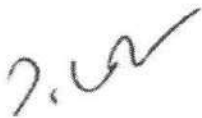
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Salary Components	INR Per Annum
A - Gross Salary	
Basic	180,000.00
HRA	55,000.00
Basket of Allowance	65,000.00
Total (A)	290,000.00
B - Other benefits	
Employer's contribution to Provident Fund (12% on Basic) as per law	33,000.00
Contribution to Gratuity 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




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

Offer Letter

Date: 08-Jul-2021
Name: Preethi B
Address:NO:9/7,PONNAPPAN STREET,PULIYANTHOPE,CHENNAI-600012.

Dear Preethi,

We are pleased to confirm your acceptance as a Software Developer with our Company. Please report to the Human Resources Department 08-Jul-2021 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.



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

Authorised Signatory

ACCEPTED AND AGREED: Preethi . B

[Intern Full Name]

Signature: Preethi . B
Date: 8/07/21


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

CONFIDENTIAL

Raguraman K
Chengalpattu
India

OFFER LETTER

Dear Raguraman K,

Date 16-04-2021

We have pleasure in offering you a position as "Trainee" in our Atos Group company at "Chennai", with effect your date of joining. Please note that if you do not join on or before "22-August-2021", this offer will be treated as withdrawn.

- 1) You will receive a Base Salary (Basic + Basket of Allowance (BOA)) **Rs.22,302 (Twenty-two thousand three hundred two)** per month. The Salary breakup has been detailed out later in the offer letter.
- 2) Atos reserve rights to confirm the employing entity whereby you will require to join. This offer is subject to your joining in any Atos Group entity which shall be specified to you on or before your date of joining. Accordingly, you are required to complete the formalities as required by the employing entity.
- 3) You will be on probation for an initial period of six months from the date of appointment. Thereupon, you will be a deemed confirmed permanent employee of the Company unless and until specifically informed on extension of your probation period in writing (E Mail/Letter) by your Manager/Company.
- 4) Your services are transferable to any department, unit or location in India or abroad, in any Atos India or Atos SE Group entity or its subsidiary or affiliate or associate concern, or at the client's site, as deemed necessary by the Company, at its discretion
- 5) The age of retirement from the Company's service normally is 60 years subject to service regulations and statute guidelines. However, the Company shall have absolute discretion to retire you at the age of 58 years. For the purpose of determining this, the age recorded with the Company at the time of appointment shall be considered as final and conclusive.
- 6) The other terms and conditions are detailed in the attached "Conditions of Service"
- 7) You will at all times during your employment devote your entire time and attention to the business of the Company or any of its associates, branches or offices, within India and abroad, to which you may be posted by the Management.
- 8) You will not be entitled to accept, whether directly or indirectly, any part-time occupation or other job or business of any kind whatsoever, as long as you are in the employment of this Company.
- 9) This appointment is offered on the basis of your having furnished to the Company, accurate information, regarding your age, education, qualifications, experience and other records. If at any time it is revealed that employment has been obtained by furnishing false information or by withholding relevant information, the Company will be free to terminate your services at any time without notice.
- 10) During the period of your employment and thereafter, you will not divulge any trade secrets, company secrets, confidential information, business strategies/plans, to any third party, (other than to the Directors of Company or their authorised representatives) including your salary, increments and emoluments, any knowledge obtained by you concerning the business of the Company/customers, whether relating to administration, accounting, research, development, production, manufacturing methods, agreements, customers, suppliers, patent matters or other relevant matters



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NAME	Raguraman K
DESIGNATION	Trainee
GCM Level	1
Grade	T1
Expected DOJ	22-August-2021
Joining Location	Chennai
Component	Amount (Rs.)
Basic	21,005
BOA	1,297
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Provident Fund	30,247
Gratuity	12,124
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(A+B)	3,10,000
CTC per annum (A+B)	3,10,000

In addition to the above,

-You will be eligible for Group Medclaim, Group Personal Accident Insurance and Group Term Life Insurance as per the prevailing company policy

-You will be eligible for shift allowance if you work in rotating shifts under the 24X7 environment, as applicable

For Atos Global IT Solution and Services Private Limited

Nasir Usman Shaikh
Senior Vice President – HR

Signature: _____



Date: _____

16-04-2021
PRINCIPAL
Sri Venkateswara College of
Engineering and Technology.
Thirupachur, Thiruvallur - 631 203



Temenos Offer

September 23, 2020 (MM/DD/YYYY)

Dear Rajesh Kannan.K
No: 24 srinivasa nagar
Sholinghur-631102

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: **October 5, 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.

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11. Place of work: SEZ - Unit II, Level 7, Building No. 106, HiTech City 2 Phoenix Info City, Hyderabad, TELANGANA 203



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 Engineering and Technology,
 Thirupachur, Thirupachur, TELANGANA 203

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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.

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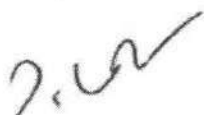
20. Validity of the Offer: Offer of employment is subject to the following

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



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

ANNEXURE I - Salary Structure

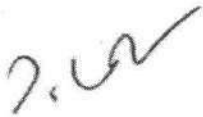
Your salary structure would be as indicated below:

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




PRINCIPAL
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Thirupachur, Thiruvallur - 631 203

Offer Letter

Date: 08-Jul-2021

Name: Santhosh S

Address: NO:6, ACORT JAUMBHULINGAM STREET, RADHA NAGAR, CHORMPET, CHENNAI-600044.

Dear Santhosh,

We are pleased to confirm your acceptance as a Software Developer with our Company. Please report to the Human Resources Department 08-Jul-2021 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

ACCEPTED AND AGREED: Santhosh S

[Intern Full Name]

Signature: Santhosh S

Date: 08/07/21



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Thirupachur, Thiruvallur - 631 203

COLLABERA TECHNOLOGIES PVT. LTD.

(CIN: U74200GJ1998PTC035036)

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Gotri Sevasi Road, Gotri, Vadodara - 390021, India

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CONFIDENTIAL

Shanthi S
Thiruvallur
India

OFFER LETTER

Dear Shanthi S,

Date 16-04-2021

We have pleasure in offering you a position as "Trainee" in our Atos Group company at "Chennai", with effect your date of joining. Please note that if you do not join on or before "22-August-2021", this offer will be treated as withdrawn.

- 1) You will receive a Base Salary (Basic + Basket of Allowance (BOA)) **Rs.22,302 (Twenty-two thousand three hundred two)** per month. The Salary breakup has been detailed out later in the offer letter.
- 2) Atos reserve rights to confirm the employing entity whereby you will require to join. This offer is subject to your joining in any Atos Group entity which shall be specified to you on or before your date of joining. Accordingly, you are required to complete the formalities as required by the employing entity.
- 3) You will be on probation for an initial period of six months from the date of appointment. Thereupon, you will be a deemed confirmed permanent employee of the Company unless and until specifically informed on extension of your probation period in writing (E Mail/Letter) by your Manager/Company.
- 4) Your services are transferable to any department, unit or location in India or abroad, in any Atos India or Atos SE Group entity or its subsidiary or affiliate or associate concern, or at the client's site, as deemed necessary by the Company, at its discretion
- 5) The age of retirement from the Company's service normally is 60 years subject to service regulations and statute guidelines. However, the Company shall have absolute discretion to retire you at the age of 58 years. For the purpose of determining this, the age recorded with the Company at the time of appointment shall be considered as final and conclusive.
- 6) The other terms and conditions are detailed in the attached "Conditions of Service"
- 7) You will at all times during your employment devote your entire time and attention to the business of the Company or any of its associates, branches or offices, within India and abroad, to which you may be posted by the Management.
- 8) You will not be entitled to accept, whether directly or indirectly, any part-time occupation or other job or business of any kind whatsoever, as long as you are in the employment of this Company.
- 9) This appointment is offered on the basis of your having furnished to the Company, accurate information, regarding your age, education, qualifications, experience and other records. If at any time it is revealed that employment has been obtained by furnishing false information or by withholding relevant information, the Company will be free to terminate your services at any time without notice.
- 10) During the period of your employment and thereafter, you will not divulge any trade secrets, company secrets, confidential information, business strategies/plans, to any third party, (other than to the Directors of Company or their authorised representatives) including your salary, increments and emoluments, any knowledge obtained by you concerning the business of the Company/customers, whether relating to administration, accounting, research, development, production, manufacturing methods, agreements, customers, suppliers, patent matters or other relevant matters



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NAME	Shanthi S
DESIGNATION	Trainee
GCM Level	1
Grade	T1
Expected DOJ	22-August-2021
Joining Location	Chennai
Component	Amount (Rs.)
Basic	21,005
BOA	1,297
Monthly Gross	22,302
A Annual Gross	2,67,629
Provident Fund	30,247
Gratuity	12,124
B Retirals	42,371
(A+B)	3,10,000
CTC per annum (A+B)	3,10,000

In addition to the above,

-You will be eligible for Group Medclaim, Group Personal Accident Insurance and Group Term Life Insurance as per the prevailing company policy

-You will be eligible for shift allowance if you work in rotating shifts under the 24X7 environment, as applicable

For Atos Global IT Solution and Services Private Limited

Nasir Usman Shaikh
Senior Vice President - HR

Signature: _____



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Thirupachur, Thiruvallur - 631 203

Date: 16-04-2021



Temenos Offer

September 23, 2020 (MM/DD/YYYY)

Dear Shilpa.S
No: 130 TNHB,
Perumalpattu
Thiruvallur-602020

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: **October 5, 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 misconduct or 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.



[Signature]
PRINCIPAL

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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 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.

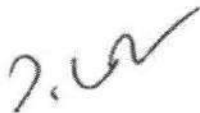
20. Validity of the Offer: Offer of employment is subject to the following

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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Thirupachur, Thiruvallur - 631 203

ANNEXURE I - Salary Structure

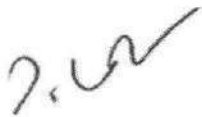
Your salary structure would be as indicated below:

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

Offer Letter

Date: 08-Jul-2021

Name: Teena J

Address: NO:23, KAMARAJAR STREET, THIRUVALLUR-602001.

Dear Teena,

We are pleased to confirm your acceptance as a Software Developer with our Company. Please report to the Human Resources Department 08-Jul-2021 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,

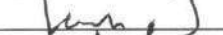
Collabera Technologies Pvt Ltd,

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

Authorised Signatory

ACCEPTED AND AGREED: TEENA J

[Intern Full Name]

Signature: 

Date: 8/6/21




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Thirupachur, Thiruvallur - 631 203

COLLABERA TECHNOLOGIES PVT. LTD.

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



Temenos Offer

September 23, 2020 (MM/DD/YYYY)

Dear Venkatesan.N
 No: 16/10 4th street,
 Anjugam Nagar,
 Kolathur, Chennai-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: **October 5, 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 insubordination 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.



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 Thirupachur, Thiruvallur - 631 203**

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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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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.

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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.

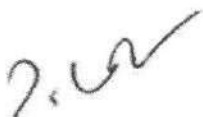
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Yours sincerely,



T. Sethu Rathinam
Vice President – Human Resources



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Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

ANNEXURE I - Salary Structure

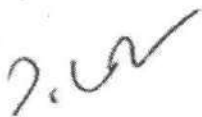
Your salary structure would be as indicated below:

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

CONFIDENTIAL

Vijayasree M
Thiruvallur
India

OFFER LETTER

Dear Vijayasree M ,

Date 16-04-2021

We have pleasure in offering you a position as "Trainee" in our Atos Group company at "Chennai", with effect your date of joining. Please note that if you do not join on or before "22-August-2021", this offer will be treated as withdrawn.

- 1) You will receive a Base Salary (Basic + Basket of Allowance (BOA)) **Rs.22,302 (Twenty-two thousand three hundred two)** per month. The Salary breakup has been detailed out later in the offer letter.
- 2) Atos reserve rights to confirm the employing entity whereby you will require to join. This offer is subject to your joining in any Atos Group entity which shall be specified to you on or before your date of joining. Accordingly, you are required to complete the formalities as required by the employing entity.
- 3) You will be on probation for an initial period of six months from the date of appointment. Thereupon, you will be a deemed confirmed permanent employee of the Company unless and until specifically informed on extension of your probation period in writing (E Mail/Letter) by your Manager/Company.
- 4) Your services are transferable to any department, unit or location in India or abroad, in any Atos India or Atos SE Group entity or its subsidiary or affiliate or associate concern, or at the client's site, as deemed necessary by the Company, at its discretion
- 5) The age of retirement from the Company's service normally is 60 years subject to service regulations and statute guidelines. However, the Company shall have absolute discretion to retire you at the age of 58 years. For the purpose of determining this, the age recorded with the Company at the time of appointment shall be considered as final and conclusive.
- 6) The other terms and conditions are detailed in the attached "Conditions of Service"
- 7) You will at all times during your employment devote your entire time and attention to the business of the Company or any of its associates, branches or offices, within India and abroad, to which you may be posted by the Management.
- 8) You will not be entitled to accept, whether directly or indirectly, any part-time occupation or other job or business of any kind whatsoever, as long as you are in the employment of this Company.
- 9) This appointment is offered on the basis of your having furnished to the Company, accurate information, regarding your age, education, qualifications, experience and other records. If at any time it is revealed that employment has been obtained by furnishing false information or by withholding relevant information, the Company will be free to terminate your services at any time without notice.
- 10) During the period of your employment and thereafter, you will not divulge any trade secrets, company secrets, confidential information, business strategies/plans, to any third party, (other than to the Directors of Company or their authorised representatives) including your salary, increments and emoluments, any knowledge obtained by you concerning the business of the Company/customers, whether relating to administration, accounting, research, development, production, manufacturing methods, agreements, customers, suppliers, patent matters or other relevant matters



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NAME	Vijayasree M
DESIGNATION	Trainee
GCM Level	1
Grade	T1
Expected DOJ	22-August-2021
Joining Location	Chennai
Component	Amount (Rs.)
Basic	21,005
BOA	1,297
Monthly Gross	22,302
A Annual Gross	2,67,629
Provident Fund	30,247
Gratuity	12,124
B Retirals	42,371
(A+B)	3,10,000
CTC per annum (A+B)	3,10,000

In addition to the above,

-You will be eligible for Group Medclaim, Group Personal Accident Insurance and Group Term Life Insurance as per the prevailing company policy

-You will be eligible for shift allowance if you work in rotating shifts under the 24X7 environment, as applicable

For Atos Global IT Solution and Services Private Limited

Nasir Usman Shaikh
Senior Vice President – HR

Signature: _____



Date: _____

16-04-2021

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Sri Venkateswara College of
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Thirupachur, Thiruvallur - 631 203



Temenos Offer

September 23, 2020 (MM/DD/YYYY)

Dear Vimala.T
No:86/34 krishna doss rd,
Mangalapuram,
Perambur,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**

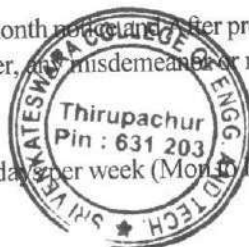
- Own the design, development, testing and shipping of features in the banking space.
- Collaborate with other members on the team to effectively deliver high quality features.
- Ability to hold a high bar on quality of everything which we release.
- Do design and code reviews for peers.
- Continually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

7.Date of joining: **October 5, 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 according to business requirements.



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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.

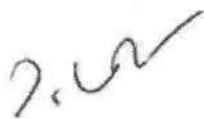
20. Validity of the Offer: Offer of employment is subject to the following

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

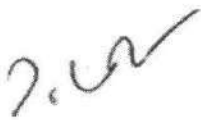
Your salary structure would be as indicated below:

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-2021

Name: Sandaliya M

Address: N0:73, RAJAGOPAL NAGAR, VADAMAMBAKKAM POST, ARRAKONAM-631003.

Dear Sandhiya,

We are pleased to confirm your acceptance as a Software Developer with our Company. Please report to the Human Resources Department 08-Jul-2021 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 Digitally signed
by DIMPLE K
SHAH
K SHAH Date: 2021.07.08
13:11:37 +05'30'

Authorised Signatory

ACCEPTED AND AGREED: *Sandalija .M*

[Intern Full Name]

Signature: *Sandalija*

Date: *8-7-21*



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

Ref: HR/MAY/21

Date: 14 May, 2021

Ms. Aiswarya C
No:3, Thilagar street, Kabilar Nagar,
Manavalanagar, Thiruvallur-602002.

Dear Ms Aiswarya,

This is with reference to your application and subsequent interview you had with us.

We are pleased to offer you employment as **System Engineer IT Support in Executive - A2 grade** in our business on the following terms and conditions:

1. PLACE OF POSTING:

Your initial posting will be at **Chennai, Tamil Nadu.**

However, during employment with the Company, you may be posted at any other location in India or abroad, without any additional remuneration. Further your services may be transferred to any other Reliance Group Company.

This offer is subject to your joining us on or before 20 May, 2021.

2. COMPENSATION:

Your compensation on a Cost to Company (CTC) basis will be **Rs. 3,19,000/- (Rupees Three Lac(s) Nineteen Thousand Only) per annum** and will be payable as under. Please refer to Annexure 1A for detailed breakup of your CTC.

i. Fixed Pay: Rs. 2,90,000/- (Rupees Two Lac(s) Ninety Thousand Only) per annum.

This includes Basic Pay and Choice Pay that consists of other allowances, benefits, perquisites etc. as per the compensation policy of the company.

ii. Retirals: Rs. 27,588/- (Rupees Twenty Seven Thousand Five Hundred Eighty Eight Only) per annum.

This includes:

- Provident Fund @ 12% of PF Wages (i.e. Basic Pay + Personnel Special Allowance, wherever paid) and may be capped at applicable Statutory Wage Limit or actual PF Wages depending on company policy.
- Gratuity @ 4.81% of Basic Pay and paid as per provisions of The Payment of Gratuity Act 1972.

iii. Performance Linked Incentive (PLI): Your target PLI will be Rs. 29,000/- (Rupees Twenty Nine Thousand Only) per annum, the payment of which will depend on the performance level of the individual, the concerned business, and the overall organization subject to the PLI policy which will be decided by the company from time to time. PLI is payable subject to the employee being on the rolls of the company and not serving notice period on the date the amount is disbursed, notwithstanding any delay on the announcement of such disbursement. PLI is a discretionary plan and does not result in a guarantee or entitlement of payment to any individual. As such, Reliance reserves the right to vary, amend, terminate or withdraw the PLI plan at any time (including at any time during the on-going performance year) and without prior notice. Further, Reliance may withhold payment of PLI from any employee who has or may have committed any illegal, fraudulent or unethical act, or who has or may have violated any company policy or procedure including the Reliance Code of Conduct, all within the


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Corporate Office: EA Chambers, Express Avenue, 5th Floor, No. 49 & 50 L, Whites Road, Koyapettai, Chennai - 600 014,
Tamil Nadu, India. (P) 91 - 44 - 30254141, 30254142 (F) 91 - 44 - 30254158 (W) www.vitalicindia.com


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sole discretionary interpretation of Reliance.

3. **GENERAL:**

You may choose components of your CTC as per your requirement, being referred as Choice Pay. In the year of joining and leaving the Company, the CTC will be pro-rated based on the number of days you are in the employment of the Company.

The available CTC components along with limits have been detailed in Annexure 1B.

The components within each category of payment are discretionary and the Company has the right to change these components at any time without notice. Your compensation and all other payments received by you would be subject to the prevailing tax rules and regulations.

The Annexure 1A and the detailed "Terms & Conditions of Employment" in Annexure 2 together sets forth the terms and conditions under which the Company would employ you and become effective from the date you join the Company. Your acceptance of the offer of employment would be on the basis of these terms and conditions of employment.

You are requested to sign and return to the Company a copy of this letter containing Annexure 1A and "Terms & Conditions of Employment" in Annexure 2, as confirmation of your acceptance.

This offer and appointment letter shall automatically stand withdrawn in case we do not receive your acknowledgement and acceptance within ten days from issue of this letter.

We wish you a long and successful association with us.

Sincerely yours,
For Vitalic Health Private Lt



Rajib Bhattacharya



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Thirupachur, Thiruvallur - 631 203

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Registered Office: No 250, Lloyd's Road, Royapettah, Chennai - 600 014, Tamil Nadu, India (P) 91 - 44 - 45280000
Corporate Office: EA Chambers (Express Avenue), 5th Floor No.49 & 50 L, Whites Road, Royapettah, Chennai - 600 014,
Tamil Nadu, India. (P) 91 - 44 - 30254141, 30254142 (F) 91 - 44 - 30254156 (W) www.vitalicindia.com



38/74, Mass Towers, 2nd Floor,
Bazullah Rd, T Nagar, Chennai,
Tamil Nadu - 600 017

+91 9020790801

info@gmlsoftlabs.com

https://gmlsoftlabs.com/

38

Date: 8th February 2021

Letter of Appointment

Ms. Amali C,

Welcome to **GML Soft Labs!**

This has reference to your discussion on 5th February 2021 with our Team; we are pleased to offer you a position in GML Soft Labs LLP (the "Company") with the following terms and conditions.

Name of the Employee	: Ms. Amali C
Designation	: UI/UX Designer
Date of Joining	: 10 th February 2021
C.T.C. [Cost to the Company]	: INR 2,40,000/Annul

Your initial place of working will be in GML Soft Labs LLP, Chennai. If we deploy to our clients, you have to follow client's office hours, process, procedures, practices, rules and regulations strictly according to their expectations. You may require working beyond the standard office hours or/on weekends if there is a request or need arises in the project without any compensation or other overtime benefits. You may be transferred or deputed to any other department or establishments of the company and/or clients' offices anywhere in India or abroad, temporarily or permanently, whether now in existence or to be set up hereafter.

The detailed break up of your salary package and the terms and conditions are in Annexure I and II. You are requested to submit the copies of your testimonials and other supporting documents of your academic qualifications, experience letters as per Annexure III. The mentioned terms and conditions are as per company policies and are subject to change any time decide by the company. You have to sign this Letter of offer and send it to us within 24 hrs of the receipt, otherwise consider as void. The parties, herewith Confirm their acceptance of the above terms and condition of this agreement.

We welcome you on board and look forward to your long-term association with GML Soft Labs.

For **GML Soft Labs LLP**

G. Mahesh
Mahesh Galla



Director

Date: 10th February



I accept the terms of the offer

Amali C

Name & Signature

Date: 12-02-2021

Principal

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Thiruvallur - 631 203**



38/74, Mass Towers, 2nd Floor,
Bazullah Rd, T Nagar, Chennai,
Tamil Nadu - 600 017

+91 9020790801

info@gmlsoftlabs.com

https://gmlsoftlabs.com/

Annexure – II

Compensation Package

Please find below your monthly / annual salary and compensation package.

GML Soft Labs LLP		
Compensation Details		
Name of the Employee	Amali C	
Designation	UI/UX Designer	
Component	Monthly (Rs.)	Annual (Rs.)
Basic	8000	96000
HRA	4000	48000
Conveyance	1600	19200
Medical Allowance	1250	15000
Special Allowance	5150	61800
Cost To Company A	20000	240000
Professional Tax B	209	2508
Net Take Home (A-B)	19791	237492

Terms & conditions:

01. Your above salary comprises of fixed and flexi components (All Inclusive Rate)
02. Medical Allowance will be exempted from IT computation subject to submission of medical bills.
03. Salary shall be paid on the 5th of the following month.
04. You are requested to submit required documents / declaration evidencing exemption from deduction of tax failing which Income Tax will be deducted as applicable.
05. In case you resign before the confirmation date, you will not receive the salary for the following month the number of days worked.

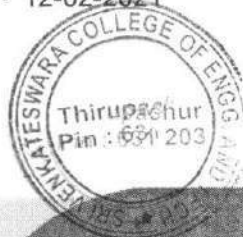
I have read & understood the above salary, Break-up, Terms & Conditions.

SINGATURE

:

**NAME
PLACE
DATE**

: Amali C
: N-TN-Chennai
: 12-02-2021



PRINCIPAL

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

14-06-2021

Dear Bhavani S,

Sub: Employment in QWay Technologies

Further to the personal discussion you had with us, we are pleased to offer you the position of an **Financial Transaction Executive** in our Organization, on the terms and conditions already mutually agreed upon.

As discussed, your annual total compensation will be **3,09,696.00, Three Lakh Nine Thousand Six Hundred And Ninety Six**. Paychecks are issued every 5th of the month. Please note that this will not constitute an offer till we have received complete reference checks, and background information.

Your work start date is **15-09-2021** You will be on probation from your start date, for a period of 6 months.

Please coordinate with our team for completing joining formalities.

QWay Technologies offers exciting career opportunities and suitably rewards excellence in performance. We look forward to your joining our Team of Professionals and trust it will be a long and a mutually beneficial relationship.

Yours truly,

QWay Technologies Private Limited,



Satheesh Kumar B

Assistant Vice President - Human Resources

I hereby accept the above Offer of Employment and agree to abide by the terms and conditions of the Employment with QWay Technologies Private Limited.

Employee Signature:

QWAY-HRD-22



***Confidential**

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Tamil Nadu - 600 017

+91 9020790801

info@gmlsoftlabs.com

https://gmlsoftlabs.com/

40

Date: 8th February 2021

Letter of Appointment

Ms. **Bhuvaneshwari P,**

Welcome to **GML Soft Labs!**

This has reference to your discussion on 5th February 2021 with our Team; we are pleased to offer you a position in GML Soft Labs LLP (the "Company") with the following terms and conditions.

Name of the Employee	:	Ms. Bhuvaneshwari P
Designation	:	UI/UX Designer
Date of Joining	:	10 th February 2021
C.T.C. [Cost to the Company]	:	INR 2,40,000/Annul

Your initial place of working will be in GML Soft Labs LLP, Chennai. If we deploy to our clients, you have to follow client's office hours, process, procedures, practices, rules and regulations strictly according to their expectations. You may require working beyond the standard office hours or/on weekends if there is a request or need arises in the project without any compensation or other overtime benefits. You may be transferred or deputed to any other department or establishments of the company and/or clients' offices anywhere in India or abroad, temporarily or permanently, whether now in existence or to be set up hereafter.

The detailed break up of your salary package and the terms and conditions are in Annexure I and II. You are requested to submit the copies of your testimonials and other supporting documents of your academic qualifications, experience letters as per Annexure III. The mentioned terms and conditions are as per company policies and are subject to change any time decide by the company. You have to sign this Letter of offer and send it to us within 24 hrs of the receipt, otherwise consider as void. The parties, herewith Confirm their acceptance of the above terms and condition of this agreement.

We welcome you on board and look forward to your long-term association with GML Soft Labs.

For **GML Soft Labs LLP**

G. Mahesh

Mahesh Galla

Director

Date: 10th February 2021



I accept the terms of the offer

[Signature]

Name & Signature

Date: 12-02-2021



[Signature]
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Thirupachur, Thiruvallur - 631 203



38/74, Mass Towers, 2nd Floor,
Bazullah Rd, T Nagar, Chennai,
Tamil Nadu - 600 017

+91 9020790801

info@gmlsoftlabs.com

https://gmlsoftlabs.com/

Annexure - II

Compensation Package

Please find below your monthly / annual salary and compensation package.

GML Soft Labs LLP		
Compensation Details		
Name of the Employee	Bhuvaneshwari P	
Designation	UI/UX Designer	
Component	Monthly (Rs.)	Annual (Rs.)
Basic	8000	96000
HRA	4000	48000
Conveyance	1600	19200
Medical Allowance	1250	15000
Special Allowance	5150	61800
Cost To Company A	20000	240000
Professional Tax B	209	2508
Net Take Home (A-B)	19791	237492

Terms & conditions:

01. Your above salary comprises of fixed and flexi components (All Inclusive Rate)
02. Medical Allowance will be exempted from IT computation subject to submission of medical bills.
03. Salary shall be paid on the 5th of the following month.
04. You are requested to submit required documents / declaration evidencing exemption from deduction of tax failing which Income Tax will be deducted as applicable.
05. In case you resign before the confirmation date, you will not receive the salary for the following month the number of days worked.

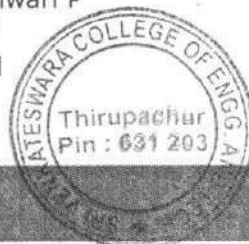
I have read & understood the above salary, Break-up, Terms & Conditions.

SINGATURE

:

NAME
PLACE
DATE

: Bhuvaneshwari P
: TN-Chennai
: 12-02-2021



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Thirupachur, Thiruvallur - 631 203

Ref: HR/MAY/21

Date: 14 May, 2021

Ms. Cathrin K
No.467, Sanjai Nagar, Mpm Street,
Vyasarpadi-600039.

Dear Ms. Cathrin

This is with reference to your application and subsequent interview you had with us.

We are pleased to offer you employment as **System Engineer IT Support in Executive - A2 grade** in our business on the following terms and conditions:

1. PLACE OF POSTING:

Your initial posting will be at **Chennai, Tamil Nadu.**

However, during employment with the Company, you may be posted at any other location in India or abroad, without any additional remuneration. Further your services may be transferred to any other Reliance Group Company.

This offer is subject to your joining us on or before 20 May, 2021.

2. COMPENSATION:

Your compensation on a Cost to Company (CTC) basis will be **Rs. 3,19,000/- (Rupees Three Lac(s) Nineteen Thousand Only) per annum** and will be payable as under. Please refer to Annexure 1A for detailed breakup of your CTC.

i. Fixed Pay: Rs. 2,90,000/- (Rupees Two Lac(s) Ninety Thousand Only) per annum.

This includes Basic Pay and Choice Pay that consists of other allowances, benefits, perquisites etc. as per the compensation policy of the company.

ii. Retirals: Rs. 27,588/- (Rupees Twenty Seven Thousand Five Hundred Eighty Eight Only) per annum.

This includes:

- Provident Fund @ 12% of PF Wages (i.e. Basic Pay + Personnel Special Allowance, wherever paid) and may be capped at applicable Statutory Wage Limit or actual PF Wages depending on company policy.
- Gratuity @4.81% of Basic Pay and paid as per provisions of The Payment of Gratuity Act 1972.

iii. Performance Linked Incentive (PLI): Your target PLI will be Rs. 29,000/- (Rupees Twenty Nine Thousand Only) per annum, the payment of which will depend on the performance level of the individual, the concerned business, and the overall organization subject to the PLI policy which will be decided by the company from time to time. PLI is payable subject to the employee being on the rolls of the company and not serving notice period on the date the amount is disbursed, notwithstanding any delay on the announcement of such disbursement. PLI is a discretionary plan and does not result in a guarantee or entitlement of payment to any individual. As such, Reliance reserves the right to vary, amend, terminate or withdraw the PLI plan at any time (including at any time during the on-going performance year) and without prior notice. Further, Reliance may withhold payment of PLI from any employee who has or may have committed any illegal, fraudulent or unethical act, or who has or may have violated any company policy or procedure including the Reliance Code of Conduct, all within the

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Corporate Office: EA Chambers, Express Avenue, 3rd Floor No.49 & 50 L, Whites Road, Royapettah, Chennai - 600 014, Tamil Nadu, India (P) 91 - 44 - 30254142 (F) 91 - 44 - 30254156 (W) www.vitalicindia.com
Pin : 631 203



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Thiruvallur, Thiruvallur - 631 203

sole discretionary interpretation of Reliance.

3. GENERAL:

You may choose components of your CTC as per your requirement, being referred as Choice Pay. In the year of joining and leaving the Company, the CTC will be pro-rated based on the number of days you are in the employment of the Company.

The available CTC components along with limits have been detailed in Annexure 1B.

The components within each category of payment are discretionary and the Company has the right to change these components at any time without notice. Your compensation and all other payments received by you would be subject to the prevailing tax rules and regulations.

The Annexure 1A and the detailed "Terms & Conditions of Employment" in Annexure 2 together sets forth the terms and conditions under which the Company would employ you and become effective from the date you join the Company. Your acceptance of the offer of employment would be on the basis of these terms and conditions of employment.

You are requested to sign and return to the Company a copy of this letter containing Annexure 1A and "Terms & Conditions of Employment" in Annexure 2, as confirmation of your acceptance.

This offer and appointment letter shall automatically stand withdrawn in case we do not receive your acknowledgement and acceptance within ten days from issue of this letter.

We wish you a long and successful association with us.

Sincerely yours,
For Vitalic Health Private Lt



Rajib Bhattacharya



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Thirupachur, Thiruvallur - 631 203

Vitalic Health Private Limited

Registered Office: No 25B, Lloyds Road, Royapettah, Chennai - 600 014, Tamil Nadu, India (P) 91 - 44 - 45220000
Corporate Office: EA Chambers, Express Avenue, 5th Floor No.49 & 50 L, Whites Road, Royapettah, Chennai - 600 014,
Tamil Nadu, India. (P) 91 - 44 - 30254141, 30254142 (F) 91 - 44 - 30254156 (W) www.vitalicindia.com



REGULAR OFFER LETTER

02 Feb, 2021

Dillibabu.B

No:48, E Block, NHB Colony, Goyyathope Street,
Pudupet ,Chennai-600002.

Dear Dillibabu.B

We are pleased to offer you the position of Trainee under the Apprentices Act, 1961. This offer sets out the terms and conditions that apply to this position and is made with the approval of Board of Apprentice Training.

This apprenticeship is full time for a fixed term of two years commencing on 02 Feb, 2021. The training position will be evaluated by the Training Manager and quarterly reports will be sent to the Board of Apprentice Training for their review.

You will be ultimately responsible to **Satish Kumar Kumaraguru** through his appointed mentor for the day to day performance of the duties associated with this position. However in relation to all administrative matters you will be responsible to Satish Kumar Kumaraguru. The position is otherwise subject to all the applicable rules and regulations in force from time to time in the organization.

This position is an apprenticeship position, with the majority of training conducted via "hands on" actual industry experience. The employer undertakes to provide supervised training with an experienced trainer and a mentor.

Professional Standards

It is expected you will conduct yourself in accordance with the highest personal standards at all times in a way which is consistent with the principles and values of the Organization and the Board of Apprentice Training

You acknowledge and agree that allegations of misconduct will be subject to disciplinary proceedings in accordance with the Organization's rules and the Board of Apprentice Training's guidelines. The organization also reserves the right to terminate your contract in case of violation for reasons stated below:

You shall be formally attired on all business days and adhere office timing strictly and ensure proper grooming to uphold the brand image of the organization

It is your prime responsibility to ensure that the company's and where assigned to a site, the customer's assets, are safeguarded at all times

Movement of all assets at your place of work shall be governed by the policy guidelines and upon the express approval of the Authorized personnel.

Usage of telephone, mobile, data card, email, internet etc., should be strictly restricted for official communication purposes only. Misuse of the above will be dealt with very seriously.

You are required to deal with the company's money, material and documents with utmost honesty and professional ethics. If you are found guilty, at any point of time of moral turpitude or dishonesty in dealing with the Company's money or material or documents or of theft or of misappropriation regardless of the value involved, your services would be terminated with immediate effect notwithstanding any other terms and conditions mentioned in the appointment letter

You shall not represent or create propaganda for or against political, religious or such other outfits

You shall not harass your colleagues sexually or otherwise

You are not authorized to represent the Company at any public forums, press meetings / conferences or publish articles in magazines/ newspapers unless otherwise authorized by the person as the Management may authorize from time to time. Any views expressed in your personal capacity will be treated as your own and not that of the Company. The Company will not be responsible or liable for any claims that may arise out of such views

You will be bound by the rules and regulations as declared by the Management from time to time, in relation to conduct, discipline, medical fitness, leave, holidays and all matters relating to terms and conditions of service, network security and usage

Precision Techserve Pvt. Ltd.

22, 1st Floor, Habibullah Road, T.Nagar, Chennai 600 017, India
T: +91 44 4501 5000 | F: +91 44 4501 5267 | Service Desk : +91 44 4377 5200
corporatecomm@techserve.co.in | www.precisionit.co.in
U51909TN1999PTC041955 | GST : 33AABCP8005C2ZZ



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ANNEXURE - A

SALARY DETAILS OF Dillibabu.B

COMPONENTS	AMOUNT PER MONTH	AMOUNT PER ANNUM
MONTHLY		
Basic	13,100	157,200
Gross	13,100	157,200
STATUTORY		
ESI	426	5,112
Total Statutory	426	5,112
CTC	13,526	162,312
DEDUCTION		
ESI	99	1,188
Total Deduction	99	1,188
Netpay	13,001	156,012

For Precision Techserve Pvt Ltd

Viswanathan.J
Agm - Hr & Admn




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Offer: Computer Consultancy
Ref: TCSL/DT20219252289/Lucknow
Date: 08/08/2021

Mr. Graceyas M
No. 110, Kattabomman Nagar Santhi Street,
Essar Opposite Road,
Villupuram-605602,
Tamil Nadu.
Tel# 91-9384428588

Dear Graceyas M,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be `3,36,877/- per annum, as per the terms and conditions set out herein.

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

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

1/1, Vibhuti Khand, 1st Floor, Lucknow 226 010 India
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Registered Office: Niramal Building, 9th Floor, Nariman Point, Mumbai 400 021

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COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of `14,784/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be `5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of `500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.



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PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of `1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be `600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore / Xperience Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of `200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to `6,000/- per insured person per annum and basic hospitalization expenses up to `2,00,000/- per insured person per annum.

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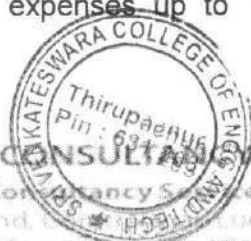
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ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for `12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of `250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.



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RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are recommended to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve

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months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior

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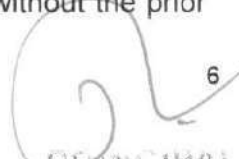
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written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL `50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to

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serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCSL as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCSL.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

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18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

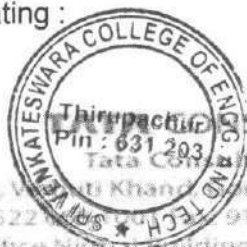
20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)


Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

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- *There is no criminal offence registered/pending against you
- *There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

- *PAN Card (Permanent Account Number)
- *Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- *Passport
- *NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

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24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.



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Tata Consultancy Services Limited

1/1, Vithuti Khand, Gomti Nagar, Lucknow 226001
Tel: 91 522 666 1001 Fax: 91 522 666 1001 Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Service Line: 1888 209 3111 Email: careers@tcs.com


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Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



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

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



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Tamil Nadu - 600 017

+91 9020790801

info@gmlsoftlabs.com

https://gmlsoftlabs.com/

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Date: 8th February 2021

Letter of Appointment

Ms. **Haarathi I**,

Welcome to **GML Soft Labs!**

This has reference to your discussion on 5th February 2021 with our Team; we are pleased to offer you a position in GML Soft Labs LLP (the "Company") with the following terms and conditions.

Name of the Employee	: Ms. Haarathi I
Designation	: UI/UX Designer
Date of Joining	: 10 th February 2021
C.T.C. [Cost to the Company]	: INR 2,40,000/Annul

Your initial place of working will be in GML Soft Labs LLP, Chennai. If we deploy to our clients, you have to follow client's office hours, process, procedures, practices, rules and regulations strictly according to their expectations. You may require working beyond the standard office hours or on weekends if there is a request or need arises in the project without any compensation or other overtime benefits. You may be transferred or deputed to any other department or establishments of the company and/or clients' offices anywhere in India or abroad, temporarily or permanently, whether now in existence or to be set up hereafter.

The detailed break up of your salary package and the terms and conditions are in Annexure I and II. You are requested to submit the copies of your testimonials and other supporting documents of your academic qualifications, experience letters as per Annexure III. The mentioned terms and conditions are as per company policies and are subject to change any time decide by the company. You have to sign this Letter of offer and send it to us within 24 hrs of the receipt, otherwise consider as void. The parties, herewith Confirm their acceptance of the above terms and condition of this agreement.

We welcome you on board and look forward to your long-term association with GML Soft Labs.

For **GML Soft Labs LLP**

G. Mahesh
Mahesh Galla
Director

Date: 10th February 2021

I accept the terms of the offer

[Signature]
Name & Signature

Date: 12-02-2021



[Signature]
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Thirupachur, Thiruvallur - 631 203



38/74, Mass Towers, 2nd Floor,
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+91 9020790801

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Annexure – II

Compensation Package

Please find below your monthly / annual salary and compensation package.

GML Soft Labs LLP		
Compensation Details		
Name of the Employee	Haarathi I	
Designation	UI/UX Designer	
Component	Monthly (Rs.)	Annual (Rs.)
Basic	8000	96000
HRA	4000	48000
Conveyance	1600	19200
Medical Allowance	1250	15000
Special Allowance	5150	61800
Cost To Company A	20000	240000
Professional Tax B	209	2508
Net Take Home (A-B)	19791	237492

Terms & conditions:

01. Your above salary comprises of fixed and flexi components (All Inclusive Rate)
02. Medical Allowance will be exempted from IT computation subject to submission of medical bills.
03. Salary shall be paid on the 5th of the following month.
04. You are requested to submit required documents / declaration evidencing exemption from deduction of tax failing which Income Tax will be deducted as applicable.
05. In case you resign before the confirmation date, you will not receive the salary for the following month the number of days worked.

I have read & understood the above salary, Break-up, Terms & Conditions.

SINGATURE : 
NAME : Haarathi I
PLACE : N-TN-Chennai
DATE : 12-02-2021




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Date: 8th February 2021

Letter of Appointment

Ms. Ilakkiya P ,

Welcome to **GML Soft Labs!**

This has reference to your discussion on 5th February 2021 with our Team; we are pleased to offer you a position in GML Soft Labs LLP (the "Company") with the following terms and conditions.

Name of the Employee	:	Ms. Ilakkiya P
Designation	:	UI/UX Designer
Date of Joining	:	10 th February 2021
C.T.C. [Cost to the Company]	:	INR 2,40,000/Annul

Your initial place of working will be in GML Soft Labs LLP, Chennai. If we deploy to our clients, you have to follow client's office hours, process, procedures, practices, rules and regulations strictly according to their expectations. You may require working beyond the standard office hours or/on weekends if there is a request or need arises in the project without any compensation or other overtime benefits. You may be transferred or deputed to any other department or establishments of the company and/or clients' offices anywhere in India or abroad, temporarily or permanently, whether now in existence or to be set up hereafter.

The detailed break up of your salary package and the terms and conditions are in Annexure I and II. You are requested to submit the copies of your testimonials and other supporting documents of your academic qualifications, experience letters as per Annexure III. The mentioned terms and conditions are as per company policies and are subject to change any time decide by the company. You have to sign this Letter of offer and send it to us within 24 hrs of the receipt, otherwise consider as void. The parties, herewith Confirm their acceptance of the above terms and condition of this agreement.

We welcome you on board and look forward to your long-term association with GML Soft Labs.

For **GML Soft Labs LLP**

G. Mahesh
Mahesh Galla
Director



Date: 10th February 2021

I accept the terms of the offer

[Signature]

Name & Signature

Date: 12-02-2021



[Signature]
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Annexure - II

Compensation Package

Please find below your monthly / annual salary and compensation package.

GML Soft Labs LLP		
Compensation Details		
Name of the Employee	Ilakkiya P	
Designation	UI/UX Designer	
Component	Monthly (Rs.)	Annual (Rs.)
Basic	8000	96000
HRA	4000	48000
Conveyance	1600	19200
Medical Allowance	1250	15000
Special Allowance	5150	61800
Cost To Company A	20000	240000
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Terms & conditions:

01. Your above salary comprises of fixed and flexi components (All Inclusive Rate)
02. Medical Allowance will be exempted from IT computation subject to submission of medical bills.
03. Salary shall be paid on the 5th of the following month.
04. You are requested to submit required documents / declaration evidencing exemption from deduction of tax failing which Income Tax will be deducted as applicable.
05. In case you resign before the confirmation date, you will not receive the salary for the following month the number of days worked.

I have read & understood the above salary, Break-up, Terms & Conditions.

SINGATURE

:

**NAME
PLACE
DATE**

: **Ilakkiya P**
: **N-TN-Chennai**
: **12-02-2021**



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Thirupachur, Thiruvallur - 631 203



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Offer: Computer Consultancy
Ref: TCSL/DT20218401788/Chennai
Date: 08/08/2021

Mr. Bharath Kumar Reddy Karanam
1-94-DSomuladoddi Village,
Hanuman Temple,
Anantapur-515001,
Andhra Pradesh.
Tel# -

Dear Bharath Kumar Reddy Karanam,

Sub: Letter of Offer

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

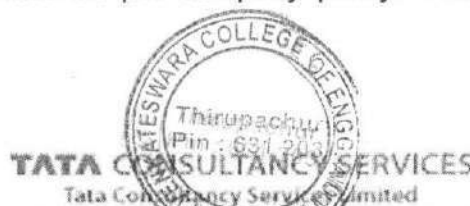
This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

Your gross salary including all benefits will be **3,36,877/-** per annum, as per the terms and conditions set out herein.

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

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of `14,784/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be `5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of `500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

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PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of `1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be `600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore / Xperience Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of `200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to `6,000/- per insured person per annum and basic hospitalization expenses up to `2,00,000/- per insured person per annum.

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ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for `12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of `250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.



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RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are recommended to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve

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months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior

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written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL `50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to

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serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCSL as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCSL.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.


17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

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Your failure to comply with this clause will entail monetary payment of damages to TCSL as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCSL.

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17. Pre-employment Medical Certificate

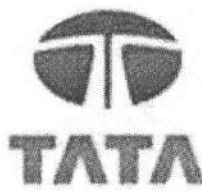
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Tel: 91 44 2218 2222 Fax: 91 44 6616 2555 Website: www.tcs.com
Registered Office: 9th Floor, Nariman Point, Mumbai, 400 021
TCS Career Centre: 600 209 3111 Email: careers@tcs.com


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Thirupachur, Thiruvallur - 631 203



18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

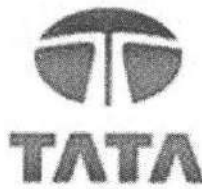
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TCSL/DT20218401788

9

**TATA CONSULTANCY SERVICES**
Tata Consultancy Services Limited
415/21-24, Kumaranaswamy Street, Thirupachur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India
Tel: 044 22033333 Fax: 91 44 6616 2555 Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Career Services Center: 1800 209 3111 Email: careers@tcs.com


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- *There is no criminal offence registered/pending against you
- *There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

- *PAN Card (Permanent Account Number)
- *Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- *Passport
- *NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

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TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited
415/21-24, Kumaran Nagar, Thiruvallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India
Phone: 44 66 16 2272 Fax: 91 44 66 16 2555 Website: www.tcs.com
Registered Office: Nirma Building, 9th Floor, Nariman Point, Mumbai 400 021
Toll free: 1800 209 3111 Email: careers@tcs.com

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Thiruvallur - 631 203



24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.



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TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 139 Tamil Nadu India
Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Service Line: 1 800 769 3111 Email: careers@tcs.com



Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



- Encl: Annexure 1: Benefits and Gross Salary
- Annexure 2: List of TCS Xplore Centres
- Annexure 3: Confidentiality and IP Terms



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TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

415/21-24, Kumbakonam Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India
Tel: 91 44 6616 2232 Fax: 91 44 6616 2555 Website: www.tcs.com
Registered Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers ServiceLine: 1800 209 3111 Email: careers@tcs.com

14-06-2021

Dear Kowsalya R,

Sub: Employment in QWay Technologies

Further to the personal discussion you had with us, we are pleased to offer you the position of an **Financial Transaction Executive** in our Organization, on the terms and conditions already mutually agreed upon.

As discussed, your annual total compensation will be **3,09,696.00, Three Lakh Nine Thousand Six Hundred And Ninety Six**. Paychecks are issued every 5th of the month. Please note that this will not constitute an offer till we have received complete reference checks, and background information.

Your work start date is **15-09-2021** You will be on probation from your start date, for a period of 6 months.

Please coordinate with our team for completing joining formalities.

QWay Technologies offers exciting career opportunities and suitably rewards excellence in performance. We look forward to your joining our Team of Professionals and trust it will be a long and a mutually beneficial relationship.

Yours truly,

QWay Technologies Private Limited,



Satheesh Kumar B

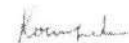
Assistant Vice President - Human Resources



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Thirupachur, Thiruvallur - 631 203

I hereby accept the above Offer of Employment and agree to abide by the terms and conditions of the Employment with QWay Technologies Private Limited.

Employee Signature:



QWAY-HRD-22

***Confidential**



REGULAR OFFER LETTER

02 Feb, 2021

Madhanraj .GP

No:30/1,Thilagar Street,Lakshmipuram,
Kolathur,Chennai-600099.

Dear Madhanraj .GP

We are pleased to offer you the position of Trainee under the Apprentices Act, 1961. This offer sets out the terms and conditions that apply to this position and is made with the approval of Board of Apprentice Training.

This apprenticeship is full time for a fixed term of two years commencing on **02 Feb, 2021**. The training position will be evaluated by the Training Manager and quarterly reports will be sent to the Board of Apprentice Training for their review.

You will be ultimately responsible to **Satish Kumar Kumaraguru** through his appointed mentor for the day to day performance of the duties associated with this position. However in relation to all administrative matters you will be responsible to **Satish Kumar Kumaraguru**. The position is otherwise subject to all the applicable rules and regulations in force from time to time in the organization.

This position is an apprenticeship position, with the majority of training conducted via "hands on" actual industry experience. The employer undertakes to provide supervised training with an experienced trainer and a mentor.

Professional Standards

It is expected you will conduct yourself in accordance with the highest personal standards at all times in a way which is consistent with the principles and values of the Organization and the Board of Apprentice Training

You acknowledge and agree that allegations of misconduct will be subject to disciplinary proceedings in accordance with the Organization's rules and the Board of Apprentice Training's guidelines. The organization also reserves the right to terminate your contract in case of violation for reasons stated below:

You shall be formally attired on all business days and adhere office timing strictly and ensure proper grooming to uphold the brand image of the organization

It is your prime responsibility to ensure that the company's and where assigned to a site, the customer's assets, are safeguarded at all times

Movement of all assets at your place of work shall be governed by the policy guidelines and upon the express approval of the Authorized personnel.

Usage of telephone, mobile, data card, email, internet etc., should be strictly restricted for official communication purposes only. Misuse of the above will be dealt with very seriously.

You are required to deal with the company's money, material and documents with utmost honesty and professional ethics. If you are found guilty, at any point of time of moral turpitude or dishonesty in dealing with the Company's money or material or documents or of theft or of misappropriation regardless of the value involved, your services would be terminated with immediate effect notwithstanding any other terms and conditions mentioned in the appointment letter

You shall not represent or create propaganda for or against political, religious or such other outfits

You shall not harass your colleagues sexually or otherwise

You are not authorized to represent the Company at any public forums, press meetings / conferences or publish articles in magazines/ newspapers unless otherwise authorized by the person as the Management may authorize from time to time. Any views expressed in your personal capacity will be treated as your own and not that of the Company. The Company will not be responsible or liable for any claims that may arise out of such views

You will be bound by the rules and regulations as declared by the Management from time to time, in relation to conduct, discipline, medical fitness, leave, holidays and all matters relating to terms and conditions of service, network security and usage

Precision Techserve Pvt. Ltd.

22, 1st Floor, Habibullah Road, T.Nagar, Chennai 600 017, India
T: +91 44 4501 5000 | F: +91 44 4501 5267 | Service Desk: +91 44 4377 5200
E: corporatecomm@techserve.co.in | www.precisionit.co.in
CIN: U51902TN1999PTC041955 | GST: 33AABCP8005C2ZZ



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ANNEXURE - A

SALARY DETAILS OF Madhanraj .GP

COMPONENTS	AMOUNT PER MONTH	AMOUNT PER ANNUM
MONTHLY		
Basic	13,100	157,200
Gross	13,100	157,200
STATUTORY		
ESI	426	5,112
Total Statutory	426	5,112
CTC	13,526	162,312
DEDUCTION		
ESI	99	1,188
Total Deduction	99	1,188
Netpay	13,001	156,012

For Precision Techserve Pvt Ltd

Viswanathan.J
Agm - Hr & Admn



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Ref: HR/MAY/21/A2

Date: 14 May, 2021

Ms. Malathi J
No:1/163 6th Street,
Ganga nagar, maduravoyal ,
Chennai -95.

Dear Ms. Malathi J,

This is with reference to your application and subsequent interview you had with us.

We are pleased to offer you employment as **System Engineer IT Support in Executive - A2 grade** in our business on the following terms and conditions:

1. PLACE OF POSTING:

Your initial posting will be at **Chennai, Tamil Nadu.**

However, during employment with the Company, you may be posted at any other location in India or abroad, without any additional remuneration. Further your services may be transferred to any other Reliance Group Company.

This offer is subject to your joining us on or before 20 May, 2021.

2. COMPENSATION:

Your compensation on a Cost to Company (CTC) basis will be **Rs. 3,19,000/- (Rupees Three Lac(s) Nineteen Thousand Only) per annum** and will be payable as under. Please refer to Annexure 1A for detailed breakup of your CTC.

i. Fixed Pay: Rs. 2,90,000/- (Rupees Two Lac(s) Ninety Thousand Only) per annum.

This includes Basic Pay and Choice Pay that consists of other allowances, benefits, perquisites etc. as per the compensation policy of the company.

ii. Retirals: Rs. 27,588/- (Rupees Twenty Seven Thousand Five Hundred Eighty Eight Only) per annum.

This includes:

- Provident Fund @ 12% of PF Wages (i.e. Basic Pay + Personnel Special Allowance, wherever paid) and may be capped at applicable Statutory Wage Limit or actual PF Wages depending on company policy.
- Gratuity @4.81% of Basic Pay and paid as per provisions of The Payment of Gratuity Act 1972.

iii. Performance Linked Incentive (PLI): Your target PLI will be Rs. 29,000/- (Rupees Twenty Nine Thousand Only) per annum, the payment of which will depend on the performance level of the individual, the concerned business, and the overall organization subject to the PLI policy which will be decided by the company from time to time. PLI is payable subject to the employee being on the rolls of the company and not serving notice period on the date the amount is disbursed, notwithstanding any delay on the announcement of such disbursement. PLI is a discretionary plan and does not result in a guarantee or entitlement of payment to any individual. As such, Reliance reserves the right to vary, amend, terminate or withdraw the PLI plan at any time (including at any time during the on-going performance year) and without prior notice. Further, Reliance may withhold payment of PLI from any employee who has or may have committed any illegal, fraudulent or unethical act, or who has or may have violated any company policy or procedure including the Reliance Code of Conduct, all within the

Vitalic Health Private Limited
Registered Office: 250, Liberty Road, Royapettah, Chennai - 600 014, Tamil Nadu, India (P) 91 - 44 - 45280000
Corporate Office: 250, Liberty Road, Royapettah, Chennai - 600 014, Tamil Nadu, India (P) 91 - 44 - 30254141, 30254142 (F) 91 - 44 - 30254158 (W) www.vitalicindia.com



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Engineering and Technology.

sole discretionary interpretation of Reliance.

3. **GENERAL:**

You may choose components of your CTC as per your requirement, being referred as Choice Pay. In the year of joining and leaving the Company, the CTC will be pro-rated based on the number of days you are in the employment of the Company.

The available CTC components along with limits have been detailed in Annexure 1B.

The components within each category of payment are discretionary and the Company has the right to change these components at any time without notice. Your compensation and all other payments received by you would be subject to the prevailing tax rules and regulations.

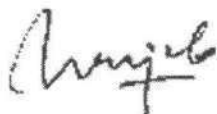
The Annexure 1A and the detailed "Terms & Conditions of Employment" in Annexure 2 together sets forth the terms and conditions under which the Company would employ you and become effective from the date you join the Company. Your acceptance of the offer of employment would be on the basis of these terms and conditions of employment.

You are requested to sign and return to the Company a copy of this letter containing Annexure 1A and "Terms & Conditions of Employment" in Annexure 2, as confirmation of your acceptance.


This offer and appointment letter shall automatically stand withdrawn in case we do not receive your acknowledgement and acceptance within ten days from issue of this letter.

We wish you a long and successful association with us.

Sincerely yours,
For Vitalic Health Private Lt



Rajib Bhattacharya



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Thirupachur, Thiruvallur - 631 203

Vitalic Health Private Limited

Registered Office: No 250, LKjyals Road, Royapettah, Chennai - 600 014, Tamil Nadu, India (P) 91 - 44 - 45280000
Corporate Office: EA Chambers, Express Avenue, 5th Floor, No.49 & 50 L, Whites Road, Royapettah, Chennai - 600 014,
Tamil Nadu, India. (P) 91 - 44 - 30254141, 30254142 (F) 91 - 44 - 30254158 (W) www.vitalicindia.com

February 15, 2021

To,

Mohana Krishnan D
No:380,1 St Main Road,
Maathur Mmda,Chennai,600008

Dear Mohana Krishnan D,

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 **June 01, 2021** 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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Engineering and Technology,
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
8E42F559D43D44F...

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



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

14-06-2021

Dear Nagendiran M,

Sub: Employment in QWay Technologies

Further to the personal discussion you had with us, we are pleased to offer you the position of an **Financial Transaction Executive** in our Organization, on the terms and conditions already mutually agreed upon.

As discussed, your annual total compensation will be **3,09,696.00, Three Lakh Nine Thousand Six Hundred And Ninety Six**. Paychecks are issued every 5th of the month. Please note that this will not constitute an offer till we have received complete reference checks, and background information.

Your work start date is **15-09-2021** You will be on probation from your start date, for a period of 6 months.

Please coordinate with our team for completing joining formalities.

QWay Technologies offers exciting career opportunities and suitably rewards excellence in performance. We look forward to your joining our Team of Professionals and trust it will be a long and a mutually beneficial relationship.

Yours truly,

QWay Technologies Private Limited,



Satheesh Kumar B

Assistant Vice President - Human Resources

I hereby accept the above Offer of Employment and agree to abide by the terms and conditions of the Employment with QWay Technologies Private Limited.

Employee Signature:

QWAY-HRD-22



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

February 15, 2021

To,

Prasanthi B
No:56/B,Akkiya Naidu Street,
Thiruthani, Thiruvallur, 631209

Dear Prasanthi B,

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 **June 01, 2021** 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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Sri Venkateswara College
Engineering and Technology,
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



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



38/74, Mass Towers, 2nd Floor,
Bazullah Rd, T Nagar, Chennai,
Tamil Nadu - 600 017

+91 9020790801

info@gmlsoftlabs.com

https://gmlsoftlabs.com/

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Date: 8th February 2021

Letter of Appointment

Mr. **Punith Kumar M,**

Welcome to **GML Soft Labs!**

This has reference to your discussion on 5th February 2021 with our Team; we are pleased to offer you a position in GML Soft Labs LLP (the "Company") with the following terms and conditions.

Name of the Employee	:	Mr. Punith Kumar M
Designation	:	UI/UX Designer
Date of Joining	:	10 th February 2021
C.T.C. [Cost to the Company]	:	INR 2,40,000/Annul

Your initial place of working will be in GML Soft Labs LLP, Chennai. If we deploy to our clients, you have to follow client's office hours, process, procedures, practices, rules and regulations strictly according to their expectations. You may require working beyond the standard office hours or/on weekends if there is a request or need arises in the project without any compensation or other overtime benefits. You may be transferred or deputed to any other department or establishments of the company and/or clients' offices anywhere in India or abroad, temporarily or permanently, whether now in existence or to be set up hereafter.

The detailed break up of your salary package and the terms and conditions are in Annexure I and II. You are requested to submit the copies of your testimonials and other supporting documents of your academic qualifications, experience letters as per Annexure III. The mentioned terms and conditions are as per company policies and are subject to change any time decide by the company. You have to sign this Letter of offer and send it to us within 24 hrs of the receipt, otherwise consider as void. The parties, herewith Confirm their acceptance of the above terms and condition of this agreement.

We welcome you on board and look forward to your long-term association with GML Soft Labs.

For **GML Soft Labs LLP**

G. Mahesh

Mahesh Galla

Director

Date: 10th February 2021



I accept the terms of the offer

Punith Kumar

Name & Signature

Date: 12-02-2021



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



38/74, Mass Towers, 2nd Floor,
Bazullah Rd, T Nagar, Chennai,
Tamil Nadu - 600 017

+91 9020790801

info@gmlsoftlabs.com

https://gmlsoftlabs.com/

Annexure - II

Compensation Package

Please find below your monthly / annual salary and compensation package.

GML Soft Labs LLP		
Compensation Details		
Name of the Employee	Punith Kumar M	
Designation	UI/UX Designer	
Component	Monthly (Rs.)	Annual (Rs.)
Basic	8000	96000
HRA	4000	48000
Conveyance	1600	19200
Medical Allowance	1250	15000
Special Allowance	5150	61800
Cost To Company A	20000	240000
Professional Tax B	209	2508
Net Take Home (A-B)	19791	237492

Terms & conditions:

01. Your above salary comprises of fixed and flexi components (All Inclusive Rate)
02. Medical Allowance will be exempted from IT computation subject to submission of medical bills.
03. Salary shall be paid on the 5th of the following month.
04. You are requested to submit required documents / declaration evidencing exemption from deduction of tax failing which Income Tax will be deducted as applicable.
05. In case you resign before the confirmation date, you will not receive the salary for the following month the number of days worked.

I have read & understood the above salary, Break-up, Terms & Conditions.

SINGATURE

:

**NAME
PLACE
DATE**

: Punith Kumar M
: N-TN-Chennai
: 12-02-2021



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14-06-2021

Dear Sadhana S,

Sub: Employment in QWay Technologies

Further to the personal discussion you had with us, we are pleased to offer you the position of an **Financial Transaction Executive** in our Organization, on the terms and conditions already mutually agreed upon.

As discussed, your annual total compensation will be **3,09,696.00, Three Lakh Nine Thousand Six Hundred And Ninety Six**. Paychecks are issued every 5th of the month. Please note that this will not constitute an offer till we have received complete reference checks, and background information.

Your work start date is **15-09-2021** You will be on probation from your start date, for a period of 6 months.

Please coordinate with our team for completing joining formalities.

QWay Technologies offers exciting career opportunities and suitably rewards excellence in performance. We look forward to your joining our Team of Professionals and trust it will be a long and a mutually beneficial relationship.

Yours truly,

QWay Technologies Private Limited,

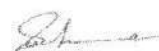


Satheesh Kumar B

Assistant Vice President - Human Resources

I hereby accept the above Offer of Employment and agree to abide by the terms and conditions of the Employment with QWay Technologies Private Limited.

Employee Signature:



QWAY-HRD-22



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Engineering and Technology
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Prodapt
Solutions
Private Limited

February 15, 2021

To,

Sangeetha V
No:25/9, Thiruvalluvar Street,
Pattabiram, Thiruvallur-600072.

Dear Sangeetha 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 **June 01, 2021** 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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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
6E42F558D43D44F...

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



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Tamil Nadu - 600 017

+91 9020790801

info@gmlsoftlabs.com

https://gmlsoftlabs.com/

56

Date: 8th February 2021

Letter of Appointment

Mr. **Saravanan K,**

Welcome to **GML Soft Labs!**

This has reference to your discussion on 5th February 2021 with our Team; we are pleased to offer you a position in GML Soft Labs LLP (the "Company") with the following terms and conditions.

Name of the Employee	: Mr. Saravanan K
Designation	: UI/UX Designer
Date of Joining	: 10 th February 2021
C.T.C. [Cost to the Company]	: INR 2,40,000/Annul

Your initial place of working will be in GML Soft Labs LLP, Chennai. If we deploy to our clients, you have to follow client's office hours, process, procedures, practices, rules and regulations strictly according to their expectations. You may require working beyond the standard office hours or/on weekends if there is a request or need arises in the project without any compensation or other overtime benefits. You may be transferred or deputed to any other department or establishments of the company and/or clients' offices anywhere in India or abroad, temporarily or permanently, whether now in existence or to be set up hereafter.

The detailed break up of your salary package and the terms and conditions are in Annexure I and II. You are requested to submit the copies of your testimonials and other supporting documents of your academic qualifications, experience letters as per Annexure III. The mentioned terms and conditions are as per company policies and are subject to change any time decide by the company. You have to sign this Letter of offer and send it to us within 24 hrs of the receipt, otherwise consider as void. The parties, herewith Confirm their acceptance of the above terms and condition of this agreement.

We welcome you on board and look forward to your long-term association with GML Soft Labs.

For **GML Soft Labs LLP**

G. Mahesh

Mahesh Galla

Director

Date: 10th February 2021



I accept the terms of the offer

[Signature]

Name & Signature

Date: 12-02-2021

[Signature]

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Thirupachur, Thiruvallur - 631 203



38/74, Mass Towers, 2nd Floor,
Bazullah Rd, T Nagar, Chennai,
Tamil Nadu - 600 017

+91 9020790801

info@gmlsoftlabs.com

https://gmlsoftlabs.com/

Annexure - II

Compensation Package

Please find below your monthly / annual salary and compensation package.

GML Soft Labs LLP		
Compensation Details		
Name of the Employee	Saravanan K	
Designation	UI/UX Designer	
Component	Monthly (Rs.)	Annual (Rs.)
Basic	8000	96000
HRA	4000	48000
Conveyance	1600	19200
Medical Allowance	1250	15000
Special Allowance	5150	61800
Cost To Company A	20000	240000
Professional Tax B	209	2508
Net Take Home (A-B)	19791	237492

Terms & conditions:

01. Your above salary comprises of fixed and flexi components (All Inclusive Rate)
02. Medical Allowance will be exempted from IT computation subject to submission of medical bills.
03. Salary shall be paid on the 5th of the following month.
04. You are requested to submit required documents / declaration evidencing exemption from deduction of tax failing which Income Tax will be deducted as applicable.
05. In case you resign before the confirmation date, you will not receive the salary for the following month the number of days worked.

I have read & understood the above salary, Break-up, Terms & Conditions.


SINGATURE

: 

**NAME
PLACE
DATE**

: Saravanan K
: N-TN-Chennai
: 12-02-2021




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Engineering and Technology
Thirupachur, Thiruvallur - 631 203



REGULAR OFFER LETTER

02 Feb, 2021

Sivakumar.K

No:2, Thambu Lane, Royampuram,
Kalmandabam Chennai-600013.

Dear Sivakumar.K

We are pleased to offer you the position of Trainee under the Apprentices Act, 1961. This offer sets out the terms and conditions that apply to this position and is made with the approval of Board of Apprentice Training.

This apprenticeship is full time for a fixed term of two years commencing on **02 Feb, 2021**. The training position will be evaluated by the Training Manager and quarterly reports will be sent to the Board of Apprentice Training for their review.

You will be ultimately responsible to **Satish Kumar Kumaraguru** through his appointed mentor for the day to day performance of the duties associated with this position. However in relation to all administrative matters you will be responsible to Satish Kumar Kumaraguru. The position is otherwise subject to all the applicable rules and regulations in force from time to time in the organization.

This position is an apprenticeship position, with the majority of training conducted via "hands on" actual industry experience. The employer undertakes to provide supervised training with an experienced trainer and a mentor.

Professional Standards

It is expected you will conduct yourself in accordance with the highest personal standards at all times in a way which is consistent with the principles and values of the Organization and the Board of Apprentice Training

You acknowledge and agree that allegations of misconduct will be subject to disciplinary proceedings in accordance with the Organization's rules and the Board of Apprentice Training's guidelines. The organization also reserves the right to terminate your contract in case of violation for reasons stated below:

You shall be formally attired on all business days and adhere office timing strictly and ensure proper grooming to uphold the brand image of the organization

It is your prime responsibility to ensure that the company's and where assigned to a site, the customer's assets, are safeguarded at all times

Movement of all assets at your place of work shall be governed by the policy guidelines and upon the express approval of the Authorized personnel.

Usage of telephone, mobile, data card, email, internet etc., should be strictly restricted for official communication purposes only. Misuse of the above will be dealt with very seriously.

You are required to deal with the company's money, material and documents with utmost honesty and professional ethics. If you are found guilty, at any point of time of moral turpitude or dishonesty in dealing with the Company's money or material or documents or of theft or of misappropriation regardless of the value involved, your services would be terminated with immediate effect notwithstanding any other terms and conditions mentioned in the appointment letter

You shall not represent or create propaganda for or against political, religious or such other outfits

You shall not harass your colleagues sexually or otherwise

You are not authorized to represent the Company at any public forums, press meetings / conferences or publish articles in magazines/ newspapers unless otherwise authorized by the person as the Management may authorize from time to time. Any views expressed in your personal capacity will be treated as your own and not that of the Company. The Company will not be responsible or liable for any claims that may arise out of such views

You will be bound by the rules and regulations as declared by the Management from time to time, in relation to conduct, discipline, medical fitness, leave, holidays and all matters relating to terms and conditions of service, network security and usage

Precision Techserve Pvt. Ltd.

22, 1st Floor, Habibullah Road, T.Nagar, Chennai 600 017, India

+91 44 4501 5000 | F : +91 44 4501 5267 | Service Desk : +91 44 4377 5200

corporatecomm@techserve.co.in | www.precisionit.co.in

CIN : U51909TN1999PTC041955 | GST : 33AABCP8005C2ZZ



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Thirupachur, Thiruvallur - 631 203



ANNEXURE - A

SALARY DETAILS OF Sivakumar.K

COMPONENTS	AMOUNT PER MONTH	AMOUNT PER ANNUM
MONTHLY		
Basic	13,100	157,200
Gross	13,100	157,200
STATUTORY		
ESI	426	5,112
Total Statutory	426	5,112
CTC	13,526	162,312
DEDUCTION		
ESI	99	1,188
Total Deduction	99	1,188
Netpay	13,001	156,012

For Precision Techserve Pvt Ltd

Viswanathan.J
Agm - Hr & Admn



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Thirupachur, Thiruvallur - 631 203

14-06-2021

Dear Sujith Kumar ,

Sub: Employment in QWay Technologies

Further to the personal discussion you had with us, we are pleased to offer you the position of an **Financial Transaction Executive** in our Organization, on the terms and conditions already mutually agreed upon.

As discussed, your annual total compensation will be **3,09,696.00, Three Lakh Nine Thousand Six Hundred And Ninety Six**. Paychecks are issued every 5th of the month. Please note that this will not constitute an offer till we have received complete reference checks, and background information.

Your work start date is **15-09-2021** You will be on probation from your start date, for a period of 6 months.

Please coordinate with our team for completing joining formalities.

QWay Technologies offers exciting career opportunities and suitably rewards excellence in performance. We look forward to your joining our Team of Professionals and trust it will be a long and a mutually beneficial relationship.

Yours truly,

QWay Technologies Private Limited,



Satheesh Kumar B

Assistant Vice President - Human Resources



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Thirupachur, Thiruvallur - 631 203

I hereby accept the above Offer of Employment and agree to abide by the terms and conditions of the Employment with QWay Technologies Private Limited.

Employee Signature:



QWAY-HRD-22

***Confidential**

Ref: HR/MAY/21/A2/

Date: 14 May, 2021

Mr.Surendhar S
No: 78/20,Bajannai Kovil Street, Padur,
Jpoonamallee, Thiruvallur -602105.

Dear Mr.Surendhar S ,

This is with reference to your application and subsequent interview you had with us.

We are pleased to offer you employment as **System Engineer IT Support in Executive - A2 grade** in our business on the following terms and conditions:

1. PLACE OF POSTING:

Your initial posting will be at **Chennai,Tamil Nadu.**

However, during employment with the Company, you may be posted at any other location in India or abroad, without any additional remuneration. Further your services may be transferred to any other Reliance Group Company.

This offer is subject to your joining us on or before 20 May, 2021.

2. COMPENSATION:

Your compensation on a Cost to Company (CTC) basis will be **Rs. 3,19,000/- (Rupees Three Lac(s) Nineteen Thousand Only) per annum** and will be payable as under. Please refer to Annexure 1A for detailed breakup of your CTC.

i. Fixed Pay: Rs. 2,90,000/- (Rupees Two Lac(s) Ninety Thousand Only) per annum.

This includes Basic Pay and Choice Pay that consists of other allowances, benefits, perquisites etc. as per the compensation policy of the company.

ii. Retirals: Rs. 27,588/- (Rupees Twenty Seven Thousand Five Hundred Eighty Eight Only) per annum.

This includes:

- Provident Fund @ 12% of PF Wages (i.e. Basic Pay + Personnel Special Allowance, wherever paid) and may be capped at applicable Statutory Wage Limit or actual PF Wages depending on company policy.
- Gratuity @4.81% of Basic Pay and paid as per provisions of The Payment of Gratuity Act 1972.

iii. Performance Linked Incentive (PLI): Your target PLI will be Rs. 29,000/- (Rupees Twenty Nine Thousand Only) per annum, the payment of which will depend on the performance level of the individual, the concerned business, and the overall organization subject to the PLI policy which will be decided by the company from time to time. PLI is payable subject to the employee being on the rolls of the company and not serving notice period on the date the amount is disbursed, notwithstanding any delay on the announcement of such disbursement. PLI is a discretionary plan and does not result in a guarantee or entitlement of payment to any individual. As such, Reliance reserves the right to vary, amend, terminate or withdraw the PLI plan at any time (including at any time during the on-going performance year) and without prior notice. Further, Reliance may withhold payment of PLI from any employee who has or may have committed any illegal, fraudulent or unethical act, or who has or may have violated any company policy or procedure including the Reliance Code of Conduct, all within the



Vitalic Health Private Limited

Registered Office: Mh 750, Lloyds Road, Royapettah, Chennai - 600 014, Tamil Nadu, India (P) 91 - 44 - 48220000
Corporate Office: E-6 Chambers (Express Avenue), 5th Floor, No.49 & 50 L, Whites Road, Royapettah, Chennai - 600 074, Tamil Nadu, India. (P) 91 - 44 - 30254141, 30254142 (F) 91 - 44 - 30254158 (W) www.vitalic.com

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Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

sole discretionary interpretation of Reliance.

3. GENERAL:

You may choose components of your CTC as per your requirement, being referred as Choice Pay. In the year of joining and leaving the Company, the CTC will be pro-rated based on the number of days you are in the employment of the Company.

The available CTC components along with limits have been detailed in Annexure 1B.

The components within each category of payment are discretionary and the Company has the right to change these components at any time without notice. Your compensation and all other payments received by you would be subject to the prevailing tax rules and regulations.


The Annexure 1A and the detailed "Terms & Conditions of Employment" in Annexure 2 together sets forth the terms and conditions under which the Company would employ you and become effective from the date you join the Company. Your acceptance of the offer of employment would be on the basis of these terms and conditions of employment.

You are requested to sign and return to the Company a copy of this letter containing Annexure 1A and "Terms & Conditions of Employment" in Annexure 2, as confirmation of your acceptance.

This offer and appointment letter shall automatically stand withdrawn in case we do not receive your acknowledgement and acceptance within ten days from issue of this letter.

We wish you a long and successful association with us.

Sincerely yours,
For Vitalic Health Private Lt



Rajib Bhattacharya



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Sri Venkateswara College o
Engineering and Technology
Thirupachur, Thiruvattur - 631 203

Vitalic Health Private Limited

Registered Office: No 25B, Lloyds Road, Royapettah, Chennai - 600 014, Tamil Nadu, India (P) 91 - 44 - 49280000
Corporate Office: EA Chambers, Express Avenue, 6th Floor No.49 & 50 L, Whites Road, Royapettah, Chennai - 600 014,
Tamil Nadu, India. (P) 91 - 44 - 30254141, 30254142 (F) 91 - 44 - 30254158 (W) www.vitalicindia.com



REGULAR OFFER LETTER

02 Feb, 2021

Swetha.A

No:7/C, Old Chennai Bypass Road, Kanthan Nagar,
Tiruttani,Tiruvallur-631209

Dear Swetha.A

We are pleased to offer you the position of Trainee under the Apprentices Act, 1961. This offer sets out the terms and conditions that apply to this position and is made with the approval of Board of Apprentice Training.

This apprenticeship is full time for a fixed term of two years commencing on **02 Feb, 2021**. The training position will be evaluated by the Training Manager and quarterly reports will be sent to the Board of Apprentice Training for their review.

You will be ultimately responsible to **Satish Kumar Kumaraguru** through his appointed mentor for the day to day performance of the duties associated with this position. However in relation to all administrative matters you will be responsible to Satish Kumar Kumaraguru. The position is otherwise subject to all the applicable rules and regulations in force from time to time in the organization.

This position is an apprenticeship position, with the majority of training conducted via "hands on" actual industry experience. The employer undertakes to provide supervised training with an experienced trainer and a mentor.

Professional Standards

It is expected you will conduct yourself in accordance with the highest personal standards at all times in a way which is consistent with the principles and values of the Organization and the Board of Apprentice Training

You acknowledge and agree that allegations of misconduct will be subject to disciplinary proceedings in accordance with the Organization's rules and the Board of Apprentice Training's guidelines. The organization also reserves the right to terminate your contract in case of violation for reasons stated below:

You shall be formally attired on all business days and adhere office timing strictly and ensure proper grooming to uphold the brand image of the organization

It is your prime responsibility to ensure that the company's and where assigned to a site, the customer's assets, are safeguarded at all times

Movement of all assets at your place of work shall be governed by the policy guidelines and upon the express approval of the Authorized personnel.

Usage of telephone, mobile, data card, email, internet etc., should be strictly restricted for official communication purposes only. Misuse of the above will be dealt with very seriously.

You are required to deal with the company's money, material and documents with utmost honesty and professional ethics. If you are found guilty, at any point of time of moral turpitude or dishonesty in dealing with the Company's money or material or documents or of theft or of misappropriation regardless of the value involved, your services would be terminated with immediate effect notwithstanding any other terms and conditions mentioned in the appointment letter

You shall not represent or create propoganda for or against political, religious or such other outfits

You shall not harass your colleagues sexually or otherwise

You are not authorized to represent the Company at any public forums, press meetings / conferences or publish articles in magazines/ newspapers unless otherwise authorized by the person as the Management may authorize from time to time. Any views expressed in your personal capacity will be treated as your own and not that of the Company. The Company will not be responsible or liable for any claims that may arise out of such views

You will be bound by the rules and regulations as declared by the Management from time to time, in relation to conduct, discipline, medical fitness, leave, holidays and all matters relating to terms and conditions of service, network security and usage

Precision Techserve Pvt. Ltd.

22, 1st Floor, Habibullah Road, T.Nagar, Chennai 600 017, India
T : +91 44 4501 5000 | F : +91 44 4501 5267 | Service Desk : +91 44 4377 5200
E : corporatecomm@techserve.co.in | www.precisionit.co.in
GIN : U51909TN1999PTC041955 | GST : 33AABCP8005C2ZZ



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Thirupachur, Thiruvallur - 631 203



ANNEXURE - A

SALARY DETAILS OF Swetha.A

COMPONENTS	AMOUNT PER MONTH	AMOUNT PER ANNUM
MONTHLY		
Basic	13,100	157,200
Gross	13,100	157,200
STATUTORY		
ESI	426	5,112
Total Statutory	426	5,112
CTC	13,526	162,312
DEDUCTION		
ESI	99	1,188
Total Deduction	99	1,188
Netpay	13,001	156,012

For Precision Techserve Pvt Ltd

Viswanathan.J
Agm - Hr & Admn




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

Prodapt
Solutions
Private Limited

February 15, 2021

To,

Tamilarasi
No:534,Kaalamman Kovil Street,Pallamoalchur,
Sungubar Chatram,Kamchipuram-602106.

Dear Tamilarasi,

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 **June 01, 2021** 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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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




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Engineering and Technology,
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38/74, Mass Towers, 2nd Floor,
Bazullah Rd, T Nagar, Chennai,
Tamil Nadu - 600 017

+91 9020790801

info@gmlsoftlabs.com

https://gmlsoftlabs.com/

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Date: 8th February 2021

Letter of Appointment

Ms. **Vasumathi S,**

Welcome to **GML Soft Labs!**

This has reference to your discussion on 5th February 2021 with our Team; we are pleased to offer you a position in GML Soft Labs LLP (the "Company") with the following terms and conditions.

Name of the Employee	:	Ms. Vasumathi S
Designation	:	UI/UX Designer
Date of Joining	:	10 th February 2021
C.T.C. [Cost to the Company]	:	INR 2,40,000/Annul

Your initial place of working will be in GML Soft Labs LLP, Chennai. If we deploy to our clients, you have to follow client's office hours, process, procedures, practices, rules and regulations strictly according to their expectations. You may require working beyond the standard office hours or/on weekends if there is a request or need arises in the project without any compensation or other overtime benefits. You may be transferred or deputed to any other department or establishments of the company and/or clients' offices anywhere in India or abroad, temporarily or permanently, whether now in existence or to be set up hereafter.

The detailed break up of your salary package and the terms and conditions are in Annexure I and II. You are requested to submit the copies of your testimonials and other supporting documents of your academic qualifications, experience letters as per Annexure III. The mentioned terms and conditions are as per company policies and are subject to change any time decide by the company. You have to sign this Letter of offer and send it to us within 24 hrs of the receipt, otherwise consider as void. The parties, herewith Confirm their acceptance of the above terms and condition of this agreement.

We welcome you on board and look forward to your long-term association with GML Soft Labs.

For **GML Soft Labs LLP**

G. Mahesh

Mahesh Galla

Director

Date: 10th February 2021



I accept the terms of the offer

Vasumathi

Name & Signature

Date: 12-02-2021

Vasumathi
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38/74, Mass Towers, 2nd Floor,
Bazullah Rd, T Nagar, Chennai,
Tamil Nadu - 600 017

+91 9020790801

info@gmlsoftlabs.com

https://gmlsoftlabs.com/

Annexure - II

Compensation Package

Please find below your monthly / annual salary and compensation package.

GML Soft Labs LLP		
Compensation Details		
Name of the Employee	Vasumathi S	
Designation	UI/UX Designer	
Component	Monthly (Rs.)	Annual (Rs.)
Basic	8000	96000
HRA	4000	48000
Conveyance	1600	19200
Medical Allowance	1250	15000
Special Allowance	5150	61800
Cost To Company A	20000	240000
Professional Tax B	209	2508
Net Take Home (A-B)	19791	237492

Terms & conditions:

01. Your above salary comprises of fixed and flexi components (All Inclusive Rate)
02. Medical Allowance will be exempted from IT computation subject to submission of medical bills.
03. Salary shall be paid on the 5th of the following month.
04. You are requested to submit required documents / declaration evidencing exemption from deduction of tax failing which Income Tax will be deducted as applicable.
05. In case you resign before the confirmation date, you will not receive the salary for the following month the number of days worked.

I have read & understood the above salary, Break-up, Terms & Conditions.

SINGATURE

:

NAME
PLACE
DATE

: Vasumathi S
: N-TN-Chennai
: 12-02-2021



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14-06-2021

Dear Veerasekaran G,

Sub: Employment in QWay Technologies

Further to the personal discussion you had with us, we are pleased to offer you the position of an **Financial Transaction Executive** in our Organization, on the terms and conditions already mutually agreed upon.

As discussed, your annual total compensation will be **3,09,696.00, Three Lakh Nine Thousand Six Hundred And Ninety Six**. Paychecks are issued every 5th of the month. Please note that this will not constitute an offer till we have received complete reference checks, and background information.

Your work start date is **15-09-2021** You will be on probation from your start date, for a period of 6 months.

Please coordinate with our team for completing joining formalities.

QWay Technologies offers exciting career opportunities and suitably rewards excellence in performance. We look forward to your joining our Team of Professionals and trust it will be a long and a mutually beneficial relationship.

Yours truly,

QWay Technologies Private Limited,



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Satheesh Kumar B

Assistant Vice President - Human Resources

I hereby accept the above Offer of Employment and agree to abide by the terms and conditions of the Employment with QWay Technologies Private Limited.

Employee Signature:



QWAY-HRD-22

***Confidential**

Ref: HR/MAY/22/A2/60294524/60464179/1001214291

Date: 14 May, 2021

Ms. Vinitha
No :27, Mohammad Ali 3rd Street
Tiruvallur 602001.

Dear Ms. Vinitha,

This is with reference to your application and subsequent interview you had with us.

We are pleased to offer you employment as **System Engineer IT Support in Executive - A2 grade** in our business on the following terms and conditions:

1. PLACE OF POSTING:

Your initial posting will be at **Chennai, Tamil Nadu.**

However, during employment with the Company, you may be posted at any other location in India or abroad, without any additional remuneration. Further your services may be transferred to any other Reliance Group Company.

This offer is subject to your joining us on or before 20 May, 2021.

2. COMPENSATION:

Your compensation on a Cost to Company (CTC) basis will be **Rs. 3,19,000/- (Rupees Three Lac(s) Nineteen Thousand Only) per annum** and will be payable as under. Please refer to Annexure 1A for detailed breakup of your CTC.

i. Fixed Pay: Rs. 2,90,000/- (Rupees Two Lac(s) Ninety Thousand Only) per annum.

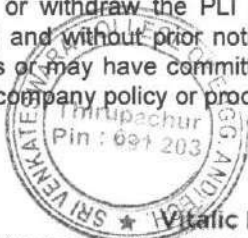
This includes Basic Pay and Choice Pay that consists of other allowances, benefits, perquisites etc. as per the compensation policy of the company.

ii. Retirals: Rs. 27,588/- (Rupees Twenty Seven Thousand Five Hundred Eighty Eight Only) per annum.

This includes:

- Provident Fund @ 12% of PF Wages (i.e. Basic Pay + Personnel Special Allowance, wherever paid) and may be capped at applicable Statutory Wage Limit or actual PF Wages depending on company policy.
- Gratuity @4.81% of Basic Pay and paid as per provisions of The Payment of Gratuity Act 1972.

iii. Performance Linked Incentive (PLI): Your target PLI will be Rs. 29,000/- (Rupees Twenty Nine Thousand Only) per annum, the payment of which will depend on the performance level of the individual, the concerned business, and the overall organization subject to the PLI policy which will be decided by the company from time to time. PLI is payable subject to the employee being on the rolls of the company and not serving notice period on the date the amount is disbursed, notwithstanding any delay on the announcement of such disbursement. PLI is a discretionary plan and does not result in a guarantee or entitlement of payment to any individual. As such, Reliance reserves the right to vary, amend, terminate or withdraw the PLI plan at any time (including at any time during the on-going performance year) and without prior notice. Further, Reliance may withhold payment of PLI from any employee who has or may have committed any illegal, fraudulent or unethical act, or who has or may have violated any company policy or procedure including the Reliance Code of Conduct, all within the



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sole discretionary interpretation of Reliance.

3. GENERAL:

You may choose components of your CTC as per your requirement, being referred as Choice Pay. In the year of joining and leaving the Company, the CTC will be pro-rated based on the number of days you are in the employment of the Company.

The available CTC components along with limits have been detailed in Annexure 1B.

The components within each category of payment are discretionary and the Company has the right to change these components at any time without notice. Your compensation and all other payments received by you would be subject to the prevailing tax rules and regulations.

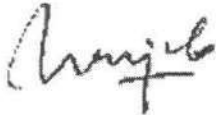
The Annexure 1A and the detailed "Terms & Conditions of Employment" in Annexure 2 together sets forth the terms and conditions under which the Company would employ you and become effective from the date you join the Company. Your acceptance of the offer of employment would be on the basis of these terms and conditions of employment.

You are requested to sign and return to the Company a copy of this letter containing Annexure 1A and "Terms & Conditions of Employment" in Annexure 2, as confirmation of your acceptance.

This offer and appointment letter shall automatically stand withdrawn in case we do not receive your acknowledgement and acceptance within ten days from issue of this letter.

We wish you a long and successful association with us.

Sincerely yours,
For Vitalic Health Private Lt



Rajib Bhattacharya



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Vitalic Health Private Limited

Registered Office: No 25B, Lloyds Road, Royapettah, Chennai - 600 014, Tamil Nadu, India (P) 91 - 44 - 49280000

Corporate Office: EA Chambers (Express Avenue), 3th Floor No.49 & 50 L, Whites Road, Royapettah, Chennai - 600 014,

Tamil Nadu, India. (P) 91 - 44 - 30254141, 30254142 (F) 91 - 44 - 30254158 (W) www.vitalicindia.com

HCL TECHNOLOGIES LTD.
Forcaste-Regdty Number: U74140BL19RBL10016000
Technology Hub, Special Economic Zone
Plot No. 3A, Sector 12B, MOBA 201 304, UP, India.
T +91 120 6125000 F +91 120 4680000
Registered Office: 806 Saksham, 96, Nehru Place, New Delhi 110019, India.
www.hcltech.com
www.hcl.com

OFFER & APPOINTMENT LETTER

Offer Release Date: July 12, 2021

Dear Yamini K,
NO.53, Bharathiyar Street, Periyar Nagar
, Thiruninravur, Chennai, Tamil Nadu-602024, Chennai,
Tamil Nadu, India, 602024

Dear Yamini K, service

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

In the coming year, keep aspiring for change and be known for your thoughts and your work; be the catalyst that this fast changing world needs; keep sharpening your skills and investing in yourself; and last but not the least – keep your work and life in perfect balance, because that is the prerequisite for success.

You are requested to join us on **February 24, 2022** at 9:00 A.M at the following address **Client Location** .Your joining would be subject to successful completion and compliance with the pre joining requirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure , BPO division etc. In line with the same approach, we look forward to your being flexible towards your placement in the Company. Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s)

Your Total Compensation will be **INR 3,65,000** per annum, outlined in Annexure I.

You will be required to sign a service agreement of **24 months** with a surety amount of **INR 1.25 Lakhs**. This amount shall be payable to the Company only on the event of your separation from the company before **24 months** from the date of Joining.

You will be on probation for a period of 12 months from the date of your joining. The general terms and conditions governing your employment are outlined in Annexure II.

On the date of joining, you would be required to submit the documents listed in Annexure III. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

Annexure IV provides details on the various compensation components and selected benefits that we offer you as a part of the HCL family.

At the time of joining, you are required to have completed your degree without any standing arrear/backlogs.

Please share your acceptance to offer as a confirmation within 3 days of receiving this letter and sign the duplicate copy of this Offer & Appointment Letter and Annexure(s) and submit the same on the day of joining failing which this offer & appointment letter extended to you by HCL Technologies Ltd shall stand withdrawn without any liability.

Please note that in case you are unable to report for joining on the respective date, this offer & appointment letter extended to you by HCL Technologies Ltd. will stand withdrawn without any liability.

Looking ahead, we see exciting times – we look up to you to provide impetus in accomplishing our mutual endeavor of being the best in the business of IT Services. Welcome to our Organization! We look forward to a mutually fruitful association.

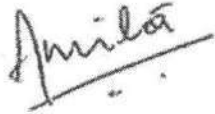
HCLT Confidential



Signature of Employee
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Thirupachur, Thiruvallur - 631 203

HCL TECHNOLOGIES LTD.
Corporate Identity Number: U74140DL1993PL0246383
Technology Hub, Special Economic Zone
Plot No. 0A, Sector 126, NOIDA 201 304, UP, India.
T +91 120 6125000 F +91 120 4683000
Registered Office: 226 Siddhanta, 96, Nehru Place, New Delhi-110019, India
www.hcltech.com
www.hcl.com

Yours truly,
For HCL Technologies Ltd.



Amrita Das
Senior Vice President
Head-Global Rewards




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Thirupachur, Thiruvallur - 631 203

Annexure 1

COMPENSATION PLAN	
Name	Yamini K
Band	E1
Designation	Software Engineer
City	Bangalore
Monthly Components (in INR)	
Basic Salary	15,090
House Rent Allowance	7,545
Advance Statutory Bonus	-
Holiday Allowance	1,066
Food Wallet	-
Flexi Basket*	-
Compensatory Allowance	-
TOTAL: Monthly	23,701
TOTAL: Monthly Components : Annualized	284,415
Retirals & Other Benefits (in INR)	
Provident Fund	21,730
Medical Insurance Premium/ESIC	10,000
Gratuity	8,706
TOTAL : Retirals	40,435
Variable Components (in INR)	
Performance Bonus (in Rs.)	21,900
Engagement PB (paid monthly) @ 100% achievement levels	18,250
TOTAL: Variable Components	40,150
COST TO COMPANY	3,65,000
Flexi Basket Details	
	Max Sub limits (p.a.)
Fuel Reimbursement and Car Maintenance Charges	-
Leave Travel Assistance / Allowance	-
Car Lease Rental	-
TOTAL : Annual Flexi Basket	-
<i>Employee has an option of availing all, some or none of the Flexi Basket across various components as per annual limits and entitlements mentioned in the CTC sheet. Based on the individual declaration and actual reimbursements, any unclaimed amount will be paid as taxable to the individual</i>	
Insurance & Medical Benefits (in INR)	
	Max Sub limits (p.a.)
Hospitalization cost reimbursement limit	360,000
Term life Insurance Cover	2,000,000
Disability cover due to accident (upto)	1,800,000
NOTE:	
1. Bserv E0.1 and E0.2 employees are to be considered under Semi-skilled Category. All other employees are under Skilled category 2. All salary components are governed by the company policies and statutory guidelines. 3. This salary sheet is strictly confidential and must not be discussed with anyone other than your HCLT Reporting Manager and/or your HR Manager. 4. Any personal tax liability arising out of compensation will be borne solely by the employee. 5. Gratuity to be payable as per act	




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 Signature of Employee

ANNEXURE II

Welcome aboard...

It is often said that an organization can grow only if it empowers its employees to grow! At HCL, we consciously realize this fact and have developed a five-fold path for individual enlightenment that not only covers basic monetary benefits for HCLites, but also takes care of their professional growth by providing empowerment, knowledge, recognition, transformation and support.

Following are the terms and conditions that refer to our offer of employment to you, this is to be read in conjunction with the offer letter as attached.

GENERAL TERMS AND CONDITIONS OF EMPLOYMENT

1. Location

As you are aware that HCL is coming up with IT/ITES SEZ Operating Units in some cities; till the time SEZ campus becomes operational, you may be assigned to another facility in the city of posting - Bangalore.

2. Medical Check up

Your employment is subject to you being declared medically fit by the company doctor.

3. HCLT Training Program:

Training (classroom/on the job) sessions will be conducted after your joining.

The training period may be either extended or may be deemed completed earlier, at the discretion of the Management. You shall continue to be under probation, unless specifically confirmed in writing.

4. Increments and promotions

Your growth in terms of role, compensation etc. in the company will solely be based on your performance. Unless notified in writing, you will be deemed as "confirmed" on completion of your probation period i.e. 12months from date of joining. Subsequently, your annual performance appraisal and compensation review will be aligned and effected from the first day of the subsequent quarter thereafter.

5. Notice Period/ Separation

Your employment with the Company can also be terminated either by the Company or by you by giving the other party **90 days'** advance notice. If the Company terminates the employment and decides to relieve you before the completion of the notice period, the "Basic" component of the salary for the balance notice period would be paid to you. If at your request, the Company agrees to relieve you before serving the full notice period, you will be liable to pay the Company the "Basic" component of the salary for the balance notice period. However, please note that accepting any such early relieving request would be entirely at the discretion of the Company. Further, the aforesaid requirement of 90 days' notice may be extended, if mutually agreed by you and the Company.

On termination of your employment for any reason, you shall comply with the Company's termination procedures, sign all documents and return all Company property. The Company will not be bound to pay the dues, if any, till you have completed all the separation procedures.


6. Agreements

You may be required to sign necessary agreements with the Company or any other client as required and complete various formalities as per the agreements at the time of joining and during the tenure with the company.

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4

Signature of Employee


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You may also be required to sign other Agreements with the Company, as the Company may decide from time to time, in order to secure the interests of the Company as also to ensure your performance and adherence to all terms, conditions, rules and regulations of the Company.

7. Background and Reference Check

- The company will undertake the background verification / validation process of employees in terms of education, previous employment(s), criminal verification, database and web searches, address verification, claims made against achievements in the resumes/CVs of the employees etc. with the help of a third party as and when required. You would be required to submit photocopies of documents detailed in Annexure III to facilitate the joining and background verification process.
- The company may also undertake reference check through at least two professional references submitted during the process of selection. In case the Prospective Employees fails to submit any document required for conducting background verification, they will not be considered for hiring. If the Prospective Employees fails the background verification, appropriate actions including withdrawal of offer of employment will be taken basis the recommendations given by the background verification team & in line with HCL policies.

8. Working Hours

You will be governed by the normal working hours as existing in the company. You may be required to work in shifts and/or in extended working hours, as permitted by law, if required as per business needs. The same are subject to change from time to time.

9. Mobility

The Company may require you to perform duties and undertake assignments for the Company in any part of India or abroad, whether at the Company's premises or that of its customers/clients. You are also liable to be transferred to any office or branch of the Company anywhere in India or abroad. During deputation to any customer/client's premises you shall abide by the terms and conditions pertaining to such premises.

10. Deputation/ Transfer

Company may also depute you to work with any of the Group Companies or transfer your services to any Group Company. On such transfer of your employment, the present terms and conditions will cease and the employment will be governed by the terms of employment of the Company you are transferred to. You shall however be entitled to continuity of service.

11. Retirement

You will retire from service on attaining superannuation at the age of 55 years.

12. Other benefits

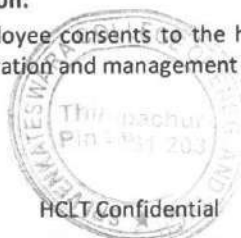
You shall be eligible for other benefits related to leaves, perquisites etc. in accordance with the prevailing terms of employment in the Company. Notwithstanding the above, the Company reserves the right to change the above-mentioned benefits as and when it deems necessary and you will be notified accordingly.

13. Correctness of the Details Furnished

You have been appointed on the presumption that the particulars furnished in your application and resume are correct. In the event the said particulars are found to be incorrect or that you have concealed or withheld some other relevant facts, your appointment with the Company shall stand terminated/cancelled without any notice.

14. Data Protection:

- a. The Employee consents to the holding & processing of personal data provided to the Employer for all purposes of the administration and management of his/her employment and/or the Company's business.



- b. The Employee hereby agrees to his/her personal data being collected & the same being transferred, stored and processed by the Company in India and any other countries where the Company, its Group Company and Company Clients have offices, in accordance with the applicable laws.
- c. The Employee also agrees that the Company may make such data available to its advisors, other agencies, such as pension providers, medical, insurance providers, payroll administrators, background verification agencies and various regulatory authorities.
- d. During employment, the employee will have the right to amend/modify/alter his/her personal information. The employer will exercise all reasonable diligence for safeguarding personal information, as have been disclosed by the employee. It is clarified that the said obligation will not be applicable in case of legally compelled disclosures.
- e. The Employee further acknowledges and agrees that the Employer may, in the course of business, be required to disclose personal data relating to him/her, after the end of his/her employment to any group/statutory bodies/authorities as required under applicable law/requirements. However, any personal data, which is no longer required, will be deleted without undue delay.

15. Other Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of HCL as applicable to you and the changes therein from time to time.

Further, during the period of your employment with HCL, you will be required to inter alia comply with the Company's Code of Business Ethics & Conduct, Anti Bribery & Anti-Corruption, Business Gift and Entertainment Policy and failure to do so shall entitle HCL to take appropriate disciplinary action which may lead & include up to termination of your employment with HCL.

You agree not to undertake employment whether full time or part time, as the Director/ Partner/member/employee of any other organization or entity engaged in any form of business activity without the consent of HCL . The consent may be given subject to any terms and conditions that the company may think fit and may be withdrawn at the discretion of the company.



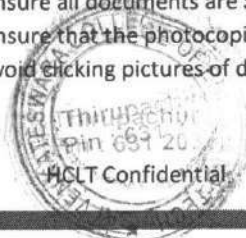

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Annexure III

LIST OF DOCUMENTS/INFORMATION TO BE SUBMITTED ONLINE TO FACILITATE PRE-EMPLOYMENT BGV (BACKGROUND VERIFICATION / VALIDATION) AND APPOINTMENT PROCESS IN HCL	
S.No.	Particulars (To be submitted to the Recruiter/Online of the BGV link)
1	Highest Qualification - Degree Certificate, All Years Mark sheets. Provisional Degree Certificate required for courses completed in the last 6 months from the current date
2	Permanent/Current Address Proof – Passport, Ration Card, Voter ID, Driving License, , Rental agreement or Lease agreement etc.
3	Previous Employer – Relieving and Experience Letter, latest salary slips & offer letter with Employee ID Number
4	A duly filled and signed copy of the BGV(Joining Form) Form and LOA (letter of authorization)
5	Identity Verification - Copy of valid passport and PAN card required
Additional documents (To be submitted on request – Only if required)	
1. Highest Qualification- Admit card, college and university official's (Registrar and Director) detail	
2. Previous Employer – Direct HR Contact, PF account details, bank statement showing salary transfer and Form 16, If company is active, employer's active address.	
Things to Remember	
1. The information provided in Resume and background verification form must be same.	
2. Information provided in background verification form must be accurate.	
3. Period of stay mentioned in the background verification form should be correct and in continuation (without any GAP).	
4. Any Gap in Employment or Education must be informed explicitly to the recruiter.	
Additional document can be requested to clear background verification therefore to avoid delay it is advisable to submit these documents along with the mandatory documents.	

List of Documents required for joining / induction day (Hard Copies)		
S. No	Document Name	Number of Photocopies
1	Latest Offer/Appointment Letter with Cost to Company (CTC and ALL ANNEXURES)	1
2	Extension Letter (if the Date of Joining in the offer letter is past dated)	1
3	Passport –Front copy only - for Name & DOB proof.	1
4	10 th Mark sheet, only if passport is not available.	1
5	PAN CARD as ID Proof (Only if passport is not available)	1
6	Passport Size Photographs (Only with white background)	3

- Please ensure all documents are **Self-attested** (Photocopies).
- Please ensure that the photocopies are clearly visible as dark and hazy photocopies are not accepted.
- Please avoid clicking pictures of documents and taking printouts.



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- Please do not send soft copies through Emails.
- Please bring a copy of your Aadhar card on the Induction day, so that HCL onboarding team can ensure the right information is passed on for EPF (Employee Provident Fund) / EPS (Employee Pension Scheme) / UAN (Universal Account Number) account creation/porting etc.
- HCL will only validate the accuracy of the Aadhar Card details for EPF/EPS/UAN and shall not store or use Aadhar card information for any other purposes.
- Please keep your PF account number (immediate previous employment), UAN information handy as these details are required on the induction day.
- Induction Timings are **0900 to 1830 IST**.
- Please ensure your BGV Status is Green, before the Date of Joining, check with your Recruiter on the progress/Status.
- All storage Media Devices e.g. laptop, Pen Drives etc. are not allowed inside the campus.

You are required to report to HCL Onboarding Team for completing joining formalities on the day of joining by 9:00 a.m. at your respective location of joining as following:

Location of HCL Onboarding Team for joining formalities:

S. No	Location	Address
1	NOIDA	Mondays and Thursdays: Triveni Induction Room, First Floor, KNMA Tower, Gate number 1, HCL Technology Hub, Plot No 3A, Sector 126, Noida - 201313. UP (India) Tuesdays, Wednesdays and Fridays: Akashi Induction Room, Ground Floor, Tower – 1, Gate number -1, HCL Technology Hub, Plot No 3A, Sector 126, Noida - 201313. UP (India)
2	CHENNAI	HCL Technologies Ltd,Sez Unit-2 (Sdb2 Buid), EcLOT-Special Economic Zone, 602/3, Shollinganallur Village, Shollinganallur-Medavakkam High Road, Chennai-600119
3	BANGLORE	HCL Technologies Ltd, SAL (602), 6th Floor, Tower 4, Special Economic Zone (SEZ), 129, Jigani Industrial Area, Bommasandra-Jigani Link Road, Bangalore – 562 106
4	KOLKATA	HCL Technologies Ltd,Level-4, Building -A3 Unitech Infospace, Dh Street, Rajarhat, Kolkata-700091
5	HYDERABAD	HCL Technologies Ltd,Special Economic Zone, Phoenix Infocity Pvt Ltd, H-01, Level -2 , Hitec City 2-Survey No. 30,34,35 & 38, Madhapur, Hyderabad-500081
6	PUNE	HCL Technologies Ltd,Blue Bell, Tower-7, Level- Upper Ground Floor , Wing (A&B), Magarpatta, Sez, Pune-411013
7	MUMBAI	HCL Comnet Ltd,Arena Tower, Ground Floor, Road No 12, Midc, Andheri East, Opp Goldfinch Hotel, Mumbai-400093
8	LUCKNOW	HCL Technologies Ltd,HCL IT City, SDC-01, 2nd Floor – Induction Room, Chack Gajaria Farms, Sultanpur Road, Lucknow, Uttar Pradesh-226002
9	MADURAI	HCL Technologies Ltd, Sez Unit-1, Tower-1, Elcot, Special Economic Zone, Survey No. 1/2, 1/3, 1/19, 1/20, 4/1, 2/1, 2/2, 4/2, & 5, Plot No. 5&7, Ilandhaikulam Village-Madurai-Tamil Nadu-625020
10	Nagpur	HCL Technologies Ltd, Plot No.5, Sector 12, Mihan SEZ, Nagpur
11	Coimbatore	State Street Hcl Services Human Resources Module - 201, 202, 203, 204 And 206 – 2Nd Floor, Tidelpark Coimbatore Limited, Coimbatore - 641014, Extn : 04226657526
12	Vijayawada	State Street HCL Services Private Limited Medha IT Towers, Third Floor, Kesarapalli, Gannavaram, Krishna District 521102



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 Signature of Employee:
HCL

ANNEXURE IV

EXPLANATION OF COMPENSATION STRUCTURE AND EMPLOYEE BENEFITS

To facilitate an easy understanding of your compensation structure (Cost to Company, CTC), the various components have been categorized under the following broad heads:

- ✦ Basic Salary
- ✦ Monthly Allowances
- ✦ Variable Pay
- ✦ Retirals & Insurances Benefit

- ✦ **Disclaimer:**
- ✦ *Your individual compensation structure may not necessarily have all the components as applicable to the respective Band.*

The details for each component falling under these heads are explained as following:

BASIC SALARY

The Basic Salary is standard across organization and brought to a certain value of the CTC. Basic salary has an impact on various other components such as the PF contribution, medical insurance cover, Gratuity, HRA etc. and hence has to be balanced so as not to substantially reduce the employee's take home salary.

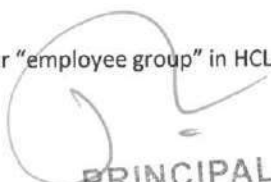
MONTHLY ALLOWANCES

- **House Rent Allowance (HRA):** The HRA is payable maximum Up to 100% of the Basic Salary and paid monthly. This includes the Company Leased Accommodation value. For those who are not staying in a rented accommodation, can declare the same in the system post joining and this amount would be paid as taxable component.
- **Food Wallet:** Food Wallet is a voluntary benefit and is applicable for payments related to food and non- alcoholic beverages only. Once enrolled, the benefit should be availed within HCL Cafeterias or food joints outside HCL campus which serves only food and non-alcoholic beverages. This Food Wallet cannot be used in any other outlet other than designated food outlet.
- **Holiday Allowance:** Holiday Allowance is payable maximum up to INR 50,000 spread over 12 months.
- **Advance Statutory Bonus:** Applicable where monthly gross does not exceed INR 21,000 (excluding variable component) as per the Payment of Bonus Act.
- **Compensatory Allowance:** Compensatory Allowance is a buffer component that adjusts the amount of CTC against all other fixed components.
- **VARIABLE PAY**

The scope of "Variable Pay" in your compensation structure will be governed based on your "employee group" in HCL.

Performance Bonus (PB):




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Thirupachur
Signature of Employee
HCL

Performance Bonus (PB) is payable in accordance with the Company's Bonus Policy (sales / delivery / functional support) as applicable at that time. The quantum of pay-out will be subject to the current year's Bonus Policy and will be calculated based on your individual contributions against your Key Performance Parameters (KPP) as well as the company's performance.

PB is payable at the end of the performance review cycle. To be eligible for the bonus pay-out, you need to be active on the rolls of the company at the time of reward distribution as per Performance review and Reward cycle.

Engagement Performance Bonus (EPB): Engagement Performance Bonus is a variable component payable on a monthly basis. This component allows employees to participate and take control of delivery excellence in their respective engagements. Payout of EPB will be based on EPB guidelines as applicable to the respective engagement.

RETIRALS & INSURANCES BENEFIT

You and your dependents will be covered under Social Security as per the law and Insurance Benefits policy offered by the company. The amount mentioned under 'Insurance and Medical Benefits' in your compensation structure is applicable towards various insurances (Medical Insurance, Term Life Insurance, Personal Accident Insurance).

Medical Insurance: Some of the salient features of the Group Health Medical Insurance policy are as follows

- The policy covers Hospitalization expenses and Maternity expenses.
 - By default, the employees (who are not covered under the ESI Act, 1948] will be mandatorily covered under the benefit. The benefit will also be available to cover Spouse, dependent children, dependent parents/in-laws, dependent brothers who are unemployed but below the age of 25 and sisters (unmarried & unemployed), additionally, by declaring them as dependants and on confirming that they are NOT covered under any other employer-sponsored medical scheme (e.g., Central Government Health Scheme) and that they are wholly or substantially dependent on you for their medical needs.
 - The premium payable depends on the dependants declared.
 - The hospitalization coverage limit will be same as defined in compensation structure.
 - Company reserves the right to amend the benefit plan and shall keep all employees informed/updated.
 - You may refer 'Medical Insurance policy' for further details.
- **Coverage under ESI:** The employee will be covered under Employee State Insurance Scheme in accordance with the applicable norms and amendments made during time to time or any further amendment which may come into force during the employment tenure under **Employees' State Insurance Act, 1948.**

Employees covered under ESI would not be covered by default under HCL's medical insurance benefit. Option to enroll under medical insurance is available as well; however, in such a case, the additional cost of annual medical premium has to be borne by the employee as per terms and conditions elucidated under Medical Insurance policy.

*The employee & employer contribution will be payable as per current prescribed rates under ESI Rules.

- **Employer's contribution to Provident Fund:** As per statutory requirements, an employee has to contribute 12% of the basic salary towards Provident Fund (PF). HCL contributes matching amount to PF. Out of employer's contribution, 8.33% of monthly basic or INR. 1,250/- whichever is lower is remitted to PF authorities towards Employees' Pension Scheme (EPS). All employees are thereby eligible to draw pension after superannuation, except those who had opted out of EPS as per Form-11 declaration.

*The percentage and amount is in compliance with the current PF Act.

- **Gratuity:** As per statutory requirements, it is employer's statutory liability to pay 15 days Basic salary (15/26 of a monthly Basic) for every completed year of service to each of his employees on their exit, for any reason after five years of continuous service, subject to a maximum limit of INR 20.00 lakhs.



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Signature of Employee:

HCL

- **Term Life Insurance (including EDLI):** At HCL, you will be covered under the Term-life Insurance which provides safety net to family in case of death of the employee due to any reasons. The applicable amount is mentioned in your offer letter.
- **Disability Insurance:** You are also covered against any permanent or partial disability that may arise due to an accident. The amount payable by Insurer for a disability shall depend on nature of the disability. The amount mentioned in your offer letter is the maximum amount paid by Insurer as per the nature of a disability. You may refer 'Personal Accident Insurance' policy for further details.

We look forward for you being an integral part of this arduous yet fulfilling journey towards excellence and growth and hope our relationship will go a long way!

Disclaimer

You will be liable to pay all applicable taxes on your income as per the local laws. You will also be responsible for filing your personal Income Tax returns. You acknowledge that the Company is not in any way influencing, guiding, suggesting on aspects of taxation or tax saving measures in any form and that the same is individual's decision / personal choice.

Please note that all components mentioned above may or may not be a part of your compensation structure. HCL reserves the right to alter, append or withdraw the benefits extended either in part or in full based on management's discretion.

We look forward for you being an integral part of this arduous yet fulfilling journey towards excellence and growth and hope our relationship will go a long way!

HCL Technologies will correspond with you on the address & contact details mentioned below :-

**Permanent Address: NO.53, Bharathiyar Street, Periyar Nagar
,Thiruniravur, Chennai, Tamil Nadu-602024, Chennai,
Tamil Nadu, India, 602024
Email ID: yaminikannan996@gmail.com
Telephone Number: 8682039877**



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REGULAR OFFER LETTER

02 Feb, 2021

Yuvaraj.P

No:16/10 Anjugam Nagar 4th Street
Kolathur Chennai -99

Dear Yuvaraj.P

We are pleased to offer you the position of Trainee under the Apprentices Act, 1961. This offer sets out the terms and conditions that apply to this position and is made with the approval of Board of Apprentice Training.

This apprenticeship is full time for a fixed term of two years commencing on **02 Feb, 2021**. The training position will be evaluated by the Training Manager and quarterly reports will be sent to the Board of Apprentice Training for their review.

You will be ultimately responsible to **Satish Kumar Kumaraguru** through his appointed mentor for the day to day performance of the duties associated with this position. However in relation to all administrative matters you will be responsible to Satish Kumar Kumaraguru. The position is otherwise subject to all the applicable rules and regulations in force from time to time in the organization.

This position is an apprenticeship position, with the majority of training conducted via "hands on" actual industry experience. The employer undertakes to provide supervised training with an experienced trainer and a mentor.

Professional Standards

It is expected you will conduct yourself in accordance with the highest personal standards at all times in a way which is consistent with the principles and values of the Organization and the Board of Apprentice Training

You acknowledge and agree that allegations of misconduct will be subject to disciplinary proceedings in accordance with the Organization's rules and the Board of Apprentice Training's guidelines. The organization also reserves the right to terminate your contract in case of violation for reasons stated below:

You shall be formally attired on all business days and adhere office timing strictly and ensure proper grooming to uphold the brand image of the organization

It is your prime responsibility to ensure that the company's and where assigned to a site, the customer's assets, are safeguarded at all times

Movement of all assets at your place of work shall be governed by the policy guidelines and upon the express approval of the Authorized personnel.

Usage of telephone, mobile, data card, email, internet etc., should be strictly restricted for official communication purposes only. Misuse of the above will be dealt with very seriously.

You are required to deal with the company's money, material and documents with utmost honesty and professional ethics. If you are found guilty, at any point of time of moral turpitude or dishonesty in dealing with the Company's money or material or documents or of theft or of misappropriation regardless of the value involved, your services would be terminated with immediate effect notwithstanding any other terms and conditions mentioned in the appointment letter

You shall not represent or create propaganda for or against political, religious or such other outfits

You shall not harass your colleagues sexually or otherwise

You are not authorized to represent the Company at any public forums, press meetings / conferences or publish articles in magazines/ newspapers unless otherwise authorized by the person as the Management may authorize from time to time. Any views expressed in your personal capacity will be treated as your own and not that of the Company. The Company will not be responsible or liable for any claims that may arise out of such views

You will be bound by the rules and regulations as declared by the Management from time to time, in relation to conduct, discipline, medical fitness, leave, holidays and all matters relating to terms and conditions of service, network security and usage

Precision Techserve Pvt. Ltd.



22, 1st Floor, Habibullah Road, T.Nagar, Chennai 600 017, India
T : +91 44 4501 5000 | F : +91 44 4501 5267 | Service Desk : +91 44 4377 5200
E : corporatecomm@techserve.co.in | www.precisionit.co.in
CIN : U51909TN1999PTC041955 | GST : 33AABCP8005C2ZZ

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ANNEXURE - A

SALARY DETAILS OF Yuvaraj.P

COMPONENTS	AMOUNT PER MONTH	AMOUNT PER ANNUM
MONTHLY		
Basic	13,100	157,200
Gross	13,100	157,200
STATUTORY		
ESI	426	5,112
Total Statutory	426	5,112
CTC	13,526	162,312
DEDUCTION		
ESI	99	1,188
Total Deduction	99	1,188
Netpay	13,001	156,012

For Precision Techserve Pvt Ltd

Viswanathan.J
Agm - Hr & Admn




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14-06-2021

Dear Yuvarani,

Sub: Employment in QWay Technologies

Further to the personal discussion you had with us, we are pleased to offer you the position of an **Financial Transaction Executive** in our Organization, on the terms and conditions already mutually agreed upon.

As discussed, your annual total compensation will be **3,09,696.00, Three Lakh Nine Thousand Six Hundred And Ninety Six**. Paychecks are issued every 5th of the month. Please note that this will not constitute an offer till we have received complete reference checks, and background information.

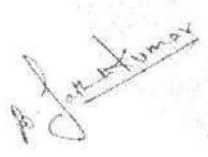
Your work start date is **15-09-2021** You will be on probation from your start date, for a period of 6 months.

Please coordinate with our team for completing joining formalities.

QWay Technologies offers exciting career opportunities and suitably rewards excellence in performance. We look forward to your joining our Team of Professionals and trust it will be a long and a mutually beneficial relationship.

Yours truly,

QWay Technologies Private Limited,



Satheesh Kumar B

Assistant Vice President - Human Resources

I hereby accept the above Offer of Employment and agree to abide by the terms and conditions of the Employment with QWay Technologies Private Limited.

Employee Signature:

QWAY-HRD-22



Yuvarani

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38/74, Mass Towers, 2nd Floor,
Bazullah Rd, T Nagar, Chennai,
Tamil Nadu - 600 017

+91 9020790801

info@gmlsoftlabs.com

https://gmlsoftlabs.com/

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Date: 8th February 2021

Letter of Appointment

Mr. Santhosh Kumar S,

Welcome to **GML Soft Labs!**

This has reference to your discussion on 5th February 2021 with our Team; we are pleased to offer you a position in GML Soft Labs LLP (the "Company") with the following terms and conditions.

Name of the Employee	: Mr. Santhosh Kumar S
Designation	: UI/UX Designer
Date of Joining	: 10 th February 2021
C.T.C. [Cost to the Company]	: INR 2,40,000/Annul

Your initial place of working will be in GML Soft Labs LLP, Chennai. If we deploy to our clients, you have to follow client's office hours, process, procedures, practices, rules and regulations strictly according to their expectations. You may require working beyond the standard office hours or/on weekends if there is a request or need arises in the project without any compensation or other overtime benefits. You may be transferred or deputed to any other department or establishments of the company and/or clients' offices anywhere in India or abroad, temporarily or permanently, whether now in existence or to be set up hereafter.

The detailed break up of your salary package and the terms and conditions are in Annexure I and II. You are requested to submit the copies of your testimonials and other supporting documents of your academic qualifications, experience letters as per Annexure III. The mentioned terms and conditions are as per company policies and are subject to change any time decide by the company. You have to sign this Letter of offer and send it to us within 24 hrs of the receipt, otherwise consider as void. The parties, herewith Confirm their acceptance of the above terms and condition of this agreement.

We welcome you on board and look forward to your long-term association with GML Soft Labs.

For **GML Soft Labs LLP**

G. Mahesh
Mahesh Galla
Director

Date: 10th February 2021



I accept the terms of the offer

Santhosh Kumar
Name & Signature

Date: 12-02-2021

[Signature]
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Engineering and Technology,
Thirupachur, Thiruvallur - 631 203



38/74, Mass Towers, 2nd Floor,
Bazullah Rd, T Nagar, Chennai,
Tamil Nadu - 600 017

+91 9020790801

info@gmlsoftlabs.com

https://gmlsoftlabs.com/

Annexure - II

Compensation Package

Please find below your monthly / annual salary and compensation package.

GML Soft Labs LLP		
Compensation Details		
Name of the Employee	Santhosh Kumar S	
Designation	UI/UX Designer	
Component	Monthly (Rs.)	Annual (Rs.)
Basic	8000	96000
HRA	4000	48000
Conveyance	1600	19200
Medical Allowance	1250	15000
Special Allowance	5150	61800
Cost To Company A	20000	240000
Professional Tax B	209	2508
Net Take Home (A-B)	19791	237492

Terms & conditions:

01. Your above salary comprises of fixed and flexi components (All Inclusive Rate)
02. Medical Allowance will be exempted from IT computation subject to submission of medical bills.
03. Salary shall be paid on the 5th of the following month.
04. You are requested to submit required documents / declaration evidencing exemption from deduction of tax failing which Income Tax will be deducted as applicable.
05. In case you resign before the confirmation date, you will not receive the salary for the following month the number of days worked.

I have read & understood the above salary, Break-up, Terms & Conditions.

SINGATURE

:

**NAME
PLACE
DATE**

: Santhosh Kumar
: N-TN-Chennai
: 12-02-2021



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October 9, 2021

HRD/1002126560/21-22

Ms. Aswini Udayakumar
No 49/4, kanagamani Compound,
Thirumalai rajapuram, Avadi
Chennai-600 054
India

Ph: +91-6380677548

Dear Aswini,

Congratulations! We are delighted to make you an offer as **Systems Engineer Trainee** and your role is **Systems Engineer**.

Here are the terms and conditions of our offer:

Joining

Your scheduled date of employment with us will be **August 9, 2021**.

Location

Your location of training is **MYSORE, India**. The location of posting ("work location") would be communicated to you upon successful completion of training. You may be asked to relocate to any of our units, departments or the offices of our affiliates* and/or the offices of our customers, depending on business requirements. In such an event, your remuneration and other benefits shall be determined in accordance with the relevant Policies of the Company in that work location."

Please be advised that you, by accepting this offer, hereby give your irrevocable consent to the above.

** For the purpose of this agreement, "affiliate" means any entity that controls, is controlled by, or is under common control with the First Party. For purposes of this Agreement, "control" means possessing, directly or indirectly, the power to direct or cause the direction of the management, policies or operations of an entity, whether through ownership of voting securities, by contract or otherwise."*

Training

The training program will consist of classroom/virtual training and on-the-job training. The duration of the classroom/virtual training will be based on the business requirement. Your continued employment with the Company is subject to your meeting the qualifying criteria till the end of the training and successful completion of the training.



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Probation and Confirmation

You will be on probation for a period of 12 months from the date of completion of the training and your allocation to Unit. On successful completion of your probation, you will be confirmed as a permanent employee. Your confirmation is also subject to your submitting the documents required by the Company, details of which are enclosed in the Information Sheet in Annexure - IV.

Leave

You are entitled to Earned Leave, right from your date of joining. You will be eligible for 15 working days of earned leave annually, during probation. On confirmation as a permanent employee you will be eligible for 20 working days of leave annually.

Leave is credited on a quarterly basis. The leave eligibility shall begin in the quarter of your joining the Company, on a pro-rata basis. Leave year is the calendar year and not the fiscal year.

An illustration with other relevant information have been given in the Information Sheet. The Company's Policies also provide for Maternity, Paternity and Bereavement Leave. Further details will be provided to you at the time of joining.

Agreement

Our offer to you as **Systems Engineer** is subject to the execution of the Service Agreement. The Service Agreement details the scope, terms and conditions of your employment, the necessary training and the contractual obligations towards Infosys from the date of your joining and up to a period of 12 months from the date of allocation to a Practice Unit. The date of allocation to a Practice Unit is generally the first day of the subsequent month post completion of training. You will be required to complete the formalities on the Service Agreement at the time of joining. Please note, non-execution of the notarized Service Agreement will result in denial of employment with the Company.

Compensation and Benefits

Salary

Your Total Gross Salary during training will be **INR 25,000 per month** and Total Gross Salary post allocation will be **INR 30,000 per month**. The break-up of your salary has been provided in the Compensation Details sheet in Annexure - I and Annexure - II.

Training Performance - linked Incentive

You will be eligible for a Training Performance-linked Incentive (TPI) upon allocation to a Practice Unit, to a maximum of 20% of your Fixed Gross Salary, based on your performance in the training. The details of this scheme will be communicated on your joining. Please refer to the Compensation Details sheet for more details.



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Ex - Gratia / Bonus

You will be eligible for an Ex-Gratia/ Bonus payout which is calculated at 20% of the Basic Salary as mentioned in the Compensation Details sheet at Annexure - I of this letter. The mode of payment for Financial Year 2021-22 will be as follows:

95% of the bonus amount mentioned in the Compensation Details sheet will be paid out on a monthly basis. The balance amount will be paid out in the end of the financial year.

Basket of Allowances (BOA)

The Basket of Allowances will be paid to you as part of your salary every month.

You will have the flexibility of choosing the components and amounts under such components as per the options provided to you on the Company Intranet, based on your preferences and income tax plans

National Pension Scheme

We offer all our India based employees the option to contribute towards the National Pension Scheme. This is an optional retirement benefit introduced by the Government of India for all its citizens. It enables accumulation of retirement corpus during active employment with add-on tax breaks. Please refer to the Information Sheet at Annexure - IV for more details.

Insurance

You will be eligible to participate in a Group Health Insurance Scheme. You may choose to enhance the coverage with other participatory optional health insurance plans (Platinum, Gold and Silver). You will be covered by default under the Standard Plan which provides you and your family (your spouse and two children up to the age of 22 years) with a cover of **INR 500,000** per annum.

You will be covered under the Group Life Insurance Scheme, managed by Infosys Welfare Trust which provides you with a total Life Insurance cover of **INR 62,00,000** of which **INR 32,00,000** is covered towards natural death, and **INR 30,00,000** towards an accidental death. All employees become members of Infosys Welfare Trust, by one-time payment of **INR 250** and fixed monthly contribution of **INR 250**.

The details of the Scheme would be available to you when you join the Company.



Pravin Kumar
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Notice Period

During the 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-month notice or salary thereof. On confirmation, you will be required to give three month's notice or salary thereof in case you decide to leave our services, subject to the Company's discretion. Where circumstances make it necessary, the Company will have the discretion to relieve you only at the end of the three months' notice period. Similarly, the Company can terminate your services by giving three months notice or salary thereof.

In the event you do not successfully complete your training, or you are involved in an act that constitutes misconduct, your training/employment can be terminated by the Company with immediate effect without notice.

Background Checks

The Company may, at its discretion conduct background checks prior to or after your expected joining date to validate your identity, the address provided by you, your education details and details of your prior work experience if any, and to conduct any criminal checks. You expressly consent to the Company conducting such background checks. In this connection, you are required to furnish the documents listed in Offer Annexure for India.

If you fail to submit the necessary documents as required by the Company within the specified time period or if the Company is not satisfied, with the outcome of the background checks, the Company, in its sole discretion, reserves the right to withdraw this offer without notice and compensation or to take any appropriate action against you, including, but not limited to termination of your employment.

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

Please note that Infosys requires you to furnish a copy of your passport at the time of joining. If you are unable to do so, the Company will initiate a criminal background check.

Other Terms and Conditions

You agree not to undertake employment, whether full-time or part-time, as the Director / Partner / Member / Employee of any other organization / entity engaged in any form of business activity without the consent of Infosys. The consent may be given subject to any terms and conditions that the Company may think fit and may be withdrawn at any time at the discretion of the Company.




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Thirupachur, Pin - 631 203

Our offer to you as a **Systems Engineer** is conditional upon your having fully completed your graduation/post-graduation, without any active backlog papers and with a pass percentage not lesser than as specified in our campus recruitment program 2020-21. These eligibility criteria for the Role of a Systems Engineer, has already been clearly communicated to you and your college during the selection process. You will also have completed all studies, course requirements and examinations required for the award of the educational qualification recorded by you in your application for employment with Infosys.

You will produce all marks sheets and other relevant documents, at least till the penultimate semester. All these proofs will need to be submitted on the day of joining. Further, you should have been declared as passed by the relevant examination authority. The determination of the adequacy or authenticity of all or any of the proofs and any condonation of delay in submission of the same will be at the Company's discretion.

You hereby acknowledge and agree to abide by all internal Policies of the Company, which you will be able to access, upon joining, on the Intranet 'Sparsh'. These Policies cover various human resources and administrative topics and procedures. The Company reserves the right to change these Policies at any time in its absolute discretion.

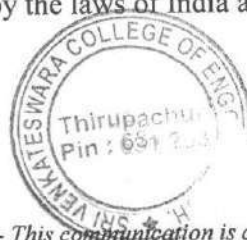
Based on the nature of your work and business requirements, you may be required to work on rotational shifts. If you are required to work on rotational shifts, you will be duly intimated of the change in your shift timings. During rotational shifts, you will continue to be bound by the provisions of the working hour policy of the Company. If the rotational shifts require you to work night shifts, the policy on night shift allowance of the Company (if in force) will be made applicable to you.

You shall be required to sign certain mandatory agreements, including but not limited to the Confidentiality, Intellectual Property Rights, the Code of Business Conduct and Ethics and your employment shall be governed by all the rules and regulations, as amended from time to time, of the Company as applicable to your employment with us. This offer is also conditional upon your acceptance and execution of the Non-Compete Agreement (Annexure-III).

This offer of employment constitutes the entire agreement between you and the Company regarding the terms of your employment and it is the complete, final, and exclusive embodiment of your agreement with regard to this subject matter and supersedes any other promises, warranties, representations or agreements, whether written or oral. It is entered into without reliance on any promise or representation other than those expressly contained herein, and it cannot be modified or amended except in writing signed by an authorized officer of the Company.

If any of the terms or conditions of this offer are found to be illegal or unenforceable, such terms shall be treated as severable from the rest of the terms and conditions of this offer and the remaining terms and conditions shall continue in force.

This agreement shall be governed by the laws of India and you hereby agree to the exclusive jurisdiction of the courts in Bangalore, India.



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Thirupachur, Thiruvallur - 631 203

As a token of your acceptance of this offer, please bring a duly signed duplicate copies of the letter and all the accompanying annexures, on the date of joining.

We welcome you to the Infosys family and wish you a rewarding career over the years to come.

Yours sincerely,

RICHARD LOBO
EVP and Head Human Resources - Infosys Limited

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 full Name Location

Signature Not Verified
Digitally signed by Richard Lobo
Date: 2023.08.09 27:48:16 IST
Reason: Digitally Signed
Location: Bangalore



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Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

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

ANNEXURE - 7
(Compensation during the Training)

COMPENSATION DETAILS (All figures in INR per month)	
NAME	Ms. Aswini Udayakumar
ROLE	Systems Engineer
ROLE DESIGNATION	Systems Engineer Trainee
1. MONTHLY COMPONENTS	
BASIC SALARY	15,000
BASKET OF ALLOWANCES	4,478
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850
MONTHLY GROSS SALARY	22,328

2. ANNUAL COMPONENT	
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150

3. RETIRAL BENEFITS	
PROVIDENT FUND - 12% of Basic Salary	1,800
GRATUITY - 4.81% of Basic Salary*	722
FIXED GROSS SALARY (1+2+3)	25,000
TOTAL GROSS SALARY	25,000

OTHER BENEFITS				
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time				
*The gratuity amount set out above is an approximation. Your eligibility and the final pay out of any Gratuity amounts will be determined in strict accordance with the provisions of the Payment of Gratuity Act				




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ANNEXURE - 8
(Compensation post Unit allocation)

COMPENSATION DETAILS (All figures in INR per month)																					
NAME	Ms. Aswini Udayakumar																				
ROLE	Systems Engineer																				
ROLE DESIGNATION	Systems Engineer Trainee																				
1. MONTHLY COMPONENTS																					
BASIC SALARY	15,000																				
BASKET OF ALLOWANCES	4,478																				
BONUS / EX-GRATIA (95% of the eligible amount (20% of Basic Salary) being paid out on a monthly basis)	2,850																				
MONTHLY GROSS SALARY	22,328																				
2. ANNUAL COMPONENT																					
BONUS / EX-GRATIA - (Balance 5% will be paid out in the end of the financial year after adjusting the advance (95%) paid out on a monthly basis)	150																				
3. RETIRAL BENEFITS																					
PROVIDENT FUND - 12% of Basic Salary	1,800																				
GRATUITY - 4.81% of Basic Salary*	722																				
FIXED GROSS SALARY (1+2+3)	25,000																				
4. INCENTIVE COMPONENTS	<table border="1"> <thead> <tr> <th></th> <th>At an indicative Payout of 5%</th> <th>At indicative Payout of 10%</th> <th>At indicative Payout of 20%</th> </tr> </thead> <tbody> <tr> <td>TRAINING PERFORMANCE LINKED INCENTIVE (TPI)</td> <td align="center">1,250</td> <td align="center">2,500</td> <td align="center">5,000</td> </tr> <tr> <td>TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)</td> <td align="center" colspan="3">26,250</td> </tr> <tr> <td>TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)</td> <td align="center" colspan="3">27,500</td> </tr> <tr> <td>TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)</td> <td align="center" colspan="3">30,000</td> </tr> </tbody> </table>		At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%	TRAINING PERFORMANCE LINKED INCENTIVE (TPI)	1,250	2,500	5,000	TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 5% of FGS)	26,250			TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 10% of FGS)	27,500			TOTAL GROSS SALARY (Inclusive of the incentive Component at indicative payout 20% of FGS)	30,000		
	At an indicative Payout of 5%	At indicative Payout of 10%	At indicative Payout of 20%																		
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OTHER BENEFITS																					
Scheme	Eligible Amount In INR	Interest	Monthly Instalments	Margin Money (To be borne by the employee)																	
SALARY LOAN (subject to submission of Trainee Agreement)	12000 (without security)	Nil	12	Nil																	
All the above benefits are as per Company's policies, which are subject to change from time to time. The disbursement of any loan / loan allowance is subject to the fulfilment of all criteria defined for the same to the satisfaction of the Company as per the relevant loan / loan allowance policy at that time																					
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Capgemini Technology Services India Limited
(Formerly known as IGATE Global Solutions Limited)
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,
Navi Mumbai 400708, Maharashtra, India.
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121
www.capgemini.com/in-en

Superset ID: 637046
Letter of Intent ("LOI")

Dear Bhavani Kannan,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst and A4** with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The location of your initial reporting and training and the date of your joining would be communicated to you in due course of time post successful completion of your pre-joining trainings and final semester degree/ diploma examination.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon accepting this Lol, you will be provided access to the ADAPT (Accelerated Digital Aid for Pre-onboarding Talent) eLearning platform which allows you to learn and master the concepts and skills required to be industry ready. The learning will be a self-paced journey inclusive of assignments, assessments and webinars as deemed appropriate by Capgemini and the successful completion of the same is a prerequisite for joining Capgemini.

It is very essential that you effectively leverage this platform to complete the courses and clear




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the assignments and assessments. The progress made by you in this learning journey would not only help you in getting on-boarded on priority but also help you to be trained for advanced skills relevant to your career at Capgemini. We also encourage you to learn beyond the prescribed course curriculum and acquire industry recognized certifications to accelerate your career in this competitive industry.

Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period

Capgemini reserves the right to decide the continuance of your further training and your employment depending on your performance in its opinion.

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

You may note that this letter should neither be construed as an offer of employment from Capgemini nor should it in any manner confirm our intent to make you an offer of employment. We may, at any time, at our discretion, revoke this Letter of Intent.

We would request you to go through the above terms, and let us know if they are acceptable to you, within seven days of the issuance of this letter.

We look forward to hearing from you. Should you have any query, please do not hesitate to contact fresherhiring.in@capgemini.com

Thanking you,
Yours Sincerely,
For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring



A handwritten signature in black ink, appearing to be "S. Venkateswara", written over a horizontal line.

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This is a system generated document and does not need a signature

ANNEXURE 1

Bhavani Kannan
Analyst and A4

You will be under probation for six (6) months from your date of joining Capgemini. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be **INR 3,00,000/- (Rupees Three Lakh only)**. Subsequent to your successful completion of training and probation, your all-inclusive annual target compensation (on a cost to company basis) will be revised to **INR 3,80,000/- (Rupees Three Lakh and Eighty Thousand only)**. Effective **1st July 2022**, (irrespective of your probation status, except for probation non-confirmation), your all-inclusive compensation will be revised to **INR 4,00,000/- (Rupees Four Lakh only)**. Based on your Date of Joining, your compensation shall be paid monthly. The Company shall deduct tax at source at the time of making payment.

For & On Behalf of Capgemini

Tejinder Sethi
Head - Fresher Hiring

Regd Office: Pune Hinjewadi Regd. Office No. 14, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, MIDC SEZ, Village Man,
Taluka Mulshi, Pune - 411057, Maharashtra, India. Tel: +91 20 6699 1000 | Fax: +91 20 6699 5050 | CIN:
U85110PN1993PLC145950 Page 3 of 3




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EMPLOYMENT OFFER LETTER

Capgemini Ref: 5159839 /1031156,

11/09/2021,

Bhavani K
No-1/198, Washingtone Nagar, Perumanallur,
Tiruppur, Tamil Nadu,
India

Confidential

Dear Bhavani K,

Pursuant to our discussions, we are pleased to offer you employment opportunity, on probation basis, with **Capgemini Technology Services India Limited** ('Capgemini' or 'Company') starting from **11/11/2021** (or such other date as may be communicated to you by the Company), as per details given below.

A) Your current designation will be **Analyst/A4**


B) You will be required to work at the Company's offices in location **Bangalore**

C) On joining you will be under probation for 6(six) months from the date of joining. During this period your all-inclusive Annual target compensation (on a cost to company basis) will be **INR 300,002.00 (Rupees Three Lakh and Two only)**. Please refer **Annexure-A** for details. Subsequent to your successful completion of training and probation after six months from your date of joining, your all-inclusive annual target compensation (on a cost to company basis) will be revised to **INR 380,006.00 (Rupees Three Lakhs Eighty Thousand and Six only)**. Please refer **Annexure -B** for details.

Your compensation shall be paid on a monthly basis, in arrears. The company shall deduct tax at source at the time of making payment.

The breakup of your all-inclusive annual target compensation is as follows:




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Page 2 of 23

Candidate ID: 5159839 /1031156,

Date of Joining: 11/11/2021,

Joining Location: Bangalore,

Designation: Analyst,

Dear Bhavani K,

To ensure that you experience a smooth onboarding, we would like to help you with a brief agenda for your day one at Capgemini.

1.	Welcome Address
2.	Verification of master data sheet, which contains your detailed information.
3.	Verification of joining documents*
4.	Receipt of employee handbook and visitor-cum-bus pass
5.	Submission of signed documents
6.	Receipt of hard copy of offer letter
7.	ID cum access card formalities
8.	Bank account opening formalities
9.	Meeting the buddy

Please report by 8:30 am at Bangalore office, for joining formalities as per the address mentioned below:

Address

164-165, EPIP Phase II,
Whitefield, Bengaluru 560066




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14-06-2021

Dear Devagi T,

Sub: Employment in QWay Technologies

Further to the personal discussion you had with us, we are pleased to offer you the position of an **Financial Transaction Executive** in our Organization, on the terms and conditions already mutually agreed upon.

As discussed, your annual total compensation will be **3,09,696.00, Three Lakh Nine Thousand Six Hundred And Ninety Six**. Paychecks are issued every 5th of the month. Please note that this will not constitute an offer till we have received complete reference checks, and background information.

Your work start date is **15-09-2021** You will be on probation from your start date, for a period of 6 months.

Please coordinate with our team for completing joining formalities.

QWay Technologies offers exciting career opportunities and suitably rewards excellence in performance. We look forward to your joining our Team of Professionals and trust it will be a long and a mutually beneficial relationship.

Yours truly,

QWay Technologies Private Limited,



Satheesh Kumar B

Assistant Vice President - Human Resources

I hereby accept the above Offer of Employment and agree to abide by the terms and conditions of the Employment with QWay Technologies Private Limited.

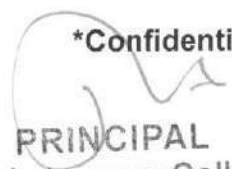
Employee Signature:



QWAY-HRD-22



***Confidential**



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Thirupachur, Thiruvallur - 631 203**

Ref: HR/MAY/21

Date: 14 May, 2021

Ms.Divya M
No:3/35,Natarajan salai, Thirumalai Nagar,
Ramapuram, Chennai -89.

Dear Ms. Divya M,

This is with reference to your application and subsequent interview you had with us.

We are pleased to offer you employment as **System Engineer IT Support in Executive - A2 grade** in our business on the following terms and conditions:

1. PLACE OF POSTING:

Your initial posting will be at **Chennai,Tamil Nadu**.

However, during employment with the Company, you may be posted at any other location in India or abroad, without any additional remuneration. Further your services may be transferred to any other Reliance Group Company.

This offer is subject to your joining us on or before 20 May, 2021.

2. COMPENSATION:

Your compensation on a Cost to Company (CTC) basis will be **Rs. 3,19,000/- (Rupees Three Lac(s) Nineteen Thousand Only) per annum** and will be payable as under. Please refer to Annexure 1A for detailed breakup of your CTC.

i. Fixed Pay: Rs. 2,90,000/- (Rupees Two Lac(s) Ninety Thousand Only) per annum.

This includes Basic Pay and Choice Pay that consists of other allowances, benefits, perquisites etc. as per the compensation policy of the company.

ii. Retirals: Rs. 27,588/- (Rupees Twenty Seven Thousand Five Hundred Eighty Eight Only) per annum.

This includes:

- Provident Fund @ 12% of PF Wages (i.e. Basic Pay + Personnel Special Allowance, wherever paid) and may be capped at applicable Statutory Wage Limit or actual PF Wages depending on company policy.
- Gratuity @4.81% of Basic Pay and paid as per provisions of The Payment of Gratuity Act 1972.

iii. Performance Linked Incentive (PLI): Your target PLI will be Rs. 29,000/- (Rupees Twenty Nine Thousand Only) per annum, the payment of which will depend on the performance level of the individual, the concerned business, and the overall organization subject to the PLI policy which will be decided by the company from time to time. PLI is payable subject to the employee being on the rolls of the company and not serving notice period on the date the amount is disbursed, notwithstanding any delay on the announcement of such disbursement. PLI is a discretionary plan and does not result in a guarantee or entitlement of payment to any individual. As such, Reliance reserves the right to vary, amend, terminate or withdraw the PLI plan at any time (including at any time during the on-going performance year) and without prior notice. Further, Reliance may withhold payment of PLI from any employee who has or may have committed any illegal, fraudulent or unethical act, or who has or may have violated any company policy or procedure including the Reliance Code of Conduct, all within the



Vitalic Health Private Limited

Registered Office: No 25B, Loyds Road, Royapettah, Chennai - 600 014, Tamil Nadu, India (P) 91 - 44 - 49280000

Corporate Office: EA Chambers (Express Avenue), 5th Floor No.49 & 50 L, Whites Road, Royapettah, Chennai - 600 014,

Tamil Nadu, India. (P) 91 - 44 - 30254141, 30254142 (F) 91 - 44 - 30254156 (W) www.vitalicindia.com

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sole discretionary interpretation of Reliance.

3. GENERAL:

You may choose components of your CTC as per your requirement, being referred as Choice Pay. In the year of joining and leaving the Company, the CTC will be pro-rated based on the number of days you are in the employment of the Company.

The available CTC components along with limits have been detailed in Annexure 1B.

The components within each category of payment are discretionary and the Company has the right to change these components at any time without notice. Your compensation and all other payments received by you would be subject to the prevailing tax rules and regulations.

The Annexure 1A and the detailed "Terms & Conditions of Employment" in Annexure 2 together sets forth the terms and conditions under which the Company would employ you and become effective from the date you join the Company. Your acceptance of the offer of employment would be on the basis of these terms and conditions of employment.

You are requested to sign and return to the Company a copy of this letter containing Annexure 1A and "Terms & Conditions of Employment" in Annexure 2, as confirmation of your acceptance.

This offer and appointment letter shall automatically stand withdrawn in case we do not receive your acknowledgement and acceptance within ten days from issue of this letter.

We wish you a long and successful association with us.

Sincerely yours,
For Vitalic Health Private Lt



Rajib Bhattacharya



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Registered Office: No 25B, Lloyds Road, Royapettah, Chennai - 600 014, Tamil Nadu, India (P) 91 - 44 - 49280000

Corporate Office: EA Chambers (Express Avenue), 5th Floor, No.49 & 50 L, Whites Road, Royapettah, Chennai - 600 014,

Tamil Nadu, India. (P) 91 - 44 - 30254141, 30254142 (F) 91 - 44 - 30254158 (W) www.vitalicindia.com



73

23 August 2021

Dinesh Kumar Reddy Dommithi
2-39, Chippalamadugu, Kadiri,
Ananthapur, Andhra Pradesh-515541

Dear Dinesh Kumar,

We are pleased to appoint you as **Engineer** or in such other capacity as the Management of the Company shall from time to time determine, under the following terms and conditions:

1. Appointment:

You will be required to join us on **23 August 2021**.
(The Company reserves the right to advance / postpone the date of joining.)

1.1. Your date of appointment is effective from the date of joining.

2. Code of Conduct:

2.1. The Company may require you, at any time, to perform any other administrative, managerial, supervisory, technical or other functions and you will be bound to carry out such functions.

2.2. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of your job, skills, specific background and professional merit. Accordingly your salary and any changes made to it, is strictly confidential, and you shall treat it accordingly.

2.3. You shall maintain proper discipline and dignity of your office and shall deal with all matters with sobriety.

2.4. You shall maintain and keep in your safe custody such books, registers, documents and other papers as may be issued to you or may come in your possession and shall return the same when required.

2.5. You shall inform the Company of any changes in your personal data within 3 days of the occurrence of such change. Any notice required to be given to you shall be deemed to have been duly and properly given if delivered to you personally or sent by post to you at your address in India, as recorded in the Company.

engineering creativity



TATA ELXSI

Registered Office **Tata Elxsi Limited** ITPB Road Whitefield Bangalore 560 048 India
Tel: +91 80 2297 9123 Fax: +91 80 2841 1474
www.tataelxsi.com


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- 2.6. You will observe work timings and holidays as applicable to your location and place of work.

3. Training & Probationary Period:

- 3.1 You will be on training for the first 6 months. During the training period, you will be subject to assessment at various stages and you are expected to meet the minimum acceptable criteria for your continuity in the Company and subject to submission of Provisional Degree Certificate (PDC) of the University with **60% or 6.0 CGPA** in aggregate.
- 3.2 Post the above, you will be on probation for the next 6 months. On meeting the minimum acceptable criteria and on completion of the probation period, if found suitable in the appointed post, you will be confirmed in writing by the Company. The terms and conditions of this letter shall continue to bind you or as may be amended by the Company from time to time.
- 3.3 Based on your performance, the Company is at liberty to terminate your services, if found unsatisfactory at any time during the Training or probation period, or extended probation period, as it deems necessary.

4. Salary:

- 4.1. During the period of probation you will be entitled to salary and perquisites as detailed in the annexure. The Company in writing will communicate any change in compensation to you.
- 4.2. Compensation structure detailed in the attached annexure is for a posting in **Bangalore**. The compensation structure is based on location of posting and any change in compensation arising out of a change in location of posting will be communicated to you in writing.

5. Initial Posting and Subsequent Transfers:

Your initial posting can be at any of our design & development centers in **Bangalore**. You will be liable to transfer in such capacity as the Company may from time to time determine to any other location, department, establishment, factory or branch of the Company or subsidiary, associate or affiliate of the Company in India or abroad without claiming any extra remuneration for such transfers.

6. Leave:

- 6.1. You will be entitled to leave and other benefits in accordance with the rules / policies of the Company.



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Registered Office: Tata Elxsi Limited ITPB Road, Whitefield, Bangalore 560 066

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7. Other Work:

- 7.1. Your position is a full time employment with the Company and you shall devote your whole time and attention to the Company's business entrusted to you. You will not take up any other work for remuneration (Part-time or otherwise) or work in advisory capacity or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business during the employment with the Company without the prior written permission of the Chief Executive Officer of the Company.

8. Termination:

- 8.1. During the period of training / probation, your services shall be terminable by giving one month's notice or one month's basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management. On confirmation of your services in the Company, your services shall be terminable by giving three months notice or three months basic pay in lieu thereof on either side at the sole discretion of Tata Elxsi management.
- 8.2. In the event that you want to terminate your employment with the Company, while on a project at customer's site in India or abroad you will be required to give a minimum of 90 days notice, to enable smooth transition and transfer of technology. The actual date of release will be mutually decided with the consent of the concerned client and your superior and the said date of release shall not be unreasonably withheld provided you are able to handover charge satisfactorily within the 90 day period. This minimum notice of 90 days cannot be adjusted with payment in lieu of notice period as mentioned in clause 8.1 above or adjusted against the Privilege Leave.
- 8.3. In case during your services with the Company, if you are deputed abroad for Training / Developmental program / Participating in Seminar etc., your notice period for resignation / termination during the period of one year after completion of your deputation abroad, will be 6 months at the option of the Company.
- 8.4. You will be liable to termination from service by the Company without notice if:
- Any declaration given by you or any testimonials furnished by you to the Company is found to be false, or,
 - You are found to have willfully suppressed any material information, or,
 - You are found to have been convicted for or indulged in criminal, subversive or immoral activities, or,
 - You are found to have indulged in financial irregularities; or
 - You breach any of the terms and conditions of your employment as specified in this letter, or of any further official communication from the Company.

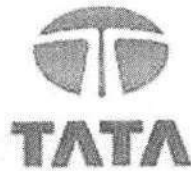


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9. On Separation:

- 9.1. On communication of the termination/resignation of your employment with the Company, you will immediately give up to the Company before you are relieved, all documents of the Company including correspondence, specifications, formulae, books, documents, cost data, market data, literature, drawings, effects and shall not make or retain any copies of these items.

10. Background Check:

You are advised that, before or after joining the services, the Company or its Client(s) may conduct a background check such as past employment, education, financial & criminal check, including any other information that has been furnished by you. The Company reserve the right to withdraw any offer of employment or terminate your appointment immediately, without any liability should the results of your background investigation found negative.

11. Intellectual Property and Confidential Information:

- 11.1. Information pertaining to the Company's operations and its clients shall remain secret and safeguarded by you. On joining the Company, a formal agreement to effect non-disclosure of confidential information and intellectual property etc. shall be executed by you. You will also keep us duly informed if you are bound by any confidentiality agreement with any of your previous employers, in which case you shall keep us indemnified against any breach thereof by you. Any Intellectual Property or Patents developed by you during your service will be the property of Tata Elxsi Limited. After leaving the services of the Company, you shall keep confidential and proprietary information and technologies, which you were involved with during your service with the Company and shall render yourself liable to damages and costs arising out of breach of such confidentiality.

- 11.2. You shall irrevocably, unconditionally and free of any cost, royalty or compensation, assign to TEL all rights, title and interests including the transfer rights and Intellectual Property Rights in all products, designs, software, all embedded, intermediary, base software technology which is created or developed by you during the course of your employment. TEL shall have the right to obtain and hold in its own name, copyrights, trade-marks and other applicable registrations and seek such other protection as may be appropriate to the work, product and all designs, software created by you and you shall also provide TEL or any person designated by TEL all assistance as may be required to establish and / or perfect the rights defined in this clause.



TATA ELXSI

Registered Office: Tata Elxsi Limited, ITPS Road, Whitefield, Bangalore-56004

Tel: +91 80 2297 9123 Fax: +91 80 2641 1874

www.tataelxsi.com

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11.3. **Data Protection Regulation- Personal Data:** You acknowledge and agree that TEL or any of its affiliates or group companies may process your personal data/ sensitive data. You also hereby provide explicit consent to the company to transfer such personal/sensitive data outside the country in which you are employed. TEL will process your personal data in the performance of a contract as your employer, to ensure to meet the employer obligations and the requirements of employment law. Your personal/sensitive data as part of legal obligation for business accounting, payroll, tax, immigration purposes. Your personal/sensitive data shall be under legitimate interests to carry out background checks as part of our due diligence measures. You hereby give your explicit consent to TEL to process such personal/or sensitive data.

12. Adhering to Safety Standards:

12.1. The Company strives to provide each employee with a safe and healthy work environment. Each employee has responsibility for maintaining a safe and healthy workplace for all employees by following safety and health rules and practices and reporting accidents, injuries and unsafe equipment, practices or conditions.

12.2. Violence and threatening behavior are not permitted. Employees should report to work in condition to perform their duties, free from the influence of illegal drugs, smoking, chewing of tobacco or alcohol. The use of alcohol and/or illegal drugs in the workplace will not be tolerated.

12.3. Tata Elxsi has implemented its Healthy and Safety process based on ISO 45001. You are expected adhere to the Health and Safety Policy and promptly report any potential health and safety issues as per the reporting mechanism stipulated under the Health and Safety Policy. This act may help us maintain our own safety, as well as the safety of our fellow co-workers.

13. Protection of Interest:

13.1. If you conceive any new or advanced methods of improving process / formulae / systems in relation to the operations of the Company, such development will be fully communicated to the Company and will be and will remain sole right / property of the Company.



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engineering creativity



14. Client Management:

14.1. On Termination / Resignation of employment for what-so-ever reasons, you will not seek employment opportunities with our principals, customers and any other person / entity, with whom you had a business relationship / technical engagement within one year from your last working day in the Company. In the event the Company is of the reasonable opinion that you are terminating your employment with the Company to pursue an occupation in violation of this Clause 12, then the Company reserves the right to, at its sole discretion, refuse to accept any letter of termination, by whatever name called, of your employment with the Company. The Company further reserves the right to approach a Court of competent jurisdiction and obtain an injunction preventing you from terminating your employment with the Company and/or recover damages there from.

15. Non-solicitation:

15.1. During the period of employment and for a period of two years following your termination of employment with the Company, irrespective of the circumstances of or reasons of the termination, you will not, directly or indirectly, solicit, hire or employ, or assist anyone else to solicit, hire or employ, any other employee of the Company. At no time you may directly or indirectly seek to induce any other employee of the Company to leave the employment of the Company or to become associated with, or perform services of any type for any third party.

15.2. During the period of employment and for a period of two years following your termination of employment with the Company, irrespective of the circumstances of or reasons of the termination, you will not, directly or indirectly, solicit, induce or encourage any customer or vendor of the Company to move his/her existing business with the Company to a third party or to terminate his/her business relationship with the Company.

16. Retirement:

16.1. You will retire in the month of your attaining the age of 60 years.

17. Original Certificates:

17.1. You are required to produce Original certificates / testimonials for our reference & verification on the day of joining.

18. You are requested to join us on the date as indicated to you in **clause 1** of this letter ("**Date of Appointment**").



TATA ELXSI

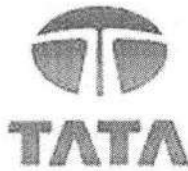
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19. Jurisdiction and Dispute resolution:

19.1. Any dispute which may at any time hereafter arise between the parties hereto, shall be referred to a single arbitrator to be appointed by the Company Secretary of Tata Elxsi Ltd. in accordance with and subject to the provisions of the arbitration and conciliation act, 1996. It shall be open to any one of the parties to move the Company Secretary to appoint the arbitrator and refer dispute to arbitration. The decision/award of such an arbitrator shall be binding on the parties hereto. The venue of arbitration shall be Bangalore. The Courts in Bangalore shall have exclusive jurisdiction to the exclusion of all other Courts.

19.2. You will be required to produce one set of photocopies and the originals of certificates / testimonials on the day of joining. Photocopies will be retained for our records and originals will be returned to you upon verification.

19.3. Please note that while on employment, you will be governed by all Rules and Regulations of the Company, which are in force from time to time, and the Company shall have the right from time to time to vary or modify any of the terms and conditions of service, which shall be binding on you.

We take pleasure in welcoming you to our Organization and look forward to a mutually beneficial association.

Wishing you the best in your career,

For Tata Elxsi Limited,

**Rajagopalan S.
Head - Human Resources**

Declaration

I acknowledge that I was provided with an unsigned copy of this Agreement in advance of signing the same and was accorded ample opportunity to read and seek whatever clarification I needed related to the Agreement. I have read and understood the above terms and conditions of employment and am accepting the same. I will be reporting for duty on as indicated to me in **Clause 1** of this letter ("**Date of Appointment**"). By signing this Agreement I consent to the Company for collecting, retaining and processing my personal/sensitive data.

Date: _____

Signature: _____



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Annexure 1

Annexure to: **Dinesh Kumar Reddy Dommithi**

Appointment Letter Dated: **23 August 2021**

Name	Dinesh Kumar Reddy Dommithi
Level	D
Designation	Engineer
Location	Bangalore

	Amount in INR
Basic	15,500
House Rent Allowance	7,750
Flexible Benefit Plan**	1,912
Statutory Bonus *	1,400
Monthly Salary	26,562

Deferred Benefits (Annualised)

Provident Fund (As per the PF Act 1952)	22,320
Gratuity (As per the Gratuity Act 1972)	8,947

Annual Gross Salary **3,50,011**

Medical Insurance (Hospitalisation) coverage as per Company policy as amended time to time.

Group Term Life (Personal Accident + Life Insurance) Coverage as per Company policy as amended time to time.

*As per the Payment of Bonus Act 1965

**Please refer the annexure for details of FBP

For Tata Elxsi Limited,

Rajagopalan S.
Head - Human Resources



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Annexure 2

Annexure indicating breakup of FBP components applicable to grade "D"

1. Telephone / Cell phone expenses (Not exceeding Rs.15,000/- p.a.).
2. Membership for Technical Societies (not exceeding Rs.6000/- p.a.).
3. LTA (tax free twice in 4 years as per prevailing Income Tax rules).



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Bazullah Rd, T Nagar, Chennai,
Tamil Nadu - 600 017

+91 9020790801

info@gmlsoftlabs.com

https://gmlsoftlabs.com/

74

Date: 8th February 2021

Letter of Appointment

Mr. **Gnanavel M,**

Welcome to **GML Soft Labs!**

This has reference to your discussion on 5th February 2021 with our Team; we are pleased to offer you a position in GML Soft Labs LLP (the "Company") with the following terms and conditions.

Name of the Employee	: Mr. Gnanavel M
Designation	: UI/UX Designer
Date of Joining	: 10 th February 2021
C.T.C. [Cost to the Company]	: INR 2,40,000/Annul

Your initial place of working will be in GML Soft Labs LLP, Chennai. If we deploy to our clients, you have to follow client's office hours, process, procedures, practices, rules and regulations strictly according to their expectations. You may require working beyond the standard office hours or/on weekends if there is a request or need arises in the project without any compensation or other overtime benefits. You may be transferred or deputed to any other department or establishments of the company and/or clients' offices anywhere in India or abroad, temporarily or permanently, whether now in existence or to be set up hereafter.

The detailed break up of your salary package and the terms and conditions are in Annexure I and II. You are requested to submit the copies of your testimonials and other supporting documents of your academic qualifications, experience letters as per Annexure III. The mentioned terms and conditions are as per company policies and are subject to change any time decide by the company. You have to sign this Letter of offer and send it to us within 24 hrs of the receipt, otherwise consider as void. The parties, herewith Confirm their acceptance of the above terms and condition of this agreement.

We welcome you on board and look forward to your long-term association with GML Soft Labs.

For **GML Soft Labs LLP**

G. Mahesh
Mahesh Galla
Director

Date: 10th February 2021



I accept the terms of the offer

Ganavel
Name & Signature

Date: 12-02-2021

Ganavel
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38/74, Mass Towers, 2nd Floor,
Bazullah Rd, T Nagar, Chennai,
Tamil Nadu - 600 017

+91 9020790801

info@gmlsoftlabs.com

https://gmlsoftlabs.com/

Annexure - II

Compensation Package

Please find below your monthly / annual salary and compensation package.

GML Soft Labs LLP		
Compensation Details		
Name of the Employee	Gnanavel M	
Designation	UI/UX Designer	
Component	Monthly (Rs.)	Annual (Rs.)
Basic	8000	96000
HRA	4000	48000
Conveyance	1600	19200
Medical Allowance	1250	15000
Special Allowance	5150	61800
Cost To Company A	20000	240000
Professional Tax B	209	2508
Net Take Home (A-B)	19791	237492

Terms & conditions:

01. Your above salary comprises of fixed and flexi components (All Inclusive Rate)
02. Medical Allowance will be exempted from IT computation subject to submission of medical bills.
03. Salary shall be paid on the 5th of the following month.
04. You are requested to submit required documents / declaration evidencing exemption from deduction of tax failing which Income Tax will be deducted as applicable.
05. In case you resign before the confirmation date, you will not receive the salary for the following month the number of days worked.

I have read & understood the above salary, Break-up, Terms & Conditions.

SINGATURE

:

NAME
PLACE
DATE

: Gnanavel M
: N-TN-Chennai
: 12-02-2021



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Prodapt where
excellence meets

February 15, 2021

To,

Gomathi
No:3/2,Kovil Street,
Melkalathur,Ranipet-632502.

Dear Gomathi,

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 **June 01, 2021** 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:
Pradeep Jumani
6E42F55BD43D44F...

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




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14-06-2021

Dear Janani S,

Sub: Employment in QWay Technologies

Further to the personal discussion you had with us, we are pleased to offer you the position of an **Financial Transaction Executive** in our Organization, on the terms and conditions already mutually agreed upon.

As discussed, your annual total compensation will be **3,09,696.00, Three Lakh Nine Thousand Six Hundred And Ninety Six**. Paychecks are issued every 5th of the month. Please note that this will not constitute an offer till we have received complete reference checks, and background information.

Your work start date is **15-09-2021** You will be on probation from your start date, for a period of 6 months.

Please coordinate with our team for completing joining formalities.

QWay Technologies offers exciting career opportunities and suitably rewards excellence in performance. We look forward to your joining our Team of Professionals and trust it will be a long and a mutually beneficial relationship.

Yours truly,

QWay Technologies Private Limited,



Satheesh Kumar B

Assistant Vice President - Human Resources

I hereby accept the above Offer of Employment and agree to abide by the terms and conditions of the Employment with QWay Technologies Private Limited.

Employee Signature:



QWAY-HRD-22

***Confidential**



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February 15, 2021

To,

Kiran sofia B
No:3/122,Ambethkar Street,Vellakulam,
Thozhur,Tiruvallur,602025

Dear Kiran sofia B,

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 **June 01, 2021** 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:
Pradeep Jumani
6E42F55BD43D44F...

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




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Thirupachur, Thiruvallur - 631 203

February 15, 2021

To,

Mageswari T.M
No:2/195,Ponniyamman Kovil Street,
Methur,Chennai,600068.

Dear Mageswari T.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 **June 01, 2021** 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:

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- f. Eight (8) recent passport sized photographs
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Yours sincerely,

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




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Tamil Nadu - 600 017

+91 9020790801

info@gmlsoftlabs.com

https://gmlsoftlabs.com/



Date: 8th February 2021

Letter of Appointment

Ms. Maria Victoria A,

Welcome to **GML Soft Labs!**

This has reference to your discussion on 5th February 2021 with our Team; we are pleased to offer you a position in GML Soft Labs LLP (the "Company") with the following terms and conditions.

Name of the Employee	: Ms. Maria Victoria A
Designation	: UI/UX Designer
Date of Joining	: 10 th February 2021
C.T.C. [Cost to the Company]	: INR 2,40,000/Annul

Your initial place of working will be in GML Soft Labs LLP, Chennai. If we deploy to our clients, you have to follow client's office hours, process, procedures, practices, rules and regulations strictly according to their expectations. You may require working beyond the standard office hours or/on weekends if there is a request or need arises in the project without any compensation or other overtime benefits. You may be transferred or deputed to any other department or establishments of the company and/or clients' offices anywhere in India or abroad, temporarily or permanently, whether now in existence or to be set up hereafter.

The detailed break up of your salary package and the terms and conditions are in Annexure I and II. You are requested to submit the copies of your testimonials and other supporting documents of your academic qualifications, experience letters as per Annexure III. The mentioned terms and conditions are as per company policies and are subject to change any time decide by the company. You have to sign this Letter of offer and send it to us within 24 hrs of the receipt, otherwise consider as void. The parties, herewith Confirm their acceptance of the above terms and condition of this agreement.

We welcome you on board and look forward to your long-term association with GML Soft Labs.

For **GML Soft Labs LLP**

G. Mahesh

Mahesh Galla

Director

Date: 10th February 2021



I accept the terms of the offer

Maria Victoria

Name & Signature

Date: 12-02-2021

PRINCIPAL

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



38/74, Mass Towers, 2nd Floor,
Bazullah Rd, T Nagar, Chennai,
Tamil Nadu - 600 017

+91 9020790801

info@gmlsoftlabs.com

https://gmlsoftlabs.com/

Annexure - II

Compensation Package

Please find below your monthly / annual salary and compensation package.

GML Soft Labs LLP		
Compensation Details		
Name of the Employee	Maria Victoria A	
Designation	UI/UX Designer	
Component	Monthly (Rs.)	Annual (Rs.)
Basic	8000	96000
HRA	4000	48000
Conveyance	1600	19200
Medical Allowance	1250	15000
Special Allowance	5150	61800
Cost To Company A	20000	240000
Professional Tax B	209	2508
Net Take Home (A-B)	19791	237492

Terms & conditions:

01. Your above salary comprises of fixed and flexi components (All Inclusive Rate)
02. Medical Allowance will be exempted from IT computation subject to submission of medical bills.
03. Salary shall be paid on the 5th of the following month.
04. You are requested to submit required documents / declaration evidencing exemption from deduction of tax failing which Income Tax will be deducted as applicable.
05. In case you resign before the confirmation date, you will not receive the salary for the following month the number of days worked.

I have read & understood the above salary, Break-up, Terms & Conditions.

SINGATURE

:

NAME
PLACE
DATE

: Maria Victoria A
: N-TN-Chennai
: 12-02-2021

PRINCIPAL

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



14-06-2021

Dear Monisha D,

Sub: Employment in QWay Technologies

Further to the personal discussion you had with us, we are pleased to offer you the position of an **Financial Transaction Executive** in our Organization, on the terms and conditions already mutually agreed upon.

As discussed, your annual total compensation will be **3,09,696.00, Three Lakh Nine Thousand Six Hundred And Ninety Six**. Paychecks are issued every 5th of the month. Please note that this will not constitute an offer till we have received complete reference checks, and background information.

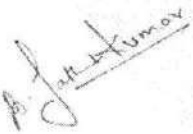
Your work start date is **15-09-2021** You will be on probation from your start date, for a period of 6 months.

Please coordinate with our team for completing joining formalities.

QWay Technologies offers exciting career opportunities and suitably rewards excellence in performance. We look forward to your joining our Team of Professionals and trust it will be a long and a mutually beneficial relationship.

Yours truly,

QWay Technologies Private Limited,



Satheesh Kumar B

Assistant Vice President - Human Resources

I hereby accept the above Offer of Employment and agree to abide by the terms and conditions of the Employment with QWay Technologies Private Limited.

Employee Signature:

QWAY-HRD-22



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

Ref: HR/MAY/21/A2

Date: 14 May, 2021

Ms.Pavithra S
No.92, amirthapuram colony ,
Ambedkar Nagar, Mel Tiruttani,
Tiruttani-631209.

Dear Ms. Pavithra S,

This is with reference to your application and subsequent interview you had with us.

We are pleased to offer you employment as **System Engineer IT Support in Executive - A2** grade in our business on the following terms and conditions:

1. PLACE OF POSTING:

Your initial posting will be at **Chennai, Tamil Nadu.**

However, during employment with the Company, you may be posted at any other location in India or abroad, without any additional remuneration. Further your services may be transferred to any other Reliance Group Company.

This offer is subject to your joining us on or before 20 May, 2021.

2. COMPENSATION:

Your compensation on a Cost to Company (CTC) basis will be **Rs. 3,19,000/- (Rupees Three Lac(s) Nineteen Thousand Only) per annum** and will be payable as under. Please refer to Annexure 1A for detailed breakup of your CTC.

i. Fixed Pay: Rs. 2,90,000/- (Rupees Two Lac(s) Ninety Thousand Only) per annum.

This includes Basic Pay and Choice Pay that consists of other allowances, benefits, perquisites etc. as per the compensation policy of the company.

ii. Retirals: Rs. 27,588/- (Rupees Twenty Seven Thousand Five Hundred Eighty Eight Only) per annum.

This includes:

- Provident Fund @ 12% of PF Wages (i.e. Basic Pay + Personnel Special Allowance, wherever paid) and may be capped at applicable Statutory Wage Limit or actual PF Wages depending on company policy.
- Gratuity @4.81% of Basic Pay and paid as per provisions of The Payment of Gratuity Act 1972.

iii. Performance Linked Incentive (PLI): Your target PLI will be Rs. 29,000/- (Rupees Twenty Nine Thousand Only) per annum, the payment of which will depend on the performance level of the individual, the concerned business, and the overall organization subject to the PLI policy which will be decided by the company from time to time. PLI is payable subject to the employee being on the rolls of the company and not serving notice period on the date the amount is disbursed, notwithstanding any delay on the announcement of such disbursement. PLI is a discretionary plan and does not result in a guarantee or entitlement of payment to any individual. As such, Reliance reserves the right to vary, amend, terminate or withdraw the PLI plan at any time (including at any time during the on-going performance year) and without prior notice. Further, Reliance may withhold payment of PLI from any employee who has or may have committed any illegal, fraudulent or unethical act, or who has or may have violated any company policy or procedure including the Reliance Code of Conduct, all within the



Vitalic Health Private Limited

Registered Office: No 250, Lloyds Road, Royapettah, Chennai - 600 014, Tamil Nadu, India (P) 91 - 44 - 49200000
Corporate Office: EA Chambers, Express Avenue, 3th Floor No.49 & 50 L, Whites Road, Royapettah, Chennai - 600 014, Tamil Nadu, India. (P) 91 - 44 - 30254141, 30254142 (F) 91 - 44 - 30254155 (W) www.vitalicindia.com

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

sole discretionary interpretation of Reliance.

3. GENERAL:

You may choose components of your CTC as per your requirement, being referred as Choice Pay. In the year of joining and leaving the Company, the CTC will be pro-rated based on the number of days you are in the employment of the Company.

The available CTC components along with limits have been detailed in Annexure 1B.

The components within each category of payment are discretionary and the Company has the right to change these components at any time without notice. Your compensation and all other payments received by you would be subject to the prevailing tax rules and regulations.

The Annexure 1A and the detailed "Terms & Conditions of Employment" in Annexure 2 together sets forth the terms and conditions under which the Company would employ you and become effective from the date you join the Company. Your acceptance of the offer of employment would be on the basis of these terms and conditions of employment.

You are requested to sign and return to the Company a copy of this letter containing Annexure 1A and "Terms & Conditions of Employment" in Annexure 2, as confirmation of your acceptance.

This offer and appointment letter shall automatically stand withdrawn in case we do not receive your acknowledgement and acceptance within ten days from issue of this letter.

We wish you a long and successful association with us.

Sincerely yours,
For Vitalic Health Private Lt



Rajib Bhattacharya



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Sri Venkateswara College of
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Thirupachur, Thiruvallur - 631 203

Vitalic Health Private Limited

Registered Office: No 250, Lloyds Road, Royapettah, Chennai - 600 014, Tamil Nadu, India (P) 91 - 44 - 45280000
Corporate Office: EA Chambers (Express Avenue), 9th Floor No.49 & 50 L, Whites Road, Royapettah, Chennai - 600 014,
Tamil Nadu, India. (P) 91 - 44 - 30254141, 30254142 (F) 91 - 44 - 30254156 (W) www.vitalicindia.com



REGULAR OFFER LETTER

02 Feb, 2021

Prajapathi.S

No:70, Rajagopal Nagar,
Vadamambakkam Post,
Arakkonam-631001.

Dear Prajapathi.S

We are pleased to offer you the position of Trainee under the Apprentices Act, 1961. This offer sets out the terms and conditions that apply to this position and is made with the approval of Board of Apprentice Training.

This apprenticeship is full time for a fixed term of two years commencing on **02 Feb, 2021**. The training position will be evaluated by the Training Manager and quarterly reports will be sent to the Board of Apprentice Training for their review.

You will be ultimately responsible to **Satish Kumar Kumaraguru** through his appointed mentor for the day to day performance of the duties associated with this position. However in relation to all administrative matters you will be responsible to Satish Kumar Kumaraguru. The position is otherwise subject to all the applicable rules and regulations in force from time to time in the organization.

This position is an apprenticeship position, with the majority of training conducted via "hands on" actual industry experience. The employer undertakes to provide supervised training with an experienced trainer and a mentor.

Professional Standards

It is expected you will conduct yourself in accordance with the highest personal standards at all times in a way which is consistent with the principles and values of the Organization and the Board of Apprentice Training

You acknowledge and agree that allegations of misconduct will be subject to disciplinary proceedings in accordance with the Organization's rules and the Board of Apprentice Training's guidelines. The organization also reserves the right to terminate your contract in case of violation for reasons stated below:

You shall be formally attired on all business days and adhere office timing strictly and ensure proper grooming to uphold the brand image of the organization

It is your prime responsibility to ensure that the company's and where assigned to a site, the customer's assets, are safeguarded at all times

Movement of all assets at your place of work shall be governed by the policy guidelines and upon the express approval of the Authorized personnel.

Usage of telephone, mobile, data card, email, internet etc., should be strictly restricted for official communication purposes only. Misuse of the above will be dealt with very seriously.

You are required to deal with the company's money, material and documents with utmost honesty and professional ethics. If you are found guilty, at any point of time of moral turpitude or dishonesty in dealing with the Company's money or material or documents or of theft or of misappropriation regardless of the value involved, your services would be terminated with immediate effect notwithstanding any other terms and conditions mentioned in the appointment letter

You shall not represent or create propaganda for or against political, religious or such other outfits

You shall not harass your colleagues sexually or otherwise

You are not authorized to represent the Company at any public forums, press meetings / conferences or publish articles in magazines/ newspapers unless otherwise authorized by the person as the Management may authorize from time to time. Any views expressed in your personal capacity will be treated as your own and not that of the Company. The Company will not be responsible or liable for any claims that may arise out of such views

You will be bound by the rules and regulations as declared by the Management from time to time, in relation to conduct, discipline, medical fitness, leave, holidays and all matters relating to terms and conditions of service, network security and usage

Precision Techserve Pvt. Ltd.



22, 1st Floor, Habibullah Road, T.Nagar, Chennai 600 017, India
T : +91 44 4501 5000 | F : +91 44 4501 5267 | Service Desk : +91 44 4377 5200
E : corporatecomm@techserve.co.in | www.precisionit.co.in
CIN : U51909TN1999PTC041955 | GST : 33AABCP8005C2ZZ

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Engineering and Technology,
Thirupachur, Thiruvallur - 631 203



ANNEXURE - A

SALARY DETAILS OF Prajapathi.S

COMPONENTS	AMOUNT PER MONTH	AMOUNT PER ANNUM
MONTHLY		
Basic	13,100	157,200
Gross	13,100	157,200
STATUTORY		
ESI	426	5,112
Total Statutory	426	5,112
CTC	13,526	162,312
DEDUCTION		
ESI	99	1,188
Total Deduction	99	1,188
Netpay	13,001	156,012

For Precision Techserve Pvt Ltd

Viswanathan.J
Agm - Hr & Admn




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

Ref: HR/MAY/22/A2/60294524/60464179/1001214291

Date: 14 May, 2021

Mr.Praveen Kumar R
No 410/B kanagavallipuram, pandur ,
Thiruvallur 631203.

Dear Mr.Praveen Kumar R,

This is with reference to your application and subsequent interview you had with us.

We are pleased to offer you employment as **System Engineer IT Support in Executive - A2 grade** in our business on the following terms and conditions:

1. PLACE OF POSTING:

Your initial posting will be at **Chennai, Tamil Nadu.**

However, during employment with the Company, you may be posted at any other location in India or abroad, without any additional remuneration. Further your services may be transferred to any other Reliance Group Company.

This offer is subject to your joining us on or before 20 May, 2021.

2. COMPENSATION:

Your compensation on a Cost to Company (CTC) basis will be **Rs. 3,19,000/- (Rupees Three Lac(s) Nineteen Thousand Only) per annum** and will be payable as under. Please refer to Annexure 1A for detailed breakup of your CTC.

i. Fixed Pay: Rs. 2,90,000/- (Rupees Two Lac(s) Ninety Thousand Only) per annum.

This includes Basic Pay and Choice Pay that consists of other allowances, benefits, perquisites etc. as per the compensation policy of the company.

ii. Retirals: Rs. 27,588/- (Rupees Twenty Seven Thousand Five Hundred Eighty Eight Only) per annum.

This includes:

- Provident Fund @ 12% of PF Wages (i.e. Basic Pay + Personnel Special Allowance, wherever paid) and may be capped at applicable Statutory Wage Limit or actual PF Wages depending on company policy.
- Gratuity @4.81% of Basic Pay and paid as per provisions of The Payment of Gratuity Act 1972.

iii. Performance Linked Incentive (PLI): Your target PLI will be Rs. 29,000/- (Rupees Twenty Nine Thousand Only) per annum, the payment of which will depend on the performance level of the individual, the concerned business, and the overall organization subject to the PLI policy which will be decided by the company from time to time. PLI is payable subject to the employee being on the rolls of the company and not serving notice period on the date the amount is disbursed, notwithstanding any delay on the announcement of such disbursement. PLI is a discretionary plan and does not result in a guarantee or entitlement of payment to any individual. As such, Reliance reserves the right to vary, amend, terminate or withdraw the PLI plan at any time (including at any time during the on-going performance year) and without prior notice. Further, Reliance may withhold payment of PLI from any employee who has or may have committed any illegal, fraudulent or unethical act, or who has or may have violated any company policy or procedure including the Reliance Code of Conduct, all within the



Vitalic Health Private Limited

No 250, Loyds Road, Royapettah, Chennai - 600 014, Tamil Nadu, India (P) 91 - 44 - 30254141, 30254142 (F) 91 - 44 - 30254158 (W) www.vitalic.india.com
Tamil Nadu, India. (P) 91 - 44 - 30254141, 30254142 (F) 91 - 44 - 30254158 (W) www.vitalic.india.com

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

sole discretionary interpretation of Reliance.

3. GENERAL:

You may choose components of your CTC as per your requirement, being referred as Choice Pay. In the year of joining and leaving the Company, the CTC will be pro-rated based on the number of days you are in the employment of the Company.

The available CTC components along with limits have been detailed in Annexure 1B.

The components within each category of payment are discretionary and the Company has the right to change these components at any time without notice. Your compensation and all other payments received by you would be subject to the prevailing tax rules and regulations.

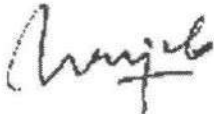
The Annexure 1A and the detailed "Terms & Conditions of Employment" in Annexure 2 together sets forth the terms and conditions under which the Company would employ you and become effective from the date you join the Company. Your acceptance of the offer of employment would be on the basis of these terms and conditions of employment.

You are requested to sign and return to the Company a copy of this letter containing Annexure 1A and "Terms & Conditions of Employment" in Annexure 2, as confirmation of your acceptance.

This offer and appointment letter shall automatically stand withdrawn in case we do not receive your acknowledgement and acceptance within ten days from issue of this letter.

We wish you a long and successful association with us.

Sincerely yours,
For Vitalic Health Private Lt



Rajib Bhattacharya




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

Vitalic Health Private Limited

Registered Office: No 250, Lloyds Road, Royapettah, Chennai - 600 014, Tamil Nadu, India (P) 91 - 44 - 49280000
Corporate Office: EA Chambers (Express Avenue), 9th Floor, No.49 & 50 L, Whites Road, Royapettah, Chennai - 600 014
Tamil Nadu, India. (P) 91 - 44 - 30254141, 30254142 (F) 91 - 44 - 30254158 (W) www.vitalicindia.com

14-06-2021

Dear Ragupathi B,

Sub: Employment in QWay Technologies

Further to the personal discussion you had with us, we are pleased to offer you the position of an **Financial Transaction Executive** in our Organization, on the terms and conditions already mutually agreed upon.

As discussed, your annual total compensation will be **3,09,696.00, Three Lakh Nine Thousand Six Hundred And Ninety Six**. Paychecks are issued every 5th of the month. Please note that this will not constitute an offer till we have received complete reference checks, and background information.

Your work start date is **15-09-2021** You will be on probation from your start date, for a period of 6 months.

Please coordinate with our team for completing joining formalities.

QWay Technologies offers exciting career opportunities and suitably rewards excellence in performance. We look forward to your joining our Team of Professionals and trust it will be a long and a mutually beneficial relationship.

Yours truly,

QWay Technologies Private Limited,



Satheesh Kumar B

Assistant Vice President - Human Resources

I hereby accept the above Offer of Employment and agree to abide by the terms and conditions of the Employment with QWay Technologies Private Limited.

Employee Signature:

QWAY-HRD-22



***Confidential**




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

February 15, 2021

To,

Rakesh Kumar R
No:35,Big Street ,Pandiya Nallur,
Ranipet-631102.

Dear Rakesh Kumar R,

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 **June 01, 2021** 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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Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

1

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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Engineering and Technology,
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



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Engineering and Technology,
Thirupachur, Thiruvallur - 631 203



38/74, Mass Towers, 2nd Floor,
Bazullah Rd, T Nagar, Chennai,
Tamil Nadu - 600 017

+91 9020790801

info@gmlsoftlabs.com

https://gmlsoftlabs.com/

86

Date: 8th February 2021

Letter of Appointment

Ms. Ramya R ,

Welcome to **GML Soft Labs!**

This has reference to your discussion on 5th February 2021 with our Team; we are pleased to offer you a position in GML Soft Labs LLP (the "Company") with the following terms and conditions.

Name of the Employee	: Ms. Ramya R
Designation	: UI/UX Designer
Date of Joining	: 10 th February 2021
C.T.C. [Cost to the Company]	: INR 2,40,000/Annul

Your initial place of working will be in GML Soft Labs LLP, Chennai. If we deploy to our clients, you have to follow client's office hours, process, procedures, practices, rules and regulations strictly according to their expectations. You may require working beyond the standard office hours or/on weekends if there is a request or need arises in the project without any compensation or other overtime benefits. You may be transferred or deputed to any other department or establishments of the company and/or clients' offices anywhere in India or abroad, temporarily or permanently, whether now in existence or to be set up hereafter.

The detailed break up of your salary package and the terms and conditions are in Annexure I and II. You are requested to submit the copies of your testimonials and other supporting documents of your academic qualifications, experience letters as per Annexure III. The mentioned terms and conditions are as per company policies and are subject to change any time decide by the company. You have to sign this Letter of offer and send it to us within 24 hrs of the receipt, otherwise consider as void. The parties, herewith Confirm their acceptance of the above terms and condition of this agreement.

We welcome you on board and look forward to your long-term association with GML Soft Labs.

For **GML Soft Labs LLP**

G. Mahesh

Mahesh Galla

Director

Date: 10th February 2021



I accept the terms of the offer

Ramya

Name & Signature

Date: 12-02-2021

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





38/74, Mass Towers, 2nd Floor,
Bazullah Rd, T Nagar, Chennai,
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Annexure - II

Compensation Package

Please find below your monthly / annual salary and compensation package.

GML Soft Labs LLP		
Compensation Details		
Name of the Employee	Ramya R	
Designation	UI/UX Designer	
Component	Monthly (Rs.)	Annual (Rs.)
Basic	8000	96000
HRA	4000	48000
Conveyance	1600	19200
Medical Allowance	1250	15000
Special Allowance	5150	61800
Cost To Company A	20000	240000
Professional Tax B	209	2508
Net Take Home (A-B)	19791	237492

Terms & conditions:

01. Your above salary comprises of fixed and flexi components (All Inclusive Rate)
02. Medical Allowance will be exempted from IT computation subject to submission of medical bills.
03. Salary shall be paid on the 5th of the following month.
04. You are requested to submit required documents / declaration evidencing exemption from deduction of tax failing which Income Tax will be deducted as applicable.
05. In case you resign before the confirmation date, you will not receive the salary for the following month the number of days worked.

I have read & understood the above salary, Break-up, Terms & Conditions.

SINGATURE

: 

NAME
PLACE
DATE

: Ramya R
: N-TN- Chennai
: 12-02-2021




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

Prodapt
Close
Extraordinary

February 15, 2021

To,

Sangamithira A
No:5/2,Bakthavachalam Nagar,
Koppur,Thiruvallur-602025.

Dear Sangamithira A,

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 **June 01, 2021** 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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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
6E42F558D43D44F...

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




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14-06-2021

Dear Sanjay C

Sub: Employment in QWay Technologies

Further to the personal discussion you had with us, we are pleased to offer you the position of an **Financial Transaction Executive** in our Organization, on the terms and conditions already mutually agreed upon.

As discussed, your annual total compensation will be **3,09,696.00, Three Lakh Nine Thousand Six Hundred And Ninety Six**. Paychecks are issued every 5th of the month. Please note that this will not constitute an offer till we have received complete reference checks, and background information.

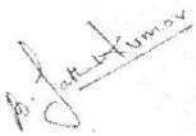
Your work start date is **15-09-2021** You will be on probation from your start date, for a period of 6 months.

Please coordinate with our team for completing joining formalities.

QWay Technologies offers exciting career opportunities and suitably rewards excellence in performance. We look forward to your joining our Team of Professionals and trust it will be a long and a mutually beneficial relationship.

Yours truly,

QWay Technologies Private Limited,



Satheesh Kumar B

Assistant Vice President - Human Resources

I hereby accept the above Offer of Employment and agree to abide by the terms and conditions of the Employment with QWay Technologies Private Limited.

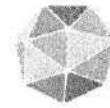
Employee Signature:

QWAY-HRD-22



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REGULAR OFFER LETTER

02 Feb, 2021

Santhosh Kumar.S
No:71,Mgr Nagar Tiruttani,
Thiruvallur-631209.

Dear Santhosh Kumar.S

We are pleased to offer you the position of Trainee under the Apprentices Act, 1961. This offer sets out the terms and conditions that apply to this position and is made with the approval of Board of Apprentice Training.

This apprenticeship is full time for a fixed term of two years commencing on **02 Feb, 2021**. The training position will be evaluated by the Training Manager and quarterly reports will be sent to the Board of Apprentice Training for their review.

You will be ultimately responsible to **Satish Kumar Kumaraguru** through his appointed mentor for the day to day performance of the duties associated with this position. However in relation to all administrative matters you will be responsible to **Satish Kumar Kumaraguru**. The position is otherwise subject to all the applicable rules and regulations in force from time to time in the organization.

This position is an apprenticeship position, with the majority of training conducted via "hands on" actual industry experience. The employer undertakes to provide supervised training with an experienced trainer and a mentor.

Professional Standards

It is expected you will conduct yourself in accordance with the highest personal standards at all times in a way which is consistent with the principles and values of the Organization and the Board of Apprentice Training

You acknowledge and agree that allegations of misconduct will be subject to disciplinary proceedings in accordance with the Organization's rules and the Board of Apprentice Training's guidelines. The organization also reserves the right to terminate your contract in case of violation for reasons stated below:

You shall be formally attired on all business days and adhere office timing strictly and ensure proper grooming to uphold the brand image of the organization

It is your prime responsibility to ensure that the company's and where assigned to a site, the customer's assets, are safeguarded at all times

Movement of all assets at your place of work shall be governed by the policy guidelines and upon the express approval of the Authorized personnel.

Usage of telephone, mobile, data card, email, internet etc., should be strictly restricted for official communication purposes only. Misuse of the above will be dealt with very seriously.

You are required to deal with the company's money, material and documents with utmost honesty and professional ethics. If you are found guilty, at any point of time of moral turpitude or dishonesty in dealing with the Company's money or material or documents or of theft or of misappropriation regardless of the value involved, your services would be terminated with immediate effect notwithstanding any other terms and conditions mentioned in the appointment letter

You shall not represent or create propaganda for or against political, religious or such other outfits

You shall not harass your colleagues sexually or otherwise

You are not authorized to represent the Company at any public forums, press meetings / conferences or publish articles in magazines/ newspapers unless otherwise authorized by the person as the Management may authorize from time to time. Any views expressed in your personal capacity will be treated as your own and not that of the Company. The Company will not be responsible or liable for any claims that may arise out of such views

You will be bound by the rules and regulations as declared by the Management from time to time, in relation to conduct, discipline, medical fitness, leave, holidays and all matters relating to terms and conditions of service, network security and usage

Precision Techserve Pvt. Ltd.



22, 1st Floor, Habibullah Road, T.Nagar, Chennai 600 017, India
T : +91 44 4501 5000 | F : +91 44 4501 5267 | Service Desk : +91 44 4377 5200
E : corporatecomm@techserve.co.in | www.precisionit.co.in
CIN : U51909TN1999PTC041955 | GST : 33AABCP8005C2ZZ

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ANNEXURE - A

SALARY DETAILS OF Santhosh Kumar.S

COMPONENTS	AMOUNT PER MONTH	AMOUNT PER ANNUM
MONTHLY		
Basic	13,100	157,200
Gross	13,100	157,200
STATUTORY		
ESI	426	5,112
Total Statutory	426	5,112
CTC	13,526	162,312
DEDUCTION		
ESI	99	1,188
Total Deduction	99	1,188
Netpay	13,001	156,012

For Precision Techserve Pvt Ltd

Viswanathan.J
Agm - Hr & Admn




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Ref: HR/MAY/21/A2/

Date: 14 May, 2021

Ms. Saranya N
No: 10/80 mettu street, Periyakupam,
Thiruvallur 602001.

Dear Ms. Saranya N,

This is with reference to your application and subsequent interview you had with us.

We are pleased to offer you employment as **System Engineer IT Support in Executive - A2 grade** in our business on the following terms and conditions:

1. PLACE OF POSTING:

Your initial posting will be at **Chennai, Tamil Nadu**.

However, during employment with the Company, you may be posted at any other location in India or abroad, without any additional remuneration. Further your services may be transferred to any other Reliance Group Company.

This offer is subject to your joining us on or before 20 May, 2021.

2. COMPENSATION:

Your compensation on a Cost to Company (CTC) basis will be **Rs. 3,19,000/- (Rupees Three Lac(s) Nineteen Thousand Only) per annum** and will be payable as under. Please refer to Annexure 1A for detailed breakup of your CTC.

i. Fixed Pay: Rs. 2,90,000/- (Rupees Two Lac(s) Ninety Thousand Only) per annum.

This includes Basic Pay and Choice Pay that consists of other allowances, benefits, perquisites etc. as per the compensation policy of the company.

ii. Retirals: Rs. 27,588/- (Rupees Twenty Seven Thousand Five Hundred Eighty Eight Only) per annum.

This includes:

- Provident Fund @ 12% of PF Wages (i.e. Basic Pay + Personnel Special Allowance, wherever paid) and may be capped at applicable Statutory Wage Limit or actual PF Wages depending on company policy.
- Gratuity @ 4.81% of Basic Pay and paid as per provisions of The Payment of Gratuity Act 1972.

iii. Performance Linked Incentive (PLI): Your target PLI will be Rs. 29,000/- (Rupees Twenty Nine Thousand Only) per annum, the payment of which will depend on the performance level of the individual, the concerned business, and the overall organization subject to the PLI policy which will be decided by the company from time to time. PLI is payable subject to the employee being on the rolls of the company and not serving notice period on the date the amount is disbursed, notwithstanding any delay on the announcement of such disbursement. PLI is a discretionary plan and does not result in a guarantee or entitlement of payment to any individual. As such, Reliance reserves the right to vary, amend, terminate or withdraw the PLI plan at any time (including at any time during the on-going performance year) and without prior notice. Further, Reliance may withhold payment of PLI from any employee who has or may have committed any illegal, fraudulent or unethical act, or who has or may have violated any company policy or procedure including the Reliance Code of Conduct, all within the



Vitalic Health Private Limited

Registered Office: No 250, Lloyds Road, Royapettah, Chennai - 600 014, Tamil Nadu, India (P) 91 - 44 - 49280000
Corporate Office: EA Chambers (Express Avenue), 6th Floor, No.49 & 50 L, Whites Road, Royapettah, Chennai - 600 014, Tamil Nadu, India. (P) 91 - 44 - 30254141, 30254142 (F) 91 - 44 - 30254108 (W) www.vitalicindia.com

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sole discretionary interpretation of Reliance.

3. GENERAL:

You may choose components of your CTC as per your requirement, being referred as Choice Pay. In the year of joining and leaving the Company, the CTC will be pro-rated based on the number of days you are in the employment of the Company.

The available CTC components along with limits have been detailed in Annexure 1B.

The components within each category of payment are discretionary and the Company has the right to change these components at any time without notice. Your compensation and all other payments received by you would be subject to the prevailing tax rules and regulations.

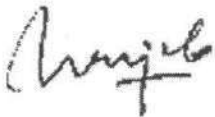
The Annexure 1A and the detailed "Terms & Conditions of Employment" in Annexure 2 together sets forth the terms and conditions under which the Company would employ you and become effective from the date you join the Company. Your acceptance of the offer of employment would be on the basis of these terms and conditions of employment.

You are requested to sign and return to the Company a copy of this letter containing Annexure 1A and "Terms & Conditions of Employment" in Annexure 2, as confirmation of your acceptance.

This offer and appointment letter shall automatically stand withdrawn in case we do not receive your acknowledgement and acceptance within ten days from issue of this letter.

We wish you a long and successful association with us.

Sincerely yours,
For Vitalic Health Private Lt



Rajib Bhattacharya



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Thirupachur, Thiruvallur - 631 203

Vitalic Health Private Limited

Registered Office: No 250, Loyds Road, Royapettah, Chennai - 600 014, Tamil Nadu, India (P) 91 - 44 - 49280000
Corporate Office: EA Chambers (Express Avenue), 5th Floor No.49 & 50 L, Whites Road, Royapettah, Chennai - 600 014,
Tamil Nadu, India. (P) 91 - 44 - 30254141, 30254142 (F) 91 - 44 - 30254158 (W) www.vitalicindia.com

Vitalic Health Private Limited is a registered company in India.

February 15, 2021

To,

Saraswathi S

No:140,F Block,Chetty Garden,M.S. Kovil Street,
Rayapuram,Chennai-600013.

Dear Saraswathi 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 **June 01, 2021** 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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1

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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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
6E42F55BD43D44F...

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



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Thirupachur, Thiruvallur - 631 203**

14-06-2021

Dear Sharmila D,

Sub: Employment in QWay Technologies

Further to the personal discussion you had with us, we are pleased to offer you the position of an **Financial Transaction Executive** in our Organization, on the terms and conditions already mutually agreed upon.

As discussed, your annual total compensation will be **3,09,696.00, Three Lakh Nine Thousand Six Hundred And Ninety Six**. Paychecks are issued every 5th of the month. Please note that this will not constitute an offer till we have received complete reference checks, and background information.

Your work start date is **15-09-2021** You will be on probation from your start date, for a period of 6 months.

Please coordinate with our team for completing joining formalities.

QWay Technologies offers exciting career opportunities and suitably rewards excellence in performance. We look forward to your joining our Team of Professionals and trust it will be a long and a mutually beneficial relationship.

Yours truly,

QWay Technologies Private Limited,



Satheesh Kumar B

Assistant Vice President - Human Resources

I hereby accept the above Offer of Employment and agree to abide by the terms and conditions of the Employment with QWay Technologies Private Limited.

Employee Signature:



QWAY-HRD-22

***Confidential**





38/74, Mass Towers, 2nd Floor,
Bazullah Rd, T Nagar, Chennai,
Tamil Nadu - 600 017

+91 9020790801

info@gmlsoftlabs.com

https://gmlsoftlabs.com/

93

Date: 8th February 2021

Letter of Appointment

Ms. **Sindhya D,**

Welcome to **GML Soft Labs!**

This has reference to your discussion on 5th February 2021 with our Team; we are pleased to offer you a position in GML Soft Labs LLP (the "Company") with the following terms and conditions.

Name of the Employee	: Ms. Sindhya D
Designation	: UI/UX Designer
Date of Joining	: 10 th February 2021
C.T.C. [Cost to the Company]	: INR 2,40,000/Annul

Your initial place of working will be in GML Soft Labs LLP, Chennai. If we deploy to our clients, you have to follow client's office hours, process, procedures, practices, rules and regulations strictly according to their expectations. You may require working beyond the standard office hours or/on weekends if there is a request or need arises in the project without any compensation or other overtime benefits. You may be transferred or deputed to any other department or establishments of the company and/or clients' offices anywhere in India or abroad, temporarily or permanently, whether now in existence or to be set up hereafter.

The detailed break up of your salary package and the terms and conditions are in Annexure I and II. You are requested to submit the copies of your testimonials and other supporting documents of your academic qualifications, experience letters as per Annexure III. The mentioned terms and conditions are as per company policies and are subject to change any time decide by the company. You have to sign this Letter of offer and send it to us within 24 hrs of the receipt, otherwise consider as void. The parties, herewith Confirm their acceptance of the above terms and condition of this agreement.

We welcome you on board and look forward to your long-term association with GML Soft Labs.

For **GML Soft Labs LLP**

G. Mahesh
Mahesh Galla
Director

Date: 10th February 2021

I accept the terms of the offer

Sindhya D
Name & Signature

Date: 12-02-2021

[Signature]
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38/74, Mass Towers, 2nd Floor,
Bazullah Rd, T Nagar, Chennai,
Tamil Nadu - 600 017

+91 9020790801

info@gmlsoftlabs.com

https://gmlsoftlabs.com/

Annexure - II

Compensation Package

Please find below your monthly / annual salary and compensation package.

GML Soft Labs LLP		
Compensation Details		
Name of the Employee	Sindhya D	
Designation	UI/UX Designer	
Component	Monthly (Rs.)	Annual (Rs.)
Basic	8000	96000
HRA	4000	48000
Conveyance	1600	19200
Medical Allowance	1250	15000
Special Allowance	5150	61800
Cost To Company A	20000	240000
Professional Tax B	209	2508
Net Take Home (A-B)	19791	237492

Terms & conditions:

01. Your above salary comprises of fixed and flexi components (All Inclusive Rate)
02. Medical Allowance will be exempted from IT computation subject to submission of medical bills.
03. Salary shall be paid on the 5th of the following month.
04. You are requested to submit required documents / declaration evidencing exemption from deduction of tax failing which Income Tax will be deducted as applicable.
05. In case you resign before the confirmation date, you will not receive the salary for the following month the number of days worked.

I have read & understood the above salary, Break-up, Terms & Conditions.


SINGATURE

: 

NAME
PLACE
DATE

: Sindhya D
: N-TN-Chennai
: 12-02-2021




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

February 15, 2021

To,

Sowmiya Y
No:88/2,Kannabiran Kovil Strett,
Nemili, Ranipet-631003.

Dear Sowmiya Y,

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 **June 01, 2021** or earlier, if at all possible, and your employment conditions are as follows:

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- e. Duly attested copies of academic and professional certificates
- f. Eight (8) recent passport sized photographs
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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.

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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:
Pradeep Jumani
6E42F55BD43D44F...

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




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

14-06-2021

Dear Sumathi M,

Sub: Employment in QWay Technologies

Further to the personal discussion you had with us, we are pleased to offer you the position of an **Financial Transaction Executive** in our Organization, on the terms and conditions already mutually agreed upon.

As discussed, your annual total compensation will be **3,09,696.00, Three Lakh Nine Thousand Six Hundred And Ninety Six**. Paychecks are issued every 5th of the month. Please note that this will not constitute an offer till we have received complete reference checks, and background information.

Your work start date is **15-09-2021** You will be on probation from your start date, for a period of 6 months.

Please coordinate with our team for completing joining formalities.

QWay Technologies offers exciting career opportunities and suitably rewards excellence in performance. We look forward to your joining our Team of Professionals and trust it will be a long and a mutually beneficial relationship.

Yours truly,

QWay Technologies Private Limited,

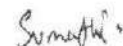


Satheesh Kumar B

Assistant Vice President - Human Resources

I hereby accept the above Offer of Employment and agree to abide by the terms and conditions of the Employment with QWay Technologies Private Limited.

Employee Signature:



QWAY-HRD-22



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PRINCIPAL
Sri Venkateswara College of
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Thirupachur, Thiruvallur - 631 203

Ref: HR/MAY/21/A2

Date: 14 May, 2021

Ms. Susmitha R
No:305, Bajanai Kovil Street,
Beemanthangal, Sri Perumbudhur 602 105.

Dear Ms. Susmitha R,

This is with reference to your application and subsequent interview you had with us.

We are pleased to offer you employment as **System Engineer IT Support in Executive - A2 grade** in our business on the following terms and conditions:

1. PLACE OF POSTING:

Your initial posting will be at **Chennai, Tamil Nadu**.

However, during employment with the Company, you may be posted at any other location in India or abroad, without any additional remuneration. Further your services may be transferred to any other Reliance Group Company.

This offer is subject to your joining us on or before 20 May, 2021.

2. COMPENSATION:

Your compensation on a Cost to Company (CTC) basis will be **Rs. 3,19,000/- (Rupees Three Lac(s) Nineteen Thousand Only) per annum** and will be payable as under. Please refer to Annexure 1A for detailed breakup of your CTC.

i. Fixed Pay: Rs. 2,90,000/- (Rupees Two Lac(s) Ninety Thousand Only) per annum.

This includes Basic Pay and Choice Pay that consists of other allowances, benefits, perquisites etc. as per the compensation policy of the company.

ii. Retirals: Rs. 27,588/- (Rupees Twenty Seven Thousand Five Hundred Eighty Eight Only) per annum.

This includes:

- Provident Fund @ 12% of PF Wages (i.e. Basic Pay + Personnel Special Allowance, wherever paid) and may be capped at applicable Statutory Wage Limit or actual PF Wages depending on company policy.
- Gratuity @4.81% of Basic Pay and paid as per provisions of The Payment of Gratuity Act 1972.

iii. Performance Linked Incentive (PLI): Your target PLI will be Rs. 29,000/- (Rupees Twenty Nine Thousand Only) per annum, the payment of which will depend on the performance level of the individual, the concerned business, and the overall organization subject to the PLI policy which will be decided by the company from time to time. PLI is payable subject to the employee being on the rolls of the company and not serving notice period on the date the amount is disbursed, notwithstanding any delay on the announcement of such disbursement. PLI is a discretionary plan and does not result in a guarantee or entitlement of payment to any individual. As such, Reliance reserves the right to vary, amend, terminate or withdraw the PLI plan at any time (including at any time during the on-going performance year) and without prior notice. Further, Reliance may withhold payment of PLI from any employee who has or may have committed any illegal, fraudulent or unethical act, or who has or may have violated any company policy or procedure including the Reliance Code of Conduct, all within the

Vitalic Health Private Limited

Registered Office: No 250, Lloyd's Road, Royapettah, Chennai - 600 014, Tamil Nadu, India (P) 91 - 44 - 48280000
Corporate Office: EA Chambers (Express Avenue), 5th Floor No.49 & 50 L, Whites Road, Royapettah, Chennai - 600 034,
Tamil Nadu, India. (P) 91 - 44 - 30254141, 30254142 (F) 91 - 44 - 30254158 (W) www.vitalicindia.com




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sole discretionary interpretation of Reliance.

3. **GENERAL:**

You may choose components of your CTC as per your requirement, being referred as Choice Pay. In the year of joining and leaving the Company, the CTC will be pro-rated based on the number of days you are in the employment of the Company.

The available CTC components along with limits have been detailed in Annexure 1B.

The components within each category of payment are discretionary and the Company has the right to change these components at any time without notice. Your compensation and all other payments received by you would be subject to the prevailing tax rules and regulations.

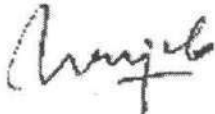
The Annexure 1A and the detailed "Terms & Conditions of Employment" in Annexure 2 together sets forth the terms and conditions under which the Company would employ you and become effective from the date you join the Company. Your acceptance of the offer of employment would be on the basis of these terms and conditions of employment.

You are requested to sign and return to the Company a copy of this letter containing Annexure 1A and "Terms & Conditions of Employment" in Annexure 2, as confirmation of your acceptance.

This offer and appointment letter shall automatically stand withdrawn in case we do not receive your acknowledgement and acceptance within ten days from issue of this letter.

We wish you a long and successful association with us.

Sincerely yours,
For Vitalic Health Private Lt



Rajib Bhattacharya



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Offer: Computer Consultancy
Ref: TCSL/DT20222327577/Pune
Date: 08/08/2021

Ms. Swati M
No.121Mth Road,
Villivakkam,
Chennai-600049,
Tamil Nadu.
Tel# -8072185366

Dear Swati M,

Sub: Letter of Offer

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

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

Your gross salary including all benefits will be `3,36,877/- per annum, as per the terms and conditions set out herein.

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

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

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Tata Consultancy Services Limited

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Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com
Regional Office: Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021, India
TCS Careers Service Line: 1800 209 3111 Email: careers@tcs.com



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COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of `14,784/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be `5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of `500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

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PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of `1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be `600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore / Xperience Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of `200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to `6,000/- per insured person per annum and basic hospitalization expenses up to `2,00,000/- per insured person per annum.

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ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for `12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of `250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.



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RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are recommended to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance.

3. Training Period

You will be required to undergo class room and on the job training in the first twelve

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Mumbai Office: Nirmal Building, 9th Floor, Narman Point, Mumbai-400 021

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months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior

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Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com

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written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL `50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed In case of every international assignment that exceeds 30 days, you will be required to

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serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

Upon your confirmation, this contract of employment is terminable by you by giving 90 days notice in writing to TCSL. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily work during the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion.

Upon your confirmation, this contract of employment may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

It is understood, agreed and made abundantly clear herein that you shall have to necessarily work during the notice period given by TCSL under this clause, unless you are otherwise relieved by TCSL by giving you payment in lieu of notice.

Your failure to comply with this clause will entail monetary payment of damages to TCSL as may be determined by it at its own discretion having regard to the responsibilities shouldered by you while being in the employment of TCSL.

16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

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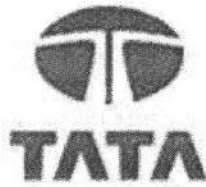
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18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation(if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits, address affidavits etc.)
- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :

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- *There is no criminal offence registered/pending against you
- *There is no disciplinary case pending against you in the university

- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

- *PAN Card (Permanent Account Number)
- *Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- *Passport
- *NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

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Phone: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com

Registered Office: Nirmal Building, 9th Floor, Nanman Point, Mumbai 400 021

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

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Thirupachur, Thiruvallur - 631 203



24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.



TCS Confidential

TCSL/DT20222327577

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Niyati Tiara, Ground Floor, S.No 103/A/1/129, CTS 1995, Nagar Road, Yerwada, Pune 411 006 India

Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nanman Point, Mumbai 400 021

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

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Withdrawal of Offer

If you fail to accept the offer from TCSL within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



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

Encl: Annexure 1: Benefits and Gross Salary
Annexure 2: List of TCS Xplore Centres
Annexure 3: Confidentiality and IP Terms



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Thirupachur, Thiruvallur - 631 203

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TCSL/DT20222327577

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

Niyati Tiara, Ground Floor, S.No 103/A/1/129, CT5 1995, Nagar Road, Yerwada, Pune 411 006 India

Tel: 91 20 6608 7777 Fax: 91 20 6608 7107 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nanman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 208 3111 Email: careers@tcs.com

February 15, 2021

To,

Swathi S
No:5/3,Venkatasami Second Street,
Triplicane,Chennai-600005.

Dear Swathi 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 **June 01, 2021** 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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1

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:
Pradeep Jumani
8E42F55BD43D44F...

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




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Thirupachur, Thiruvallur - 631 203



38/74, Mass Towers, 2nd Floor,
Bazullah Rd, T Nagar, Chennai,
Tamil Nadu - 600 017

+91 9020790801

info@gmlsoftlabs.com

https://gmlsoftlabs.com/

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Date: 8th February 2021

Letter of Appointment

Ms. **Tamilselvi R,**

Welcome to **GML Soft Labs!**

This has reference to your discussion on 5th February 2021 with our Team; we are pleased to offer you a position in GML Soft Labs LLP (the "Company") with the following terms and conditions.

Name of the Employee	: Ms. Tamilselvi R
Designation	: UI/UX Designer
Date of Joining	: 10 th February 2021
C.T.C. [Cost to the Company]	: INR 2,40,000/Annul

Your initial place of working will be in GML Soft Labs LLP, Chennai. If we deploy to our clients, you have to follow client's office hours, process, procedures, practices, rules and regulations strictly according to their expectations. You may require working beyond the standard office hours or/on weekends if there is a request or need arises in the project without any compensation or other overtime benefits. You may be transferred or deputed to any other department or establishments of the company and/or clients' offices anywhere in India or abroad, temporarily or permanently, whether now in existence or to be set up hereafter.

The detailed break up of your salary package and the terms and conditions are in Annexure I and II. You are requested to submit the copies of your testimonials and other supporting documents of your academic qualifications, experience letters as per Annexure III. The mentioned terms and conditions are as per company policies and are subject to change any time decide by the company. You have to sign this Letter of offer and send it to us within 24 hrs of the receipt, otherwise consider as void. The parties, herewith Confirm their acceptance of the above terms and condition of this agreement.

We welcome you on board and look forward to your long-term association with GML Soft Labs.

For **GML Soft Labs LLP**

G. Mahesh
Mahesh Galla
Director

Date: 10th February 2021



I accept the terms of the offer

Tamilselvi
Name & Signature

Date: 12-02-2021

[Signature]
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Thirupachur, Thiruvallur - 631 203



38/74, Mass Towers, 2nd Floor,
Bazullah Rd, T Nagar, Chennai,
Tamil Nadu - 600 017

+91 9020790801

info@gmlsoftlabs.com

https://gmlsoftlabs.com/

Annexure – II

Compensation Package

Please find below your monthly / annual salary and compensation package.

GML Soft Labs LLP		
Compensation Details		
Name of the Employee	Tamilselvi R	
Designation	UI/UX Designer	
Component	Monthly (Rs.)	Annual (Rs.)
Basic	8000	96000
HRA	4000	48000
Conveyance	1600	19200
Medical Allowance	1250	15000
Special Allowance	5150	61800
Cost To Company A	20000	240000
Professional Tax B	209	2508
Net Take Home (A-B)	19791	237492

Terms & conditions:

01. Your above salary comprises of fixed and flexi components (All Inclusive Rate)
02. Medical Allowance will be exempted from IT computation subject to submission of medical bills.
03. Salary shall be paid on the 5th of the following month.
04. You are requested to submit required documents / declaration evidencing exemption from deduction of tax failing which Income Tax will be deducted as applicable.
05. In case you resign before the confirmation date, you will not receive the salary for the following month the number of days worked.

I have read & understood the above salary, Break-up, Terms & Conditions.

SINGATURE

: *Tamilselvi*

NAME

: Tamilselvi R

PLACE

: N-TN-Chennai

DATE

: 12-02-2021



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

February 15, 2021

To,

Yuvraj E

No:317,Kannagi Street,Dendaripattu,
Thiruvannamali-606803.

Dear Yuvraj E,

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 **June 01, 2021** 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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Prodapt Of one
Extraordinary

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
6E42F55BD43D44F...

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




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Thirupachur, Thiruvallur - 631 203

14-06-2021

Dear Sonia K,

Sub: Employment in QWay Technologies

Further to the personal discussion you had with us, we are pleased to offer you the position of an **Financial Transaction Executive** in our Organization, on the terms and conditions already mutually agreed upon.

As discussed, your annual total compensation will be **3,09,696.00, Three Lakh Nine Thousand Six Hundred And Ninety Six**. Paychecks are issued every 5th of the month. Please note that this will not constitute an offer till we have received complete reference checks, and background information.

Your work start date is **15-09-2021** You will be on probation from your start date, for a period of 6 months.

Please coordinate with our team for completing joining formalities.

QWay Technologies offers exciting career opportunities and suitably rewards excellence in performance. We look forward to your joining our Team of Professionals and trust it will be a long and a mutually beneficial relationship.

Yours truly,

QWay Technologies Private Limited,



Satheesh Kumar B

Assistant Vice President - Human Resources

I hereby accept the above Offer of Employment and agree to abide by the terms and conditions of the Employment with QWay Technologies Private Limited.

Employee Signature:



QWAY-HRD-22

***Confidential**




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Sri Venkateswara College of
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Thirupachur, Thiruvallur - 631 203

Ref: HR/MAY/21

Date: 14 May, 2021

Ms. Deepika S
No:93, Jegajeevenram salai,
Ambethkar nagar, Arakkonam-631001

Dear Ms. Deepika S,

This is with reference to your application and subsequent interview you had with us.

We are pleased to offer you employment as **System Engineer IT Support in Executive - A2 grade** in our business on the following terms and conditions:

1. PLACE OF POSTING:

Your initial posting will be at **Chennai, Tamil Nadu.**

However, during employment with the Company, you may be posted at any other location in India or abroad, without any additional remuneration. Further your services may be transferred to any other Reliance Group Company.

This offer is subject to your joining us on or before 20 May, 2021.

2. COMPENSATION:

Your compensation on a Cost to Company (CTC) basis will be **Rs. 3,19,000/- (Rupees Three Lac(s) Nineteen Thousand Only) per annum** and will be payable as under. Please refer to Annexure 1A for detailed breakup of your CTC.

i. Fixed Pay: Rs. 2,90,000/- (Rupees Two Lac(s) Ninety Thousand Only) per annum.

This includes Basic Pay and Choice Pay that consists of other allowances, benefits, perquisites etc. as per the compensation policy of the company.

ii. Retirals: Rs. 27,588/- (Rupees Twenty Seven Thousand Five Hundred Eighty Eight Only) per annum.

This includes:

- Provident Fund @ 12% of PF Wages (i.e. Basic Pay + Personnel Special Allowance, wherever paid) and may be capped at applicable Statutory Wage Limit or actual PF Wages depending on company policy.
- Gratuity @4.81% of Basic Pay and paid as per provisions of The Payment of Gratuity Act 1972.

iii. Performance Linked Incentive (PLI): Your target PLI will be Rs. 29,000/- (Rupees Twenty Nine Thousand Only) per annum, the payment of which will depend on the performance level of the individual, the concerned business, and the overall organization subject to the PLI policy which will be decided by the company from time to time. PLI is payable subject to the employee being on the rolls of the company and not serving notice period on the date the amount is disbursed, notwithstanding any delay on the announcement of such disbursement. PLI is a discretionary plan and does not result in a guarantee or entitlement of payment to any individual. As such, Reliance reserves the right to vary, amend, terminate or withdraw the PLI plan at any time (including at any time during the on-going performance year) and without prior notice. Further, Reliance may withhold payment of PLI from any employee who has or may have committed any illegal, fraudulent or unethical act, or who has or may have violated any company policy or procedure including the Reliance Code of Conduct, all within the



Vitalic Health Private Limited

Registered Office: No 256 Lloyds Road, Royapettah, Chennai - 600 014, Tamil Nadu, India (P) 91 44 48280000

Corporate Office: EA Chambers, Express Avenue, 5th Floor, No.49 & 50 L, Whites Road, Royapettah, Chennai - 600 014

Tamil Nadu, India. (P) 91 44 - 30254141, 30254142 (F) 91 44 - 30254138 (W) www.vitalic.in


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Engineering and Technology
Thirupachur, Thiruvallur - 631 203

sole discretionary interpretation of Reliance.

3. GENERAL:

You may choose components of your CTC as per your requirement, being referred as Choice Pay. In the year of joining and leaving the Company, the CTC will be pro-rated based on the number of days you are in the employment of the Company.

The available CTC components along with limits have been detailed in Annexure 1B.

The components within each category of payment are discretionary and the Company has the right to change these components at any time without notice. Your compensation and all other payments received by you would be subject to the prevailing tax rules and regulations.

The Annexure 1A and the detailed "Terms & Conditions of Employment" in Annexure 2 together sets forth the terms and conditions under which the Company would employ you and become effective from the date you join the Company. Your acceptance of the offer of employment would be on the basis of these terms and conditions of employment.

You are requested to sign and return to the Company a copy of this letter containing Annexure 1A and "Terms & Conditions of Employment" in Annexure 2, as confirmation of your acceptance.

This offer and appointment letter shall automatically stand withdrawn in case we do not receive your acknowledgement and acceptance within ten days from issue of this letter.

We wish you a long and successful association with us.

Sincerely yours,
For Vitalic Health Private Lt



Rajib Bhattacharya



Sri Venkateswara College
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Thirupachur, Thiruvallur - 631 203

Vitalic Health Private Limited

Registered Office: No 250, Loyds Road, Royapettah, Chennai - 600 014, Tamil Nadu, India (P) 91 - 44 - 4828000
Corporate Office: EA Chambers, Express Avenue, 9th Floor, No.49 & 50 L, Whites Road, Koyambetam, Chennai - 600 014,
Tamil Nadu, India. (P) 91 - 44 - 30254141, 30254142 (F) 91 - 44 - 30254156 (W) www.vitalicindia.com

Page 1/2

Ref: LUX/Off/ 12.08.2020
Chennai.To,
Anandha Priya R
Chennai.**Sub: Offer of Employment for the Position of "Production Line Leader".**

We are pleased to inform that you have been selected for the position of "**Production Line Leader**" with **LUXSHARE INDIA PRIVATE LIMITED**; you will be in probation for the period of Six months. We are sure that LUXSHARE will provide you with a satisfying and challenging environment along with a successful growth path.

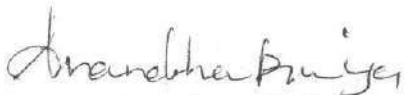
We are looking forward to a long and productive relationship between you and LUXSHARE team. Please advise us of your decision within a **2 Days** of receipt of this Offer Letter and you are requested to join on or before **22/08/2020**. In case you have any queries or require specific clarifications please do feel free to contact the undersigned.

HR Director,

LUXSHARE INDIA PRIVATE LIMITED.

I am accepting the terms of this offer letter (Including Annexure) issued by Luxshare India Private Limited, on this date 12.8.20 and I will join on 17.08.20.

Page 1/2


Signature of Ms. Anandha Priya
PRINCIPALSri Venkateswara College of
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Thirupachur, Thiruvallur - 631 203

LUXSHARE INDIA PRIVATE LIMITED

Plot M1, SEZ, Thirumangalam Village, Sriperumbudur, Kanchipuram District, Tamil Nadu-602 106, India



Annexure

Salary Break-up:

Component	%	Annual	Monthly
Basic +DA Wages	Standard	162,000	13,500
HRA	Standard	54,000	4,500
Position Bonus	Standard	28,536	2,378
Professional Bonus	Standard	48,000	4,000
Diligence Bonus	Variable Note:1	14,400	1,200
Medical Allowance	Standard	15,000	1,250
Travel allowance	Variable Note:4	24,000	2,000
Gross Salary (A)		345,936	28,828
Annual Components			
Gratuity**	Note:2		
Annual Components Tot (B)			
Employer Contribution			
PF	13% Note:3	21060	1,755
ESI	3.25%		
Total (C)			1,755
Cost to Company		366,996	30,583
(CTC)(A+C)			
Emp Deductions			
ESI	0.75%		
PF	12%	19440	1620
PT		2,496	208
Total Deductions (D)		21,936	1828
Take Home Pay(A-D)		324,000	27,000
Note:			
1. Diligence Bonus will be variable. Depending on Employee Attendance.			
2. Gratuity Payment will be applicable as per Gratuity,1972 act and Prevailing Judicial judgments			
3. Company contribution to EPF will be the maximum limit as per prevailing Act., Rules			
4. Once company provide transportation respective travel allowance will be excluded.			
5. Employer shall be entitled to change or modify the salary Structure from time to time according to need.			

HR Director,

LUXSHARE INDIA PRIVATE LIMITED.

LUXSHARE INDIA PRIVATE LIMITED

Plot M, SIPCOT SEZ, Thirumangalam Village, Sriperumbudur, Kanchipuram District, Tamil Nadu- 602 106, India.




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Thirupachur, Thiruvallur - 631 203



104

18-Nov-2020

Dear Akash.A,

With reference to the discussions that we had with you; we are pleased to offer you the role of "Counsellor" at our office based out of Chennai.

Your Annual Total Compensation will be ₹ 324,096/-.

We would be happy to have you with us on or before 24-Nov-2020 and you will be on probation period of 6 months which may be extended or reduced depending on your performance and other parameters as defined by the management. On completion of the probation period, and subject to your services being found up to Company's expectation, you will be intimated in writing about your confirmation and change in package (if any).

The other detail about your compensation is presented in Annexure A.

Your compensation is highly confidential and if the need arises, you may discuss it only with your line manager.

We are excited to have you join our team!

Yours Sincerely,
For Edvoy.,

Honey Dev
Senior Manager-HR



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Thirupachur Thiruvallur - 631 203

Akash.Aadhakrishanan

Accepted on Nov 18 2020 12:21:42 (UTC)



EC Abroad Consulting Services Pvt Ltd
Ibabeeb Centre, No 51, TT Krishnamachari Road
Ilwarpet, Chennai - 600018
www.edvoy.com

01st February 2021

Ms. Ammu E

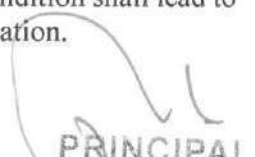
Dear Ammu E,

With reference to your application and the subsequent discussions we had, we are pleased to offer you a provisional appointment in Netcon Technologies India Pvt. Ltd as “**Engineer Trainee**”, Grade -D2.

The following are the terms and conditions:

1. You will be paid a total remuneration of **INR 3,00,000 (Rupees Three Lakhs Only)** per annum. The detailed breakup will be as per the enclosure. All taxes and levies as applicable will be borne by you.
2. You will be on probation during the first 6 months of your joining the company. Your confirmation is subject to evaluation of your performance at the end of the probation period. During this period, you are eligible for 6 days of paid leave.
3. You are required to join the company on or before **07.06.2021**. The detailed terms and conditions of your appointment shall be communicated to you on the date of joining. If you do not join on or before the above-mentioned date, this offer stands nullified unless the joining date is extended in writing by the company.
4. You will initially report to **Mr.Karthikeyan Ravi**. Your reporting is subject to change at the discretion of the Company.
5. Your initial place of posting shall be at **Chennai**. However, you may be transferred or deputed to other locations anywhere in India and abroad at the discretion of the Company.
6. During the term of employment with Netcon, you will not represent, handle or otherwise undertake any other business activity. It is clearly understood that you will devote your full working time exclusively to Netcon’s work and business. You will not carry on, without the consent from Netcon management, delivering lectures or training programs either alone or in partnership outside of Netcon, or be directly or indirectly employed with any business, trade or profession whatsoever as a principal or agent or otherwise. Breach of this condition shall lead to termination of your services by the company without any notice or compensation.




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

7. This agreement may be terminated by providing a notice in writing. As per our current policy, the notice period is 1 month for employees on probation and 3 months for employees who have been confirmed in the company. Please note that the company's policies are subject to changes from time to time and you will be communicated of those changes in a timely manner. Retirement age at Netcon is 60 years completion as per official date of birth records.
8. Upon joining the company you are entering into confidentiality undertaking and upon termination of your employment, you will return to the company all papers & documents or other property which may be at that time be in your possession relating to business or affairs of the company or any of its associates or branches of their clients and will not retain any copies or extracts there from.
9. Upon acceptance of this offer, you may send the following joining documents to Netcon Technologies India Pvt Ltd., No.523/3, Bushido Towers, Near Kurinji Hospital, Avinashi Road, Nava India, Coimbatore – 641 028 on or before the date mentioned above:
 - 4 Passport size colour photographs
 - Proof of Academic & Technical qualification / Certificates starting from 10th to therecent qualification along with their photocopies
 - Residence Address Proof, ID Proof and PAN Card
 - Copy of Previous Company Offer / Appointment letter, recent salary revision letter if any, recent 3 month's salary slip & relieving letters.

Please sign a copy of this letter as a token of your acceptance of the terms and conditions contained in this offer of provisional appointment letter and return the same to us within 2 days of receipt.

We look forward to welcoming you to Netcon family and we assure you an interesting and rewarding career with Netcon Technologies!

Yours sincerely,

For Netcon Technologies India Pvt Ltd



Shyni K

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Thirupachur, Thiruvallur - 631 203

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LUXSHARE INDIA PRIVATE LIMITED

Page 1/2

Ref: LUX/Off/ 12.08.2020
Thiruvallur.

To,
Anand .S
Thiruvallur.

Sub: Offer of Employment for the Position of "Production Line Leader".

We are pleased to inform that you have been selected for the position of "**Production Line Leader**" with **LUXSHARE INDIA PRIVATE LIMITED**; you will be in probation for the period of Six months. We are sure that LUXSHARE will provide you with a satisfying and challenging environment along with a successful growth path.

We are looking forward to a long and productive relationship between you and LUXSHARE team. Please advise us of your decision within a **2 Days** of receipt of this Offer Letter and you are requested to join on or before **22/08/2020**. In case you have any queries or require specific clarifications please do feel free to contact the undersigned.

HR Director,

LUXSHARE INDIA PRIVATE LIMITED.

I am accepting the terms of this offer letter (Including Annexure) issued by Luxshare India Private Limited, on this date 12.8.20 and I will join on 17.8.20.

Page 1/2

Signature of Mr. Anand

Plot M1, SIPCOT 562, Thirumangalakudi Village, Sriperumbudur, Kanchipuram District, Tamil Nadu- 602 106, India.



LUXSHARE INDIA PRIVATE LIMITED

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Thirupachur, Thiruvallur - 631 203

Annexure

Salary Break-up:

Component	%	Annual	Monthly
Basic +DA Wages	Standard	162,000	13,500
HRA	Standard	54,000	4,500
Position Bonus	Standard	28,536	2,378
Professional Bonus	Standard	48,000	4,000
Diligence Bonus	Variable Note:1	14,400	1,200
Medical Allowance	Standard	15,000	1,250
Travel allowance	Variable Note:4	24,000	2,000
Gross Salary (A)		345,936	28,828
Annual Components			
Gratuity**	Note:2		
Annual Components Tot (B)			
Employer Contribution			
PF	13% Note:3	21060	1,755
ESI	3.25%		
Total (C)			1,755
Cost to Company (CTC)(A+C)		366,996	30,583
Emp Deductions			
ESI	0.75%		
PF	12%	19440	1620
PT		2,496	208
Total Deductions (D)		21,936	1828
Take Home Pay(A-D)		324,000	27,000

Note:

1. Diligence Bonus will be variable. Depending on Employee Attendance.
2. Gratuity Payment will be applicable as per Gratuity,1972 act and Prevailing Judicial judgments
3. Company contribution to EPF will be the maximum limit as per prevailing Act., Rules
4. Once company provide transportation respective travel allowance will be excluded.
5. Employer shall be entitled to change or modify the salary Structure from time to time according to need.


HR Director,

LUXSHARE INDIA PRIVATE LIMITED.

LUXSHARE INDIA PRIVATE LIMITED

Plot M1, SIPCOT SEZ, Thirumangalam Village, Sriperumbudur, Kanchipuram District, Tamil Nadu- 602 106, India.




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Thirupachur, Thiruvallur - 631 203



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18-Nov-2020

Dear Chandramouli K,

With reference to the discussions that we had with you; we are pleased to offer you the role of "Counsellor" at our office based out of Chennai.

Your Annual Total Compensation will be ₹ 324,096/-.

We would be happy to have you with us on or before **24-Nov-2020** and you will be on probation period of **6 months** which may be extended or reduced depending on your performance and other parameters as defined by the management. On completion of the probation period, and subject to your services being found up to Company's expectation, you will be intimated in writing about your confirmation and change in package (if any).

The other detail about your compensation is presented in **Annexure A**.

Your compensation is highly confidential and if the need arises, you may discuss it only with your line manager.

We are excited to have you join our team!

Yours Sincerely,
For Edvoy.,

Honey Dev
Senior Manager-HR



PRINCIPAL
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Thirupachur, Thiruvallur - 631 203



EC Abroad Consulting Services Pvt Ltd
Ibabeeb Centre, No 51, TT Krishnamachari Road
Iwarpet, Chennai - 600018
www.edvoy.com

Chandramouli

01st February 2021

Mr. Divakar K.

Dear Divakar K,

With reference to your application and the subsequent discussions we had, we are pleased to offer you a provisional appointment in Netcon Technologies India Pvt. Ltd as “**Engineer Trainee**”, Grade -**D2**.

The following are the terms and conditions:

1. You will be paid a total remuneration of **INR 3,00,000 (Rupees Three Lakhs Only)** per annum. The detailed breakup will be as per the enclosure. All taxes and levies as applicable will be borne by you.
2. You will be on probation during the first 6 months of your joining the company. Your confirmation is subject to evaluation of your performance at the end of the probation period. During this period, you are eligible for 6 days of paid leave.
3. You are required to join the company on or before **07.06.2021**. The detailed terms and conditions of your appointment shall be communicated to you on the date of joining. If you do not join on or before the above-mentioned date, this offer stands nullified unless the joining date is extended in writing by the company.
4. You will initially report to **Mr.Karthikeyan Ravi**. Your reporting is subject to change at the discretion of the Company.
5. Your initial place of posting shall be at **Chennai**. However, you may be transferred or deputed to other locations anywhere in India and abroad at the discretion of the Company.
6. During the term of employment with Netcon, you will not represent, handle or otherwise undertake any other business activity. It is clearly understood that you will devote your full working time exclusively to Netcon’s work and business. You will not carry on, without the consent from Netcon management, delivering lectures or training programs either alone or in partnership outside of Netcon, or be directly or indirectly employed with any business, trade or profession whatsoever as a principal or agent or otherwise. Breach of this condition shall lead to termination of your services by the company without any notice or compensation.




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7. This agreement may be terminated by providing a notice in writing. As per our current policy, the notice period is 1 month for employees on probation and 3 months for employees who have been confirmed in the company. Please note that the company's policies are subject to changes from time to time and you will be communicated of those changes in a timely manner. Retirement age at Netcon is 60 years completion as per official date of birth records.
8. Upon joining the company you are entering into confidentiality undertaking and upon termination of your employment, you will return to the company all papers & documents or other property which may be at that time be in your possession relating to business or affairs of the company or any of its associates or branches of their clients and will not retain any copies or extracts there from.
9. Upon acceptance of this offer, you may send the following joining documents to Netcon Technologies India Pvt Ltd., No.523/3, Bushido Towers, Near Kurinji Hospital, Avinashi Road, Nava India, Coimbatore – 641 028 on or before the date mentioned above:
 - 4 Passport size colour photographs
 - Proof of Academic & Technical qualification / Certificates starting from 10th to therecent qualification along with their photocopies
 - Residence Address Proof, ID Proof and PAN Card
 - Copy of Previous Company Offer / Appointment letter, recent salary revision letter if any, recent 3 month's salary slip & relieving letters.

Please sign a copy of this letter as a token of your acceptance of the terms and conditions contained in this offer of provisional appointment letter and return the same to us within 2 days of receipt.

We look forward to welcoming you to Netcon family and we assure you an interesting and rewarding career with Netcon Technologies!

Yours sincerely,

For Netcon Technologies India Pvt Ltd



Shyni K

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Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

Page 1/2

Ref: LUX/Off/ 12.08.2020
Erode.

To,
Gayathri.V
Erode.

Sub: Offer of Employment for the Position of "Production Line Leader".

We are pleased to inform that you have been selected for the position of **"Production Line Leader"** with **LUXSHARE INDIA PRIVATE LIMITED**; you will be in probation for the period of Six months. We are sure that LUXSHARE will provide you with a satisfying and challenging environment along with a successful growth path.

We are looking forward to a long and productive relationship between you and LUXSHARE team. Please advise us of your decision within a **2 Days** of receipt of this Offer Letter and you are requested to join on or before **22/08/2020**. In case you have any queries or require specific clarifications please do feel free to contact the undersigned.

HR Director,

LUXSHARE INDIA PRIVATE LIMITED.

I am accepting the terms of this offer letter (Including Annexure) issued by Luxshare India Private Limited, on this date 12/8/20 and I will join on 17/8/20.

Page 1/2

Gayathri
Signature of Ms.Gayathri

LUXSHARE INDIA PRIVATE LIMITED
Plot M1, SIPCOT SEZ, Thirumangalam Village, Sriperumbudur, Kanchipuram District, Tamil Nadu- 602 106, India.



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

Annexure

Salary Break-up:

Component	%	Annual	Monthly
Basic +DA Wages	Standard	162,000	13,500
HRA	Standard	54,000	4,500
Position Bonus	Standard	28,536	2,378
Professional Bonus	Standard	48,000	4,000
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Gratuity**	Note:2		
Annual Components Tot (B)			
Employer Contribution			
PF	13% Note:3	21060	1,755
ESI	3.25%		
Total (C)			1,755
Cost to Company (CTC)(A+C)		366,996	30,583
Emp Deductions			
ESI	0.75%		
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PT		2,496	208
Total Deductions (D)		21,936	1828
Take Home Pay(A-D)		324,000	27,000

Note:

1. Diligence Bonus will be variable. Depending on Employee Attendance.
2. Gratuity Payment will be applicable as per Gratuity,1972 act and Prevailing Judicial judgments
3. Company contribution to EPF will be the maximum limit as per prevailing Act., Rules
4. Once company provide transportation respective travel allowance will be excluded.
5. Employer shall be entitled to change or modify the salary Structure from time to time according to need.

HR Director,

LUXSHARE INDIA PRIVATE LIMITED.

LUXSHARE INDIA PRIVATE LIMITED

Plot M1, SIPCOT SEZ, Thiruvallur Village, Sriperumbudur, Kanchipuram District, Tamil Nadu- 602 106, India.



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Thirupachur, Thiruvallur - 631 203

01st February 2021**Mr. Kirubakaran G****Dear Kirubakaran G,**

With reference to your application and the subsequent discussions we had, we are pleased to offer you a provisional appointment in Netcon Technologies India Pvt. Ltd as "**Engineer Trainee**", Grade -D2.

The following are the terms and conditions:

1. You will be paid a total remuneration of **INR 3,00,000 (Rupees Three Lakhs Only)** per annum. The detailed breakup will be as per the enclosure. All taxes and levies as applicable will be borne by you.
2. You will be on probation during the first 6 months of your joining the company. Your confirmation is subject to evaluation of your performance at the end of the probation period. During this period, you are eligible for 6 days of paid leave.
3. You are required to join the company on or before **07.06.2021**. The detailed terms and conditions of your appointment shall be communicated to you on the date of joining. If you do not join on or before the above-mentioned date, this offer stands nullified unless the joining date is extended in writing by the company.
4. You will initially report to **Mr.Karthikeyan Ravi**. Your reporting is subject to change at the discretion of the Company.
5. Your initial place of posting shall be at **Chennai**. However, you may be transferred or deputed to other locations anywhere in India and abroad at the discretion of the Company.
6. During the term of employment with Netcon, you will not represent, handle or otherwise undertake any other business activity. It is clearly understood that you will devote your full working time exclusively to Netcon's work and business. You will not carry on, without the consent from Netcon management, delivering lectures or training programs either alone or in partnership outside of Netcon, or be directly or indirectly employed with any business, trade or profession whatsoever as a principal or agent or otherwise. Breach of this condition shall lead to termination of your services by the company without any notice or compensation.




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7. This agreement may be terminated by providing a notice in writing. As per our current policy, the notice period is 1 month for employees on probation and 3 months for employees who have been confirmed in the company. Please note that the company's policies are subject to changes from time to time and you will be communicated of those changes in a timely manner. Retirement age at Netcon is 60 years completion as per official date of birth records.
8. Upon joining the company you are entering into confidentiality undertaking and upon termination of your employment, you will return to the company all papers & documents or other property which may be at that time be in your possession relating to business or affairs of the company or any of its associates or branches of their clients and will not retain any copies or extracts there from.
9. Upon acceptance of this offer, you may send the following joining documents to Netcon Technologies India Pvt Ltd., No.523/3, Bushido Towers, Near Kurinji Hospital, Avinashi Road, Nava India, Coimbatore – 641 028 on or before the date mentioned above:
 - 4 Passport size colour photographs
 - Proof of Academic & Technical qualification / Certificates starting from 10th to their recent qualification along with their photocopies
 - Residence Address Proof, ID Proof and PAN Card
 - Copy of Previous Company Offer / Appointment letter, recent salary revision letter if any, recent 3 month's salary slip & relieving letters.

Please sign a copy of this letter as a token of your acceptance of the terms and conditions contained in this offer of provisional appointment letter and return the same to us within 2 days of receipt.

We look forward to welcoming you to Netcon family and we assure you an interesting and rewarding career with Netcon Technologies!


Yours sincerely,

For Netcon Technologies India Pvt Ltd



Shyni K

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



18-Nov-2020

Dear Kishore Kumar S,

With reference to the discussions that we had with you; we are pleased to offer you the role of "Counsellor" at our office based out of Chennai.

Your Annual Total Compensation will be ₹ 324,096/-.

We would be happy to have you with us on or before 24-Nov-2020 and you will be on probation period of 6 months which may be extended or reduced depending on your performance and other parameters as defined by the management. On completion of the probation period, and subject to your services being found up to Company's expectation, you will be intimated in writing about your confirmation and change in package (if any).

The other detail about your compensation is presented in Annexure A.

Your compensation is highly confidential and if the need arises, you may discuss it only with your line manager.

We are excited to have you join our team!

Yours Sincerely,
For Edvoy.,

Honey Dev
Senior Manager-HR



PRINCIPAL
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Engineering and Technology,
Thirupachur, Thiruvallur - 631 203



EC Abroad Consulting Services Pvt Ltd
Iabeeb Centre, No 51, TT Krishnamachari Road
Ilwarpet, Chennai - 600018
www.edvoy.com

Kishore Kumar

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LUXSHARE INDIA PRIVATE LIMITED

Page 1/2

Ref: LUX/Off/ 12.08.2020
Namakkal.

To,
Monish.B
Namakkal.

Sub: Offer of Employment for the Position of "Production Line Leader".

We are pleased to inform that you have been selected for the position of "**Production Line Leader**" with **LUXSHARE INDIA PRIVATE LIMITED**; you will be in probation for the period of Six months. We are sure that LUXSHARE will provide you with a satisfying and challenging environment along with a successful growth path.

We are looking forward to a long and productive relationship between you and LUXSHARE team. Please advise us of your decision within a **2 Days** of receipt of this Offer Letter and you are requested to join on or before **22/08/2020**. In case you have any queries or require specific clarifications please do feel free to contact the undersigned.

HR Director,

LUXSHARE INDIA PRIVATE LIMITED.

I am accepting the terms of this offer letter (Including Annexure) issued by Luxshare India Private Limited, on this date 12-08-20 and I will join on 17-08-20.

Page 1/2

Monisha . B
Signature of Mr.Monish

LUXSHARE INDIA PRIVATE LIMITED
Plot M1, SIPCOT SEZ, Thirumangalam Village, Sriperumbudur, Kanchipuram District, Tamil Nadu- 602 106, India.



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

Annexure

Salary Break-up:

Component	%	Annual	Monthly
Basic +DA Wages	Standard	162,000	13,500
HRA	Standard	54,000	4,500
Position Bonus	Standard	28,536	2,378
Professional Bonus	Standard	48,000	4,000
Diligence Bonus	Variable Note:1	14,400	1,200
Medical Allowance	Standard	15,000	1,250
Travel allowance	Variable Note:4	24,000	2,000
Gross Salary (A)		345,936	28,828
Annual Components			
Gratuity**	Note:2		
Annual Components Tot (B)			
Employer Contribution			
PF	13% Note:3	21060	1,755
ESI	3.25%		
Total (C)			1,755
Cost to Company (CTC)(A+C)		366,996	30,583
Emp Deductions			
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Total Deductions (D)		21,936	1828
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Note:

1. Diligence Bonus will be variable. Depending on Employee Attendance.
2. Gratuity Payment will be applicable as per Gratuity,1972 act and Prevailing Judicial judgments
3. Company contribution to EPF will be the maximum limit as per prevailing Act., Rules
4. Once company provide transportation respective travel allowance will be excluded.
5. Employer shall be entitled to change or modify the salary Structure from time to time according to need.

HR Director,

LUXSHARE INDIA PRIVATE LIMITED.

LUXSHARE INDIA PRIVATE LIMITED

Plot M1, SIPCOT SEZ, Thirumangalam Village, Sriperumbudur, Kanchipuram District, Tamil Nadu- 602 106, India.



PRINCIPAL
Sri Venkateswara College of
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Thirupachur, Thiruvallur - 631 203

01st February 2021

Ms. Navaneetha Halder

Dear Navaneetha Halder ,

With reference to your application and the subsequent discussions we had, we are pleased to offer you a provisional appointment in Netcon Technologies India Pvt. Ltd as “**Engineer Trainee**”, Grade -**D2**.

The following are the terms and conditions:

1. You will be paid a total remuneration of **INR 3,00,000 (Rupees Three Lakhs Only)** per annum. The detailed breakup will be as per the enclosure. All taxes and levies as applicable will be borne by you.
2. You will be on probation during the first 6 months of your joining the company. Your confirmation is subject to evaluation of your performance at the end of the probation period. During this period, you are eligible for 6 days of paid leave.
3. You are required to join the company on or before **07.06.2021**. The detailed terms and conditions of your appointment shall be communicated to you on the date of joining. If you do not join on or before the above-mentioned date, this offer stands nullified unless the joining date is extended in writing by the company.
4. You will initially report to **Mr.Karthikeyan Ravi**. Your reporting is subject to change at the discretion of the Company.
5. Your initial place of posting shall be at **Chennai**. However, you may be transferred or deputed to other locations anywhere in India and abroad at the discretion of the Company.
6. During the term of employment with Netcon, you will not represent, handle or otherwise undertake any other business activity. It is clearly understood that you will devote your full working time exclusively to Netcon’s work and business. You will not carry on, without the consent from Netcon management, delivering lectures or training programs either alone or in partnership outside of Netcon, or be directly or indirectly employed with any business, trade or profession whatsoever as a principal or agent or otherwise. Breach of this condition shall lead to termination of your services by the company without any notice or compensation.



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Thirupachur, Thiruvallur - 631 203

7. This agreement may be terminated by providing a notice in writing. As per our current policy, the notice period is 1 month for employees on probation and 3 months for employees who have been confirmed in the company. Please note that the company's policies are subject to changes from time to time and you will be communicated of those changes in a timely manner. Retirement age at Netcon is 60 years completion as per official date of birth records.
8. Upon joining the company you are entering into confidentiality undertaking and upon termination of your employment, you will return to the company all papers & documents or other property which may be at that time be in your possession relating to business or affairs of the company or any of its associates or branches of their clients and will not retain any copies or extracts there from.
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Please sign a copy of this letter as a token of your acceptance of the terms and conditions contained in this offer of provisional appointment letter and return the same to us within 2 days of receipt.

We look forward to welcoming you to Netcon family and we assure you an interesting and rewarding career with Netcon Technologies!

Yours sincerely,

For Netcon Technologies India Pvt Ltd



Shyni K

AVP – People Excellence.


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



18-Nov-2020

Dear Naveena p,

With reference to the discussions that we had with you; we are pleased to offer you the role of "Counsellor" at our office based out of Chennai.

Your Annual Total Compensation will be ₹ 324,096/-.

We would be happy to have you with us on or before 24-Nov-2020 and you will be on probation period of 6 months which may be extended or reduced depending on your performance and other parameters as defined by the management. On completion of the probation period, and subject to your services being found up to Company's expectation, you will be intimated in writing about your confirmation and change in package (if any).

The other detail about your compensation is presented in Annexure A.

Your compensation is highly confidential and if the need arises, you may discuss it only with your line manager.

We are excited to have you join our team!

Yours Sincerely,
For Edvoy.,

Honey Dev
Senior Manager-HR



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



Naveena padhakrishanan

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LUXSHARE INDIA PRIVATE LIMITED

Page 1/2

Ref: LUX/Off/ 12.08.2020

Karur.

To,
Pradeeban.V
Karur.

Sub: Offer of Employment for the Position of "Production Line Leader".

We are pleased to inform that you have been selected for the position of "Production Line Leader" with LUXSHARE INDIA PRIVATE LIMITED; you will be in probation for the period of Six months. We are sure that LUXSHARE will provide you with a satisfying and challenging environment along with a successful growth path.

We are looking forward to a long and productive relationship between you and LUXSHARE team. Please advise us of your decision within a **2 Days** of receipt of this Offer Letter and you are requested to join on or before **22/08/2020**. In case you have any queries or require specific clarifications please do feel free to contact the undersigned.

HR Director,

LUXSHARE INDIA PRIVATE LIMITED.

I am accepting the terms of this offer letter (Including Annexure) issued by Luxshare India Private Limited, on this date 12/8/20 and I will join on 17/8/20.

Page 1/2



Signature of Mr.Pradeeban

PRINCIPAL

Sri Venkateswara College of Engineering and Technology,

Thirupachur, Thiruvallur - 631 203

LUXSHARE INDIA PRIVATE LIMITED

Plot M1, SIPCOT SEZ, Thirumangalam Village, Sriperumbudur, Kanchipuram District, Tamil Nadu - 602 106, India.

Annexure

Salary Break-up:

Component	%	Annual	Monthly
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Gratuity**	Note:2		
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5. Employer shall be entitled to change or modify the salary Structure from time to time according to need.

HR Director,

LUXSHARE INDIA PRIVATE LIMITED.



LUXSHARE INDIA PRIVATE LIMITED

Plot M1, Sri Venkateswara College of Engineering and Technology Village, Sriperumbudur, Kanchipuram District, Tamil Nadu- 602 106, India.

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



18-Nov-2020

Dear Praveen Kumar J,

With reference to the discussions that we had with you; we are pleased to offer you the role of "Counsellor" at our office based out of Chennai.

Your Annual Total Compensation will be ₹ 324,096/-.

We would be happy to have you with us on or before 24-Nov-2020 and you will be on probation period of 6 months which may be extended or reduced depending on your performance and other parameters as defined by the management. On completion of the probation period, and subject to your services being found up to Company's expectation, you will be intimated in writing about your confirmation and change in package (if any).

The other detail about your compensation is presented in Annexure A.

Your compensation is highly confidential and if the need arises, you may discuss it only with your line manager.

We are excited to have you join our team!

Yours Sincerely,
For Edvoy.,

Honey Dev
Senior Manager-HR



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



Praveen Kumar

01st February 2021

Ms. Ramya J C

Dear Ramya J C,

With reference to your application and the subsequent discussions we had, we are pleased to offer you a provisional appointment in Netcon Technologies India Pvt. Ltd as “**Engineer Trainee**”, Grade -D2.

The following are the terms and conditions:

1. You will be paid a total remuneration of **INR 3,00,000 (Rupees Three Lakhs Only)** per annum. The detailed breakup will be as per the enclosure. All taxes and levies as applicable will be borne by you.
2. You will be on probation during the first 6 months of your joining the company. Your confirmation is subject to evaluation of your performance at the end of the probation period. During this period, you are eligible for 6 days of paid leave.
3. You are required to join the company on or before **07.06.2021**. The detailed terms and conditions of your appointment shall be communicated to you on the date of joining. If you do not join on or before the above-mentioned date, this offer stands nullified unless the joining date is extended in writing by the company.
4. You will initially report to **Mr.Karthikeyan Ravi**. Your reporting is subject to change at the discretion of the Company.
5. Your initial place of posting shall be at **Chennai**. However, you may be transferred or deputed to other locations anywhere in India and abroad at the discretion of the Company.
6. During the term of employment with Netcon, you will not represent, handle or otherwise undertake any other business activity. It is clearly understood that you will devote your full working time exclusively to Netcon’s work and business. You will not carry on, without the consent from Netcon management, delivering lectures or training programs either alone or in partnership outside of Netcon, or be directly or indirectly employed with any business, trade or profession whatsoever as a principal or agent or otherwise. Breach of this condition shall lead to termination of your services by the company without any notice or compensation.




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Thirupachur, Thiruvallur - 631 203

7. This agreement may be terminated by providing a notice in writing. As per our current policy, the notice period is 1 month for employees on probation and 3 months for employees who have been confirmed in the company. Please note that the company's policies are subject to changes from time to time and you will be communicated of those changes in a timely manner. Retirement age at Netcon is 60 years completion as per official date of birth records.
8. Upon joining the company you are entering into confidentiality undertaking and upon termination of your employment, you will return to the company all papers & documents or other property which may be at that time be in your possession relating to business or affairs of the company or any of its associates or branches of their clients and will not retain any copies or extracts there from.
9. Upon acceptance of this offer, you may send the following joining documents to Netcon Technologies India Pvt Ltd., No.523/3, Bushido Towers, Near Kurinji Hospital, Avinashi Road, Nava India, Coimbatore – 641 028 on or before the date mentioned above:
 - 4 Passport size colour photographs
 - Proof of Academic & Technical qualification / Certificates starting from 10th to therecent qualification along with their photocopies
 - Residence Address Proof, ID Proof and PAN Card
 - Copy of Previous Company Offer / Appointment letter, recent salary revision letter if any, recent 3 month's salary slip & relieving letters.

Please sign a copy of this letter as a token of your acceptance of the terms and conditions contained in this offer of provisional appointment letter and return the same to us within 2 days of receipt.

We look forward to welcoming you to Netcon family and we assure you an interesting and rewarding career with Netcon Technologies!

Yours sincerely,

For Netcon Technologies India Pvt Ltd



Shyni K

AVP – People Excellence.


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

Page 1/2

Ref: LUX/Off/ 12.08.2020

Salem.

To,
Sneha.M
Salem.

Sub: Offer of Employment for the Position of "Production Line Leader".

We are pleased to inform that you have been selected for the position of "**Production Line Leader**" with LUXSHARE INDIA PRIVATE LIMITED; you will be in probation for the period of Six months. We are sure that LUXSHARE will provide you with a satisfying and challenging environment along with a successful growth path.

We are looking forward to a long and productive relationship between you and LUXSHARE team. Please advise us of your decision within a **2 Days** of receipt of this Offer Letter and you are requested to join on or before **22/08/2020**. In case you have any queries or require specific clarifications please do feel free to contact the undersigned.

HR Director,

LUXSHARE INDIA PRIVATE LIMITED.

I am accepting the terms of this offer letter (Including Annexure) issued by Luxshare India Private Limited, on this date 12.08.20 and I will join on 17.08.20.

Page 1/2



Signature of Ms.Sneha

LUXSHARE INDIA PRIVATE LIMITED

Plot M1, SIPCOT SEZ, Thirumangalam Village, Sriperumbudur, Kanchipuram District, Tamil Nadu- 602 106, India.



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

Annexure

Salary Break-up:

Component	%	Annual	Monthly
Basic +DA Wages	Standard	162,000	13,500
HRA	Standard	54,000	4,500
Position Bonus	Standard	28,536	2,378
Professional Bonus	Standard	48,000	4,000
Diligence Bonus	Variable Note:1	14,400	1,200
Medical Allowance	Standard	15,000	1,250
Travel allowance	Variable Note:4	24,000	2,000
Gross Salary (A)		345,936	28,828
Annual Components			
Gratuity**	Note:2		
Annual Components Tot (B)			
Employer Contribution			
PF	13% Note:3	21060	1,755
ESI	3.25%		
Total (C)			1,755
Cost to Company (CTC)(A+C)		366,996	30,583
Emp Deductions			
ESI	0.75%		
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PT		2,496	208
Total Deductions (D)		21,936	1828
Take Home Pay(A-D)		324,000	27,000

Note:

1. Diligence Bonus will be variable. Depending on Employee Attendance.
2. Gratuity Payment will be applicable as per Gratuity,1972 act and Prevailing Judicial judgments
3. Company contribution to EPF will be the maximum limit as per prevailing Act., Rules
4. Once company provide transportation respective travel allowance will be excluded.
5. Employer shall be entitled to change or modify the salary Structure from time to time according to need.

HR Director,

LUXSHARE INDIA PRIVATE LIMITED.



LUXSHARE INDIA PRIVATE LIMITED

Plot M1, Sri Venkateswara College of Engineering and Technology Village, Sriperumbudur, Kanchipuram District, Tamil Nadu- 602 106, India.

PRINCIPAL

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

01st February 2021

Ms. Sona S


Dear Sona S,

With reference to your application and the subsequent discussions we had, we are pleased to offer you a provisional appointment in Netcon Technologies India Pvt. Ltd as "**Engineer Trainee**", Grade -D2.

The following are the terms and conditions:

1. You will be paid a total remuneration of **INR 3,00,000 (Rupees Three Lakhs Only)** per annum. The detailed breakup will be as per the enclosure. All taxes and levies as applicable will be borne by you.
2. You will be on probation during the first 6 months of your joining the company. Your confirmation is subject to evaluation of your performance at the end of the probation period. During this period, you are eligible for 6 days of paid leave.
3. You are required to join the company on or before **07.06.2021**. The detailed terms and conditions of your appointment shall be communicated to you on the date of joining. If you do not join on or before the above-mentioned date, this offer stands nullified unless the joining date is extended in writing by the company.
4. You will initially report to **Mr.Karthikeyan Ravi**. Your reporting is subject to change at the discretion of the Company.
5. Your initial place of posting shall be at **Chennai**. However, you may be transferred or deputed to other locations anywhere in India and abroad at the discretion of the Company.
6. During the term of employment with Netcon, you will not represent, handle or otherwise undertake any other business activity. It is clearly understood that you will devote your full working time exclusively to Netcon's work and business. You will not carry on, without the consent from Netcon management, delivering lectures or training programs either alone or in partnership outside of Netcon, or be directly or indirectly employed with any business, trade or profession whatsoever as a principal or agent or otherwise. Breach of this condition shall lead to termination of your services by the company without any notice or compensation.




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Thirupachur, Thiruvallur - 631 203

7. This agreement may be terminated by providing a notice in writing. As per our current policy, the notice period is 1 month for employees on probation and 3 months for employees who have been confirmed in the company. Please note that the company's policies are subject to changes from time to time and you will be communicated of those changes in a timely manner. Retirement age at Netcon is 60 years completion as per official date of birth records.
8. Upon joining the company you are entering into confidentiality undertaking and upon termination of your employment, you will return to the company all papers & documents or other property which may be at that time be in your possession relating to business or affairs of the company or any of its associates or branches of their clients and will not retain any copies or extracts there from.
9. Upon acceptance of this offer, you may send the following joining documents to Netcon Technologies India Pvt Ltd., No.523/3, Bushido Towers, Near Kurinji Hospital, Avinashi Road, Nava India, Coimbatore – 641 028 on or before the date mentioned above:
 - 4 Passport size colour photographs
 - Proof of Academic & Technical qualification / Certificates starting from 10th to therecent qualification along with their photocopies
 - Residence Address Proof, ID Proof and PAN Card
 - Copy of Previous Company Offer / Appointment letter, recent salary revision letter if any, recent 3 month's salary slip & relieving letters.

Please sign a copy of this letter as a token of your acceptance of the terms and conditions contained in this offer of provisional appointment letter and return the same to us within 2 days of receipt.

We look forward to welcoming you to Netcon family and we assure you an interesting and rewarding career with Netcon Technologies!


Yours sincerely,

For Netcon Technologies India Pvt Ltd



Shyni K

AVP – People Excellence.



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



18-Nov-2020

Dear Subathra K.S,

With reference to the discussions that we had with you; we are pleased to offer you the role of "Counsellor" at our office based out of Chennai.

Your Annual Total Compensation will be ₹ 324,096/-.

We would be happy to have you with us on or before **24-Nov-2020** and you will be on probation period of **6 months** which may be extended or reduced depending on your performance and other parameters as defined by the management. On completion of the probation period, and subject to your services being found up to Company's expectation, you will be intimated in writing about your confirmation and change in package (if any).

The other detail about your compensation is presented in **Annexure A**.

Your compensation is highly confidential and if the need arises, you may discuss it only with your line manager.

We are excited to have you join our team!

Yours Sincerely,
For Edvoy.,

Honey Dev

Honey Dev
Senior Manager-HR



[Signature]
PRINCIPAL
Sri Venkateswara College o
Engineering and Technology.
Thirupachur, Thiruvallur - 631 203



EC Abroad Consulting Services Pvt Ltd
Iqbal Centre, No 51, TT Krishnamachari Road
Alwarpet, Chennai - 600018
www.edvoy.com

Subathra K.Sadhakrishanan

Accepted on Nov 18, 2020 12:21:42 (UTC)

Page 1/2

Ref: LUX/Off/ 12.08.2020

Theni.

To,
Suresh Kumar.R
Theni.

Sub: Offer of Employment for the Position of "Production Line Leader".

We are pleased to inform that you have been selected for the position of "**Production Line Leader**" with **LUXSHARE INDIA PRIVATE LIMITED**; you will be in probation for the period of Six months. We are sure that LUXSHARE will provide you with a satisfying and challenging environment along with a successful growth path.


We are looking forward to a long and productive relationship between you and LUXSHARE team. Please advise us of your decision within a **2 Days** of receipt of this Offer Letter and you are requested to join on or before **22/08/2020**. In case you have any queries or require specific clarifications please do feel free to contact the undersigned.

HR Director,

LUXSHARE INDIA PRIVATE LIMITED.

I am accepting the terms of this offer letter (Including Annexure) issued by Luxshare India Private Limited, on this date 12/8/20 and I will join on 12/8/20.

Page 1/2



Signature of Mr.Suresh Kumar



LUXSHARE INDIA PRIVATE LIMITED

Plot M1, Sri Venkateswara Mangalam Village, Sriperumbudur, Kanchipuram District, Tamil Nadu - 603 106 India.

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

Annexure

Salary Break-up:

Component	%	Annual	Monthly
Basic +DA Wages	Standard	162,000	13,500
HRA	Standard	54,000	4,500
Position Bonus	Standard	28,536	2,378
Professional Bonus	Standard	48,000	4,000
Diligence Bonus	Variable Note:1	14,400	1,200
Medical Allowance	Standard	15,000	1,250
Travel allowance	Variable Note:4	24,000	2,000
Gross Salary (A)		345,936	28,828
Annual Components			
Gratuity**	Note:2		
Annual Components Tot (B)			
Employer Contribution			
PF	13% Note:3	21060	1,755
ESI	3.25%		
Total (C)			1,755
Cost to Company (CTC)(A+C)		366,996	30,583
Emp Deductions			
ESI	0.75%		
PF	12%	19440	1620
PT		2,496	208
Total Deductions (D)		21,936	1828
Take Home Pay(A-D)		324,000	27,000

Note:

1. Diligence Bonus will be variable. Depending on Employee Attendance.
2. Gratuity Payment will be applicable as per Gratuity,1972 act and Prevailing Judicial judgments
3. Company contribution to EPF will be the maximum limit as per prevailing Act., Rules
4. Once company provide transportation respective travel allowance will be excluded.
5. Employer shall be entitled to change or modify the salary Structure from time to time according to need.

HR Director,

LUXSHARE INDIA PRIVATE LIMITED.

LUXSHARE INDIA PRIVATE LIMITED

Plot M1, SIPCOT SEZ, Thirumangalam Village, Sriperumbudur, Kanchipuram District, Tamil Nadu- 602 106, India



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

01st February 2021

Ms. Uma Maheshwari R

Dear Uma Maheshwari R,

With reference to your application and the subsequent discussions we had, we are pleased to offer you a provisional appointment in Netcon Technologies India Pvt. Ltd as “**Engineer Trainee**”, Grade -D2.

The following are the terms and conditions:

1. You will be paid a total remuneration of **INR 3,00,000 (Rupees Three Lakhs Only)** per annum. The detailed breakup will be as per the enclosure. All taxes and levies as applicable will be borne by you.
2. You will be on probation during the first 6 months of your joining the company. Your confirmation is subject to evaluation of your performance at the end of the probation period. During this period, you are eligible for 6 days of paid leave.
3. You are required to join the company on or before **07.06.2021**. The detailed terms and conditions of your appointment shall be communicated to you on the date of joining. If you do not join on or before the above-mentioned date, this offer stands nullified unless the joining date is extended in writing by the company.
4. You will initially report to **Mr.Karthikeyan Ravi**. Your reporting is subject to change at the discretion of the Company.
5. Your initial place of posting shall be at **Chennai**. However, you may be transferred or deputed to other locations anywhere in India and abroad at the discretion of the Company.
6. During the term of employment with Netcon, you will not represent, handle or otherwise undertake any other business activity. It is clearly understood that you will devote your full working time exclusively to Netcon’s work and business. You will not carry on, without the consent from Netcon management, delivering lectures or training programs either alone or in partnership outside of Netcon, or be directly or indirectly employed with any business, trade or profession whatsoever as a principal or agent or otherwise. Breach of this condition shall lead to termination of your services by the company without any notice or compensation.




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Thirupachur, Thiruvallur - 631 203

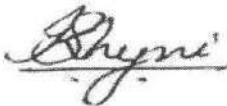
7. This agreement may be terminated by providing a notice in writing. As per our current policy, the notice period is 1 month for employees on probation and 3 months for employees who have been confirmed in the company. Please note that the company's policies are subject to changes from time to time and you will be communicated of those changes in a timely manner. Retirement age at Netcon is 60 years completion as per official date of birth records.
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9. Upon acceptance of this offer, you may send the following joining documents to Netcon Technologies India Pvt Ltd., No.523/3, Bushido Towers, Near Kurinji Hospital, Avinashi Road, Nava India, Coimbatore – 641 028 on or before the date mentioned above:
 - 4 Passport size colour photographs
 - Proof of Academic & Technical qualification / Certificates starting from 10th to therecent qualification along with their photocopies
 - Residence Address Proof, ID Proof and PAN Card
 - Copy of Previous Company Offer / Appointment letter, recent salary revision letter if any, recent 3 month's salary slip & relieving letters.

Please sign a copy of this letter as a token of your acceptance of the terms and conditions contained in this offer of provisional appointment letter and return the same to us within 2 days of receipt.

We look forward to welcoming you to Netcon family and we assure you an interesting and rewarding career with Netcon Technologies!

Yours sincerely,

For Netcon Technologies India Pvt Ltd



Shyni K

AVP – People Excellence.



PRINCIPAL

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



18-Nov-2020

Dear Vigneshwar D,

With reference to the discussions that we had with you; we are pleased to offer you the role of "Counsellor" at our office based out of Chennai.

Your Annual Total Compensation will be ₹ 324,096/-.

We would be happy to have you with us on or before 24-Nov-2020 and you will be on probation period of 6 months which may be extended or reduced depending on your performance and other parameters as defined by the management. On completion of the probation period, and subject to your services being found up to Company's expectation, you will be intimated in writing about your confirmation and change in package (if any).

The other detail about your compensation is presented in Annexure A.

Your compensation is highly confidential and if the need arises, you may discuss it only with your line manager.

We are excited to have you join our team!

Yours Sincerely,
For Edvoy.,

Honey Dev

Honey Dev
Senior Manager-HR



EC Abroad Consulting Services Pvt Ltd
Ilaabeb Centre, No 51, TT Krishnamachari Road
Ilwarpet, Chennai - 600018
www.edvoy.com



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

Vigneshwar Dadhakrishanan

Accepted on Nov 18, 2020 12:21:43 (UTC)

Page 1/2

Ref: LUX/Off/ 12.08.2020

Dharmapuri.

To,
Vigneshwaran.R
Dharmapuri.

Sub: Offer of Employment for the Position of "Production Line Leader".

We are pleased to inform that you have been selected for the position of "**Production Line Leader**" with **LUXSHARE INDIA PRIVATE LIMITED**; you will be in probation for the period of Six months. We are sure that LUXSHARE will provide you with a satisfying and challenging environment along with a successful growth path.

We are looking forward to a long and productive relationship between you and LUXSHARE team. Please advise us of your decision within a **2 Days** of receipt of this Offer Letter and you are requested to join on or before **22/08/2020**. In case you have any queries or require specific clarifications please do feel free to contact the undersigned.

HR Director,

LUXSHARE INDIA PRIVATE LIMITED.

I am accepting the terms of this offer letter (Including Annexure) issued by Luxshare India Private Limited, on this date 12.8.20 and I will join on 17.08.20.

Page 1/2

Vigneshwaran
Signature of Mr. Vigneshwaran

LUXSHARE INDIA PRIVATE LIMITED

Plot M1, SIPCOT SEZ, Thirumangalam Village, Sriperumbudur, Kanchipuram District, Tamil Nadu- 602 106, India.



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

Annexure

Salary Break-up:

Component	%	Annual	Monthly
Basic +DA Wages	Standard	162,000	13,500
HRA	Standard	54,000	4,500
Position Bonus	Standard	28,536	2,378
Professional Bonus	Standard	48,000	4,000
Diligence Bonus	Variable Note:1	14,400	1,200
Medical Allowance	Standard	15,000	1,250
Travel allowance	Variable Note:4	24,000	2,000
Gross Salary (A)		345,936	28,828
Annual Components			
Gratuity**	Note:2		
Annual Components Tot (B)			
Employer Contribution			
PF	13% Note:3	21060	1,755
ESI	3.25%		
Total (C)			1,755
Cost to Company (CTC)(A+C)		366,996	30,583
Emp Deductions			
ESI	0.75%		
PF	12%	19440	1620
PT		2,496	208
Total Deductions (D)		21,936	1828
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Note:

1. Diligence Bonus will be variable. Depending on Employee Attendance.
2. Gratuity Payment will be applicable as per Gratuity,1972 act and Prevailing Judicial judgments
3. Company contribution to EPF will be the maximum limit as per prevailing Act., Rules
4. Once company provide transportation respective travel allowance will be excluded.
5. Employer shall be entitled to change or modify the salary Structure from time to time according to need.


HR Director,

LUXSHARE INDIA PRIVATE LIMITED.

LUXSHARE INDIA PRIVATE LIMITED

Plot M1, SIPCO, Thirumangalam Village, Sriperumbudur, Kanchipuram District, Tamil Nadu - 602 106, India




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



18-Nov-2020

Dear Vijayeshwaran B,

With reference to the discussions that we had with you; we are pleased to offer you the role of "Counsellor" at our office based out of Chennai.

Your Annual Total Compensation will be ₹ 324,096/-.

We would be happy to have you with us on or before 24-Nov-2020 and you will be on probation period of 6 months which may be extended or reduced depending on your performance and other parameters as defined by the management. On completion of the probation period, and subject to your services being found up to Company's expectation, you will be intimated in writing about your confirmation and change in package (if any).

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Your compensation is highly confidential and if the need arises, you may discuss it only with your line manager.

We are excited to have you join our team!

Yours Sincerely,
For Edvoy.,

Honey Dev

Honey Dev
Senior Manager-HR



[Signature]

PRINCIPAL
Sri Venkateswara College of
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Thirupachur Thiruvallur - 631 203



Vijayeshwaran

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LUXSHARE INDIA PRIVATE LIMITED

Page 1/2

Ref: LUX/Off/ 12.08.2020
Dindigul.

To,
Vikram.S
Dindigul.

Sub: Offer of Employment for the Position of "Production Line Leader".

We are pleased to inform that you have been selected for the position of "**Production Line Leader**" with LUXSHARE INDIA PRIVATE LIMITED; you will be in probation for the period of Six months. We are sure that LUXSHARE will provide you with a satisfying and challenging environment along with a successful growth path.

We are looking forward to a long and productive relationship between you and LUXSHARE team. Please advise us of your decision within a **2 Days** of receipt of this Offer Letter and you are requested to join on or before **22/08/2020**. In case you have any queries or require specific clarifications please do feel free to contact the undersigned.

HR Director,

LUXSHARE INDIA PRIVATE LIMITED.

I am accepting the terms of this offer letter (Including Annexure) issued by Luxshare India Private Limited, on this date 12/8/20 and I will join on 17/8/20.

Page 1/2

Signature of Mr. Vikram

PRINCIPAL

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

LUXSHARE INDIA PRIVATE LIMITED

Plot M1, SIPCOT SEZ, Thirupachur Village, Sriperumbudur, Kanchipuram District, Tamil Nadu - 602 306, India



Annexure

Salary Break-up:

Component	%	Annual	Monthly
Basic +DA Wages	Standard	162,000	13,500
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Position Bonus	Standard	28,536	2,378
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HR Director,

LUXSHARE INDIA PRIVATE LIMITED.

LUXSHARE INDIA PRIVATE LIMITED

Plot M1, SIPCOT SEZ, Thirumangalam Village, Sriperumbudur, Kanchipuram District, Tamil Nadu- 602 106, India.



PRINCIPAL

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

Page 1/2

Ref: LUX/Off/ 12.08.2020

Ranipet.

To,
Ajay Kumar.K
Ranipet.

Sub: Offer of Employment for the Position of "Production Line Leader".

We are pleased to inform that you have been selected for the position of "**Production Line Leader**" with LUXSHARE INDIA PRIVATE LIMITED; you will be in probation for the period of Six months. We are sure that LUXSHARE will provide you with a satisfying and challenging environment along with a successful growth path.


We are looking forward to a long and productive relationship between you and LUXSHARE team. Please advise us of your decision within a **2 Days** of receipt of this Offer Letter and you are requested to join on or before **22/08/2020**. In case you have any queries or require specific clarifications please do feel free to contact the undersigned.

HR Director,

LUXSHARE INDIA PRIVATE LIMITED.

I am accepting the terms of this offer letter (Including Annexure) issued by Luxshare India Private Limited, on this date 12/8/20 and I will join on 17/8/20.

Page 1/2


Signature of Mr. Ajay Kumar

LUXSHARE INDIA PRIVATE LIMITED

Plot M1, SIPCOT SEZ, Thirumangalam Village, Sriperumbudur, Kanchipuram District, Tamil Nadu- 602 106, India.




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

Annexure

Salary Break-up:

Component	%	Annual	Monthly
Basic +DA Wages	Standard	162,000	13,500
HRA	Standard	54,000	4,500
Position Bonus	Standard	28,536	2,378
Professional Bonus	Standard	48,000	4,000
Diligence Bonus	Variable Note:1	14,400	1,200
Medical Allowance	Standard	15,000	1,250
Travel allowance	Variable Note:4	24,000	2,000
Gross Salary (A)		345,936	28,828
Annual Components			
Gratuity**	Note:2		
Annual Components Tot (B)			
Employer Contribution			
PF	13% Note:3	21060	1,755
ESI	3.25%		
Total (C)			1,755
Cost to Company (CTC)(A+C)		366,996	30,583
Emp Deductions			
ESI	0.75%		
PF	12%	19440	1620
PT		2,496	208
Total Deductions (D)		21,936	1828
Take Home Pay(A-D)		324,000	27,000

Note:

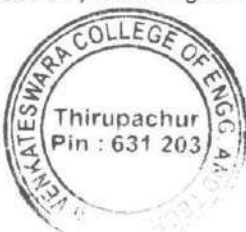
1. Diligence Bonus will be variable. Depending on Employee Attendance.
2. Gratuity Payment will be applicable as per Gratuity,1972 act and Prevailing Judicial judgments
3. Company contribution to EPF will be the maximum limit as per prevailing Act., Rules
4. Once company provide transportation respective travel allowance will be excluded.
5. Employer shall be entitled to change or modify the salary Structure from time to time according to need.

HR Director,

LUXSHARE INDIA PRIVATE LIMITED.

LUXSHARE INDIA PRIVATE LIMITED

Plot M1, SIPCOT SEZ, Thirumangalam Village, Sriperumbudur, Kanchipuram District, Tamil Nadu- 602 106, India.



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



18-Nov-2020

Dear Jeniper M,

With reference to the discussions that we had with you; we are pleased to offer you the role of "Counsellor" at our office based out of Chennai.

Your Annual Total Compensation will be ₹ 324,096/-.

We would be happy to have you with us on or before 24-Nov-2020 and you will be on probation period of 6 months which may be extended or reduced depending on your performance and other parameters as defined by the management. On completion of the probation period, and subject to your services being found up to Company's expectation, you will be intimated in writing about your confirmation and change in package (if any).

The other detail about your compensation is presented in Annexure A.

Your compensation is highly confidential and if the need arises, you may discuss it only with your line manager.

We are excited to have you join our team!

Yours Sincerely,
For Edvoy.,

Honey Dev

Honey Dev
Senior Manager-HR



EC Abroad Consulting Services Pvt Ltd
Iqbal Centre, No 51, 11 Krishnamachari Road
Ilwarpet, Chennai - 600018
www.edvoy.com

Jeniper
PRINCIPAL

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

Jeniper Madhakrishanan

Accepted on Nov 18 2020 12:24:42 (UTC)

Page 1/2

Ref: LUX/Off/ 12.08.2020

Cuddalore.

To,
Kamalakkannan.V
Cuddalore.

Sub: Offer of Employment for the Position of "Production Line Leader".

We are pleased to inform that you have been selected for the position of "**Production Line Leader**" with LUXSHARE INDIA PRIVATE LIMITED; you will be in probation for the period of Six months. We are sure that LUXSHARE will provide you with a satisfying and challenging environment along with a successful growth path.

We are looking forward to a long and productive relationship between you and LUXSHARE team. Please advise us of your decision within a **2 Days** of receipt of this Offer Letter and you are requested to join on or before **22/08/2020**. In case you have any queries or require specific clarifications please do feel free to contact the undersigned.

HR Director,

LUXSHARE INDIA PRIVATE LIMITED.

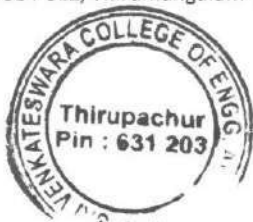
I am accepting the terms of this offer letter (Including Annexure) issued by Luxshare India Private Limited, on this date 12.08.20 and I will join on 17.08.20.

Page 1/2

Kamalakkannan
Signature of Mr. Kamalakkannan

LUXSHARE INDIA PRIVATE LIMITED

Plot M1, SIPCOT SEZ, Thirumangalam Village, Sriperumbudur, Kanchipuram District, Tamil Nadu- 602 106, India.



[Signature]
PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thirumangalam, Kanchipuram District, Tamil Nadu - 602 106

Annexure

Salary Break-up:

Component	%	Annual	Monthly
Basic +DA Wages	Standard	162,000	13,500
HRA	Standard	54,000	4,500
Position Bonus	Standard	28,536	2,378
Professional Bonus	Standard	48,000	4,000
Diligence Bonus	Variable Note:1	14,400	1,200
Medical Allowance	Standard	15,000	1,250
Travel allowance	Variable Note:4	24,000	2,000
Gross Salary (A)		345,936	28,828
Annual Components			
Gratuity**	Note:2		
Annual Components Tot (B)			
Employer Contribution			
PF	13% Note:3	21060	1,755
ESI	3.25%		
Total (C)			1,755
Cost to Company (CTC)(A+C)		366,996	30,583
Emp Deductions			
ESI	0.75%		
PF	12%	19440	1620
PT		2,496	208
Total Deductions (D)		21,936	1828
Take Home Pay(A-D)		324,000	27,000

Note:

1. Diligence Bonus will be variable. Depending on Employee Attendance.
2. Gratuity Payment will be applicable as per Gratuity,1972 act and Prevailing Judicial judgments
3. Company contribution to EPF will be the maximum limit as per prevailing Act., Rules
4. Once company provide transportation respective travel allowance will be excluded.
5. Employer shall be entitled to change or modify the salary Structure from time to time according to need.

HR Director,

LUXSHARE INDIA PRIVATE LIMITED.

LUXSHARE INDIA PRIVATE LIMITED

Plot M1, SIPCOT SEZ, Thirumangalam Village, Sriperumbudur, Kanchipuram District, Tamil Nadu- 602 106, India.




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

01st February 2021

Mr. Karthiravan D

Dear Karthiravan D,

With reference to your application and the subsequent discussions we had, we are pleased to offer you a provisional appointment in Netcon Technologies India Pvt. Ltd as **“Engineer Trainee”**, Grade -D2.

The following are the terms and conditions:

1. You will be paid a total remuneration of **INR 3,00,000 (Rupees Three Lakhs Only)** per annum. The detailed breakup will be as per the enclosure. All taxes and levies as applicable will be borne by you.
2. You will be on probation during the first 6 months of your joining the company. Your confirmation is subject to evaluation of your performance at the end of the probation period. During this period, you are eligible for 6 days of paid leave.
3. You are required to join the company on or before **07.06.2021**. The detailed terms and conditions of your appointment shall be communicated to you on the date of joining. If you do not join on or before the above-mentioned date, this offer stands nullified unless the joining date is extended in writing by the company.
4. You will initially report to **Mr.Karthikeyan Ravi**. Your reporting is subject to change at the discretion of the Company.
5. Your initial place of posting shall be at **Chennai**. However, you may be transferred or deputed to other locations anywhere in India and abroad at the discretion of the Company.
6. During the term of employment with Netcon, you will not represent, handle or otherwise undertake any other business activity. It is clearly understood that you will devote your full working time exclusively to Netcon’s work and business. You will not carry on, without the consent from Netcon management, delivering lectures or training programs either alone or in partnership outside of Netcon, or be directly or indirectly employed with any business, trade or profession whatsoever as a principal or agent or otherwise. Breach of this condition shall lead to termination of your services by the company without any notice or compensation.



7. This agreement may be terminated by providing a notice in writing. As per our current policy, the notice period is 1 month for employees on probation and 3 months for employees who have been confirmed in the company. Please note that the company's policies are subject to changes from time to time and you will be communicated of those changes in a timely manner. Retirement age at Netcon is 60 years completion as per official date of birth records.
8. Upon joining the company you are entering into confidentiality undertaking and upon termination of your employment, you will return to the company all papers & documents or other property which may be at that time be in your possession relating to business or affairs of the company or any of its associates or branches of their clients and will not retain any copies or extracts there from.
9. Upon acceptance of this offer, you may send the following joining documents to Netcon Technologies India Pvt Ltd., No.523/3, Bushido Towers, Near Kurinji Hospital, Avinashi Road, Nava India, Coimbatore – 641 028 on or before the date mentioned above:
 - 4 Passport size colour photographs
 - Proof of Academic & Technical qualification / Certificates starting from 10th to their recent qualification along with their photocopies
 - Residence Address Proof, ID Proof and PAN Card
 - Copy of Previous Company Offer / Appointment letter, recent salary revision letter if any, recent 3 month's salary slip & relieving letters.

Please sign a copy of this letter as a token of your acceptance of the terms and conditions contained in this offer of provisional appointment letter and return the same to us within 2 days of receipt.

We look forward to welcoming you to Netcon family and we assure you an interesting and rewarding career with Netcon Technologies!

Yours sincerely,

For Netcon Technologies India Pvt Ltd



Shyni K

AVP – People Excellence.



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



18-Nov-2020

Dear Lakshmi Prasad D.M,

With reference to the discussions that we had with you; we are pleased to offer you the role of "Counsellor" at our office based out of Chennai.

Your Annual Total Compensation will be ₹ 324,096/-.

We would be happy to have you with us on or before 24-Nov-2020 and you will be on probation period of 6 months which may be extended or reduced depending on your performance and other parameters as defined by the management. On completion of the probation period, and subject to your services being found up to Company's expectation, you will be intimated in writing about your confirmation and change in package (if any).

The other detail about your compensation is presented in Annexure A.

Your compensation is highly confidential and if the need arises, you may discuss it only with your line manager.

We are excited to have you join our team!

Yours Sincerely,
For Edvoy.,

Honey Dev

Honey Dev
Senior Manager-HR



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

Lakshmi Prasad

Page 1/2

Ref: LUX/Off/ 12.08.2020

Vellore.

To,
Mageshwaran.M
vellore.

Sub: Offer of Employment for the Position of "Production Line Leader".

We are pleased to inform that you have been selected for the position of "**Production Line Leader**" with **LUXSHARE INDIA PRIVATE LIMITED**; you will be in probation for the period of Six months. We are sure that LUXSHARE will provide you with a satisfying and challenging environment along with a successful growth path.


We are looking forward to a long and productive relationship between you and LUXSHARE team. Please advise us of your decision within a **2 Days** of receipt of this Offer Letter and you are requested to join on or before **22/08/2020**. In case you have any queries or require specific clarifications please do feel free to contact the undersigned.

HR Director,

LUXSHARE INDIA PRIVATE LIMITED.

I am accepting the terms of this offer letter (Including Annexure) issued by Luxshare India Private Limited, on this date 12/8/20 and I will join on 17/8/20.

Page 1/2


Signature of Mr. Mageshwaran

LUXSHARE INDIA PRIVATE LIMITED

Plot M1, SIPCOT SEZ, Thirumangalam Village, Sriperumbudur, Kanchipuram District, Tamil Nadu- 602 106, India.




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

Annexure

Salary Break-up:

Component	%	Annual	Monthly
Basic +DA Wages	Standard	162,000	13,500
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4. Once company provide transportation respective travel allowance will be excluded.			
5. Employer shall be entitled to change or modify the salary Structure from time to time according to need.			

HR Director,

LUXSHARE INDIA PRIVATE LIMITED.



LUXSHARE INDIA PRIVATE LIMITED

Plot No. 1, PCCOT SEZ, Thiruchangalam Village, Sriperumbudur, Kanchipuram District, Tamil Nadu - 602 106, India.

PRINCIPAL

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

Mr. Akash S

Date: 26-02-2021

Dear Akash 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 26-02-2021 and shall end on 25-06-2021. 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

PRINCIPAL

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



+91-9962 06 4949



verso3d01@gmail.com



Office no:313,Apeejay house, 39/12
Haddows Road, Nungambakkam, Chennai-600 006



134

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

Oct 09, 2020

To,

Mr. AKILAN A

OFFER LETTER


Dear Mr. AKILAN A,

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:

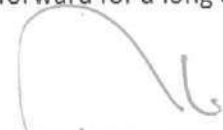
1. You will be designated as Junior Engineer- Press.
 2. You will be under Training for a period of One Year and after successful completion of training, you will have undergo One Year Probation
 3. You will directly report to the Head of Section / Head of Department.
 4. Your date of commencement of 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

ZIRCON TECHNOLOGIES (INDIA) LTD

Strictly Confidential

Mr. Aravindhan K
Dharmapuri -636705

Date: 28.01.2021

Subject: Offer Letter for the post of - "Executive Coordination"

Dear Mr. Aravindhan K,

It gives us immense pleasure in offering you the position of "Executive Coordination".

Your CTC will be **Rs. 2,60,000/- Per annum** and any other facilities will be as per company's terms and conditions.

*IT/Gratuity/Provident fund and other deductions as applicable.

You are expected to join us on 1st July 2021, your base location will be Chennai.

We are proud to welcome you in Zircon Family and wish you a long productive and satisfying career with us.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.

Please note that your offer is being made based on the information provided by you. If any of the information provided is found to be incorrect / false our offer will stand withdrawn.

We look forward for a happy and long association.

With best Regards


HR Manager/Department




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.,)

HRIOFF/20231050
23rd FEB' 2021

PRIVATE & CONFIDENTIAL

Mr.ARUN KUMAR N
177,pattathopu street, vellerithangal,
Thiruvallur-602025.

Subject: Letter of Offer: Appointment as a JUNIOR ENGINEER -QUALITY (QA)
Department.

Dear Mr.ARUN KUMAR N,

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.2,22,308 /- (Rupees Two Lakhs Twenty Two Thousand Three Hundred and Eight 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 06.11.2021. This Letter of Offer is valid up to 07.11.2021 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:



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

Reg.No: 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.

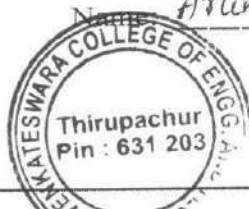
Welcome to LS AUTOMOTIVE INDIA PVT LTD.,

Yours sincerely,

For LS Automotive India Pvt Ltd

Authorised Signatory

I duly accept this offer and will be join on or before 26.02.21



Name: Arun Kumar N Signature: [Signature] Date: 23.02.21

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

Mr. Ashok M

Date: 26-02-2021

Dear Ashok 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 26-02-2021 and shall end on 25-06-2021. 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



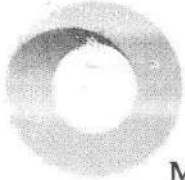
Thillai Balaji Sankaravel
Managing Director
Verso3D

+91-9962 06 4949

verso3d01@gmail.com

Office no:313,Apeejay house, 39/12
Haddows Road, Nungambakkam, Chennai-600 006

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



Bozhon Precision Industry India Private Limited

CIN: U29308TN2019FTC132287

BOZHON 博众

SF No 44/1b, Plot No 172, NH4 Main Road, Anandvalli Nagar,
Mambakkam, Sriperumbudur, Kanchipuram Chennai, Tamil Nadu- 602105

Website: www.bozhon.com, Phone no: 044-27168051

To,

Date: 19.10.2020

Mr. BASKAR.R

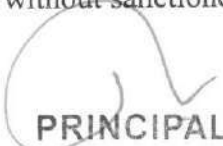
Subject: Offer Letter for the position of "On-Site Support Engineer"

Dear Mr. Baskar.R,

With reference to subsequent interview held with you, we are pleased to offer you the position of "On-Site Support Engineer" in our Company from on or before **May 5th 2021** subject to the following terms and conditions.

- Your total annual cost to the company ranges from **Rs. 3, 03,576-Rs 3, 15, 096.**
- You will be on probation for a period of **One Year.** The Management reserves the right to extend the period of probation for such periods as they may deem fit.
- Upon satisfactory completion of the period of probation, your services will be confirmed in writing and until so confirmed in writing, you shall be deemed to be on probation.
- Your working days will be six days per week and you have to work in shifts.
- You may be required to work in any section or department or branch of the company anywhere in India or abroad, whether now existing or as may be established in future or work on transfer or deputation in any Associate company or in any other concern in which the management has any interest and you shall be bound to work. You may be required to work in shifts.
- You shall not engage yourself in any other trade, business or occupation while on leave or on holiday or when off duty, without obtaining the Management's prior permission in writing.
- Your employment shall stand terminated forthwith on the happening of the following:
 - i. If you are guilty of any offence involving moral turpitude
 - ii. If you remain absent for a continuous period of 8 days without sanctioned leave.





PRINCIPAL

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

Bozhon Precision Industry India Private Limited

CIN: U29308TN2019FTC132287

BOZHON 博众


SF No 44/1b, Plot No 172, NH4 Main Road, Anandvalli Nagar,
Mambakkam, Sriperumbudur, Kanchipuram Chennai, Tamil Nadu- 602105

Website: www.bozhon.com, Phone no: 044-27168051

- After confirmation, your services are terminable at any time without assigning any reason, whatsoever by giving 2 (Two) month notice or payment of salary in lieu of, on either side. However, the Management has the right to insist that that you can get separated only on serving the One-month notice period.
- You are to maintain strict secrecy with regard to the work, plans, drawings, processes etc., and with regard to any other matter concerned with the company entrusted to you of which may come to your knowledge during your service. You shall not, during the period of your service with the company or at any time thereafter, pass on or divulge any information of proprietary and/or confidential nature gained by you during your period of employment with the company.
- Accordingly, you shall not take up any employment with our competitor or start any venture or help anyone in the business similar to us during the period of employment and thereafter at least for a period of two years from the date you cease to be our employment.
- You shall inform two months prior to resign to your position for your personal reason if any. You shall not resign your position for 2(Two) year that includes your probation period.
- There is No Paid leave during the probation period hence the leave will be considered as Leave without pay.

For
Bozhon Precision Industry India Private Limited.
by.

I have read, understood and willingly accept


Kanthappa Gurulingappa
Bozhon India-Director.





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



(139)

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

Oct 09, 2020

To,

Mr. Benu Richard P

OFFER LETTER

Dear Mr. Benu Richard P,

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

Mr. Bharath Raj M

Date: 26-02-2021

Dear Bharath Raj 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 26-02-2021 and shall end on 25-06-2021. 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)

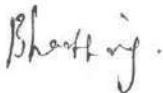
The IP and confidential information shared with you during the course of your position shall remain exclusive property of the company. The IP includes R&D designs, Innovations, Concepts, Designs, Methodology , Prototypes and Copyrights created by you during work period will be exclusive property of the 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

PRINCIPAL

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

ZIRCON TECHNOLOGIES (INDIA) LTD

Strictly Confidential

Mr. Bharath Raj N
Dindigul -624001.

Date: 28.01.2021

Subject: Offer Letter for the post of -"Executive Coordination"

Dear Mr. Bharath Raj N,

It gives us immense pleasure in offering you the position of "Executive Coordination".

Your CTC will be **Rs. 2,60,000/- Per annum** and any other facilities will be as per company's terms and conditions.

*IT/Gratuity/Provident fund and other deductions as applicable.

You are expected to join us on 1st July 2021, your base location will be Chennai.

We are proud to welcome you in Zircon Family and wish you a long productive and satisfying career with us.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.

Please note that your offer is being made based on the information provided by you. If any of the information provided is found to be incorrect / false our offer will stand withdrawn.

We look forward for a happy and long association.

With best Regards

Human Resource Department



PRINCIPAL

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

REGISTERED OFFICE: NO.2 1ST FLOOR, B-1226, G.D. COLONY, MAYUR VIHAR, PHASE III, NEW DELHI-110096

CORPORATE OFFICE: KHASRA NO. 1017, 1019, 1021, CAMP ROAD (BEHIND SELAQUI HOTEL) SELAQUI, DEHRADUN 248197 UK

TEL: (O) 120-4687000-15 **FAX:** (O) 120-4687016

E-MAIL: accounts@zircontech.com **WEBSITE:** www.zircontech.com

CIN NO. U51397DL1999PLC098428

Bozhon Precision Industry India Private Limited

CIN: U29308TN2019FTC132287

BOZHON 博众

SF No 44/1b, Plot No 172, NH4 Main Road, Anandvalli Nagar,
Mambakkam, Sriperumbudur, Kanchipuram Chennai, Tamil Nadu- 602105

Website: www.bozhon.com, Phone no: 044-27168051

To,

Date: 19.10.2020

Ms.Bhuvaneshwari V

Subject: Offer Letter for the position of "On-Site Support Engineer"

Dear Ms.Bhuvaneshwari V,

With reference to subsequent interview held with you, we are pleased to offer you the position of "On-Site Support Engineer" in our Company from on or before May 5th 2021 subject to the following terms and conditions:

- Your total annual cost to the company ranges from **Rs. 3, 03,576-Rs 3, 15, 096.**
- You will be on probation for a period of **One Year.** The Management reserves the right to extend the period of probation for such periods as they may deem fit.
- Upon satisfactory completion of the period of probation, your services will be confirmed in writing and until so confirmed in writing, you shall be deemed to be on probation.
- Your working days will be six days per week and you have to work in shifts.
- You may be required to work in any section or department or branch of the company anywhere in India or abroad, whether now existing or as may be established in future or work on transfer or deputation in any Associate company or in any other concern in which the management has any interest and you shall be bound to work. You may be required to work in shifts.
- You shall not engage yourself in any other trade, business or occupation while on leave or on holiday or when off duty, without obtaining the Management's prior permission in writing.
- Your employment shall stand terminated forthwith on the happening of the following:
 - i. If you are guilty of any offence involving moral turpitude
 - ii. If you remain absent for a continuous period of 8 days without sanctioned leave.



A handwritten signature in blue ink, appearing to be "Sri Venkateswara".

PRINCIPAL

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

Bozhon Precision Industry India Private Limited

CIN: U29308TN2019FTC132287

BOZHON 博众


SF No 44/1b, Plot No 172, NH4 Main Road, Anandvalli Nagar,
Mambakkam, Sriperumbudur, Kanchipuram Chennai, Tamil Nadu- 602105

Website: www.bozhon.com, Phone no: 044-27168051

- After confirmation, your services are terminable at any time without assigning any reason, whatsoever by giving 2 (Two) month notice or payment of salary in lieu of, on either side. However, the Management has the right to insist that that you can get separated only on serving the One-month notice period.
- You are to maintain strict secrecy with regard to the work, plans, drawings, processes etc., and with regard to any other matter concerned with the company entrusted to you of which may come to your knowledge during your service. You shall not, during the period of your service with the company or at any time thereafter, pass on or divulge any information of proprietary and/or confidential nature gained by you during your period of employment with the company.
- Accordingly, you shall not take up any employment with our competitor or start any venture or help anyone in the business similar to us during the period of employment and thereafter at least for a period of two years from the date you cease to be our employment.
- You shall inform two months prior to resign to your position for your personal reason if any. You shall not resign your position for 2(Two) year that includes your probation period.
- There is No Paid leave during the probation period hence the leave will be considered as Leave without pay.

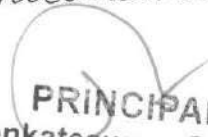
For
Bozhon Precision Industry India Private Limited.
by.

I have read, understood and willingly accept


Kanthappa Gurulingappa
Bozhon India-Director.






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.)

HRIOFF/20231050
23rd FEB' 2021

PRIVATE & Confidential

Mr. Bhuvaneshwaran C
No:10/66, Mariyamman Koil Street, Gururajapet,
Arakkonam -632001.

Subject: Letter of Offer: Appointment as a JUNIOR ENGINEER -QUALITY (QA)
Department.

Dear Mr. Bhuvaneshwaran 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.2,22,308 /- (Rupees Two Lakhs Twenty Two Thousand Three Hundred and Eight Only) we mutually discussed and agreed upon.

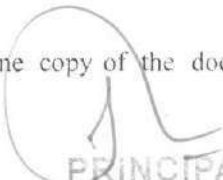
You will be on probation for a period of six months from the date of your joining the company.

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 06.11.2021. This Letter of Offer is valid up to 07.11.2021 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: 280,281,292,340/11 BS, 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.,

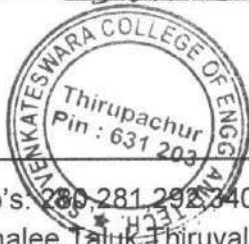
Yours sincerely,

For LS Automotive India Pvt Ltd

Authorised Signatory *

I duly accept this offer and will be join on or before 26/2/21

Name: C. Bhavaneswar Signature: Bhaveswar Date: 23/2/21



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Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

ZIRCON TECHNOLOGIES (INDIA) LTD

Strictly Confidential

Mr. Deepak J
Chengalpattu -603111

Date: 28.01.2021

Subject: Offer Letter for the post of -"Executive Coordination"

Dear Mr. Deepak J,

It gives us immense pleasure in offering you the position of "Executive Coordination".

Your CTC will be Rs. 2,60,000/- Per annum and any other facilities will be as per company's terms and conditions.

*IT/Gratuity/Provident fund and other deductions as applicable.

You are expected to join us on 1st July 2021, your base location will be Chennai.

We are proud to welcome you in Zircon Family and wish you a long productive and satisfying career with us.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.

Please note that your offer is being made based on the information provided by you. If any of the information provided is found to be incorrect / false our offer will stand withdrawn.

We look forward for a happy and long association.

With best Regards



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



145

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

Oct 09, 2020

To,

Mr DHANUSH K

OFFER LETTER

Dear Mr DHANUSH K

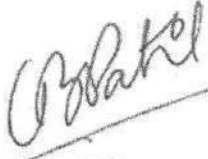
With reference to your application for employment and subsequent interview you had with us, we are pleased to offer you an employment with KIA India Private Limited, subject to following terms and conditions:

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

Movement that inspires

Bozhon Precision Industry India Private Limited

CIN: U29308TN2019FTC132287

BOZHON 博众

SF No 44/1b, Plot No 172, NH4 Main Road, Anandvalli Nagar,
Mambakkam, Sriperumbudur, Kanchipuram Chennai, Tamil Nadu- 602105
Website: www.bozhon.com, Phone no: 044-27168051

To,

Date: 19.10.2020

Mr.Dheena.G

Subject: Offer Letter for the position of "On-Site Support Engineer"

Dear Mr.Dheena.G,

With reference to subsequent interview held with you, we are pleased to offer you the position of "On-Site Support Engineer" in our Company from on or before May 5th 2021 subject to the following terms and conditions.

- Your total annual cost to the company ranges from **Rs. 3, 03,576-Rs 3, 15, 096.**
- You will be on probation for a period of **One Year.** The Management reserves the right to extend the period of probation for such periods as they may deem fit.
- Upon satisfactory completion of the period of probation, your services will be confirmed in writing and until so confirmed in writing, you shall be deemed to be on probation.
- Your working days will be six days per week and you have to work in shifts.
- You may be required to work in any section or department or branch of the company anywhere in India or abroad, whether now existing or as may be established in future or work on transfer or deputation in any Associate company or in any other concern in which the management has any interest and you shall be bound to work. You may be required to work in shifts.
- You shall not engage yourself in any other trade, business or occupation while on leave or on holiday or when off duty, without obtaining the Management's prior permission in writing.
- Your employment shall stand terminated forthwith on the happening of the following:
 - i. If you are guilty of any offence involving moral turpitude
 - ii. If you remain absent for a continuous period of 8 days without sanctioned leave.



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Bozhon Precision Industry India Private Limited

CIN: U29308TN2019FTC132287

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SF No 44/1b, Plot No 172, NH4 Main Road, Anandvalli Nagar,
Mambakkam, Sriperumbudur, Kanchipuram Chennai, Tamil Nadu- 602105

Website: www.bozhon.com, Phone no: 044-27168051

- After confirmation, your services are terminable at any time without assigning any reason, whatsoever by giving 2 (Two) month notice or payment of salary in lieu of, on either side. However, the Management has the right to insist that that you can get separated only on serving the One-month notice period.
- You are to maintain strict secrecy with regard to the work, plans, drawings, processes etc., and with regard to any other matter concerned with the company entrusted to you of which may come to your knowledge during your service. You shall not, during the period of your service with the company or at any time thereafter, pass on or divulge any information of proprietary and/or confidential nature gained by you during your period of employment with the company.
- Accordingly, you shall not take up any employment with our competitor or start any venture or help anyone in the business similar to us during the period of employment and thereafter at least for a period of two years from the date you cease to be our employment.
- You shall inform two months prior to resign to your position for your personal reason if any. You shall not resign your position for 2(Two) year that includes your probation period.
- There is No Paid leave during the probation period hence the leave will be considered as Leave without pay.

For
Bozhon Precision Industry India Private Limited.
by.

I have read, understood and willingly accept

Kanthappa Gurulingappa
Bozhon India-Director.



#1

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.,)

HRIOFF/20231050
23rd ' FEB' 2021

PRIVATE & CONFIDENTIAL

Mr DHUNUSHWARAN R
No:56/B,Akkiyanaidu Street,Thiruttani,
Thiruvallur-631209.

Subject: Letter of Offer: Appointment as a JUNIOR ENGINEER -QUALITY (QA)
Department.

Dear Mr.DHUNUSHWARAN 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.2,22,308 /- (Rupees Two Lakhs Twenty Two Thousand Three Hundred and Eight 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 06.11.2021. This Letter of Offer is valid up to 07.11.2021 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://lsaautomotive.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 26-02-21

Name: Dhanushumar Signature: Dhanushumar Date: 23/2/21



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

Mr. Dillibabu U

Date: 26-02-2021

Dear Dillibabu U,

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 26-02-2021 and shall end on 25-06-2021. 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 *Dillibabu*



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

PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
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

Oct 09, 2020

To,

Mr. DINESH M

OFFER LETTER


Dear Mr . DINESH 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

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Bozhon Precision Industry India Private Limited

CIN: U29308TN2019FTC132287

BOZHON 博众

SF No 44/1b, Plot No 172, NH4 Main Road, Anandvalli Nagar,
Mambakkam, Sriperumbudur, Kanchipuram Chennai, Tamil Nadu- 602105

Website: www.bozhon.com, Phone no: 044-27168051

To,

Date: 19.10.2020

Mr.ELANGO VAN S

Subject: Offer Letter for the position of "On-Site Support Engineer"

Dear Mr.ELANGO VAN S,

With reference to subsequent interview held with you, we are pleased to offer you the position of "On-Site Support Engineer" in our Company from on or before **May 5th 2021** subject to the following terms and conditions:

- Your total annual cost to the company ranges from **Rs. 3, 03,576-Rs 3, 15, 096**.
- You will be on probation for a period of **One Year**. The Management reserves the right to extend the period of probation for such periods as they may deem fit.
- Upon satisfactory completion of the period of probation, your services will be confirmed in writing and until so confirmed in writing, you shall be deemed to be on probation.
- Your working days will be six days per week and you have to work in shifts.
- You may be required to work in any section or department or branch of the company anywhere in India or abroad, whether now existing or as may be established in future or work on transfer or deputation in any Associate company or in any other concern in which the management has any interest and you shall be bound to work. You may be required to work in shifts.
- You shall not engage yourself in any other trade, business or occupation while on leave or on holiday or when off duty, without obtaining the Management's prior permission in writing.
- Your employment shall stand terminated forthwith on the happening of the following:
 - i. If you are guilty of any offence involving moral turpitude
 - ii. If you remain absent for a continuous period of 8 days without sanctioned leave.




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CIN: U29308TN2019FTC132287

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SF No 44/1b, Plot No 172, NH4 Main Road, Anandvalli Nagar,
Mambakkam, Sriperumbudur, Kanchipuram Chennai, Tamil Nadu- 602105

Website: www.bozhon.com, Phone no: 044-27168051

- After confirmation, your services are terminable at any time without assigning any reason, whatsoever by giving 2 (Two) month notice or payment of salary in lieu of, on either side. However, the Management has the right to insist that that you can get separated only on serving the One-month notice period.
- You are to maintain strict secrecy with regard to the work, plans, drawings, processes etc., and with regard to any other matter concerned with the company entrusted to you of which may come to your knowledge during your service. You shall not, during the period of your service with the company or at any time thereafter, pass on or divulge any information of proprietary and/or confidential nature gained by you during your period of employment with the company.
- Accordingly, you shall not take up any employment with our competitor or start any venture or help anyone in the business similar to us during the period of employment and thereafter at least for a period of two years from the date you cease to be our employment.
- You shall inform two months prior to resign to your position for your personal reason if any. You shall not resign your position for 2(Two) year that includes your probation period.
- There is No Paid leave during the probation period hence the leave will be considered as Leave without pay.

For
Bozhon Precision Industry India Private Limited.
by.

I have read, understood and willingly accept



Kanthappa Gurulingappa
Bozhon India-Director.





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ZIRCON TECHNOLOGIES (INDIA) LTD

Strictly Confidential

Mr. Ganesh V
Erode - 638004

Date: 28.01.2021

Subject: Offer Letter for the post of -"Executive Coordination"

Dear Mr. Ganesh V,

It gives us immense pleasure in offering you the position of "Executive Coordination".

Your CTC will be **Rs. 2,60,000/- Per annum** and any other facilities will be as per company's terms and conditions.

*IT/Gratuity/Provident fund and other deductions as applicable.

You are expected to join us on 1st July 2021, your base location will be Chennai.

We are proud to welcome you in Zircon Family and wish you a long productive and satisfying career with us.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.

Please note that your offer is being made based on the information provided by you. If any of the information provided is found to be incorrect / false our offer will stand withdrawn.

We look forward for a happy and long association.

With best Regards

Human Resource Department

REGISTERED OFFICE: NO.2 1ST FLOOR, B-1226, G.D. COLONY, MAYUR VIHAR, PHASE III, NEW DELHI-110096
CORPORATE OFFICE: KHASRA NO. 1017, 1019, 1021, CAMP ROAD (BEHIND SELAQUI HOTEL) SELAQUI, DEHRADUN 248197 UK

TEL: (O) 120-4687000-15 FAX: (O) 120-4687016

E-MAIL: accounts@zircontech.com WEBSITE: www.zircontech.com

CIN NO. U51397DL1999PLC098428

A handwritten signature in black ink, appearing to be "S. Venkateswara".

PRINCIPAL

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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

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Oct 09, 2020

To,

Mr. GOWTHAM F

OFFER LETTER


Dear Mr. GOWTHAM F

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

Movement that inspires

LS Automotive India Private Limited

(formerly known as Daesung Electric India Pvt. Ltd.,)

HRIOFF/20231050
23rd FEB' 2021

PRIVATE & CONFIDENTIAL

Mr. HARIHARAN B
No:88/2,Kannabiran Kovil Street,Rayaburam,
Chennai-600013.

Subject: Letter of Offer: Appointment as a JUNIOR ENGINEER -QUALITY (QA)
Department.

Dear Mr.HARIHARAN 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.2,22,308 /- (Rupees Two Lakhs Twenty Two Thousand Three Hundred and Eight 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 06.11.2021. This Letter of Offer is valid up to 07.11.2021 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:



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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 26 - 02 - 21

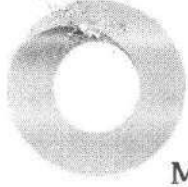
Name: Hariharan · BSignature: Hh-hhf · Date: 23-02-21



PRINCIPAL
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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: U50300TN2006PTC061183



Bozhon Precision Industry India Private Limited

CIN: U29308TN2019FTC132287

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SF No 44/1b, Plot No 172, NH4 Main Road, Anandvalli Nagar,
Mambakkam, Sriperumbudur, Kanchipuram Chennai, Tamil Nadu- 602105

Website: www.bozhon.com, Phone no: 044-27168051

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To,

Date: 19.10.2020

Mr.Hariharan.M


Subject: Offer Letter for the position of "On-Site Support Engineer"

Dear Mr.Hariharan.M,

With reference to subsequent interview held with you, we are pleased to offer you the position of "On-Site Support Engineer" in our Company from on or before **May 5th 2021** subject to the following terms and conditions:

- Your total annual cost to the company ranges from **Rs. 3, 03,576-Rs 3, 15, 096**.
- You will be on probation for a period of **One Year**. The Management reserves the right to extend the period of probation for such periods as they may deem fit.
- Upon satisfactory completion of the period of probation, your services will be confirmed in writing and until so confirmed in writing, you shall be deemed to be on probation.
- Your working days will be six days per week and you have to work in shifts.
- You may be required to work in any section or department or branch of the company anywhere in India or abroad, whether now existing or as may be established in future or work on transfer or deputation in any Associate company or in any other concern in which the management has any interest and you shall be bound to work. You may be required to work in shifts.
- You shall not engage yourself in any other trade, business or occupation while on leave or on holiday or when off duty, without obtaining the Management's prior permission in writing.
- Your employment shall stand terminated forthwith on the happening of the following:
 - i. If you are guilty of any offence involving moral turpitude
 - ii. If you remain absent for a continuous period of 8 days without sanctioned leave.




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Thirupachur, Thiruvallur - 631 203

Bozhon Precision Industry India Private Limited

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SF No 44/1b, Plot No 172, NH4 Main Road, Anandvalli Nagar,
Mambakkam, Sriperumbudur, Kanchipuram Chennai, Tamil Nadu- 602105

Website: www.bozhon.com, Phone no: 044-27168051

- After confirmation, your services are terminable at any time without assigning any reason, whatsoever by giving 2 (Two) month notice or payment of salary in lieu of, on either side. However, the Management has the right to insist that that you can get separated only on serving the One-month notice period.
- You are to maintain strict secrecy with regard to the work, plans, drawings, processes etc., and with regard to any other matter concerned with the company entrusted to you of which may come to your knowledge during your service. You shall not, during the period of your service with the company or at any time thereafter, pass on or divulge any information of proprietary and/or confidential nature gained by you during your period of employment with the company.
- Accordingly, you shall not take up any employment with our competitor or start any venture or help anyone in the business similar to us during the period of employment and thereafter at least for a period of two years from the date you cease to be our employment.
- You shall inform two months prior to resign to your position for your personal reason if any. You shall not resign your position for 2(Two) year that includes your probation period.
- There is No Paid leave during the probation period hence the leave will be considered as Leave without pay.

For
Bozhon Precision Industry India Private Limited.
by.

I have read, understood and willingly accept



Kanthappa Gurulingappa
Bozhon India-Director.





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



Mr. Hariprakash S

Date: 26-02-2021

Dear Hariprakash 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 26-02-2021 and shall end on 25-06-2021. 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 *Hariprakash S*



Thillai Balaji S

Thillai Balaji Sankaravel
Managing Director
Verso3D

+91-9962 06 4949 | verso3d1@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

ZIRCON TECHNOLOGIES (INDIA) LTD

Strictly Confidential

Mr. Hari Prasad J
Ariyalur - 621704

Date: 28.01.2021

Subject: Offer Letter for the post of -"Executive Coordination"

Dear Mr. Hari Prasad J,

It gives us immense pleasure in offering you the position of "Executive Coordination".

Your CTC will be **Rs. 2,60,000/- Per annum** and any other facilities will be as per company's terms and conditions.

*IT/Gratuity/Provident fund and other deductions as applicable.

You are expected to join us on 1st July 2021, your base location will be Chennai.

We are proud to welcome you in Zircon Family and wish you a long productive and satisfying career with us.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.

Please note that your offer is being made based on the information provided by you. If any of the information provided is found to be incorrect / false our offer will stand withdrawn.

We look forward for a happy and long association.

With best Regards


Human Resource Department

REGISTERED OFFICE: NO.2 1ST FLOOR, B-1226, G.D. COLONY, MAYUR VIHAR, PHASE III, NEW DELHI-110096

CORPORATE OFFICE: KHASRA NO. 1017, 1019, 1021, CAMP ROAD (BEHIND SELAQUI HOTEL) SELAQUI, DEHRADUN 248197 UK

TEL: (0) 120-4687000-15 FAX: (0) 120-4687016

E-MAIL: accounts@zircontech.com WEBSITE: www.zircontech.com

CIN NO. U51397DL1999PLC098428




PRINCIPAL

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

Mr. Harish kumar K

Date: 26-02-2021

Dear Harish kumar 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 26-02-2021 and shall end on 25-06-2021. 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.

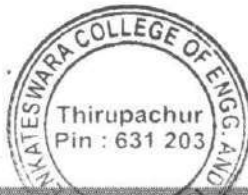
We look forward you to joining our team!

Acceptance of offer letter

Best Regards

Signature

Harish Kumar



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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Thirupachur, Thiruvallur - 631 203

Bozhon Precision Industry India Private Limited

CIN: U29308TN2019FTC132287

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SF No 44/1b, Plot No 172, NH4 Main Road, Anandvalli Nagar,
Mambakkam, Sriperumbudur, Kanchipuram Chennai, Tamil Nadu- 602105

Website: www.bozhon.com, Phone no: 044-27168051

To,

Date: 19.10.2020

Mr.JABANESAN M

Subject: Offer Letter for the position of "On-Site Support Engineer"

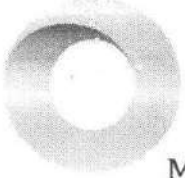
Dear Mr.JABANESAN M

With reference to subsequent interview held with you, we are pleased to offer you the position of "On-Site Support Engineer" in our Company from on or before **May 5th 2021** subject to the following terms and conditions.

- Your total annual cost to the company ranges from **Rs. 3, 03,576-Rs 3, 15, 096**.
- You will be on probation for a period of **One Year**. The Management reserves the right to extend the period of probation for such periods as they may deem fit.
- Upon satisfactory completion of the period of probation, your services will be confirmed in writing and until so confirmed in writing, you shall be deemed to be on probation.
- Your working days will be six days per week and you have to work in shifts.
- You may be required to work in any section or department or branch of the company anywhere in India or abroad, whether now existing or as may be established in future or work on transfer or deputation in any Associate company or in any other concern in which the management has any interest and you shall be bound to work. You may be required to work in shifts.
- You shall not engage yourself in any other trade, business or occupation while on leave or on holiday or when off duty, without obtaining the Management's prior permission in writing.
- Your employment shall stand terminated forthwith on the happening of the following:
 - i. If you are guilty of any offence involving moral turpitude
 - ii. If you remain absent for a continuous period of 8 days without sanctioned leave.



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SF No 44/1b, Plot No 172, NH4 Main Road, Anandvalli Nagar,
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Website: www.bozhon.com, Phone no: 044-27168051

- After confirmation, your services are terminable at any time without assigning any reason, whatsoever by giving 2 (Two) month notice or payment of salary in lieu of, on either side. However, the Management has the right to insist that that you can get separated only on serving the One-month notice period.
- You are to maintain strict secrecy with regard to the work, plans, drawings, processes etc., and with regard to any other matter concerned with the company entrusted to you of which may come to your knowledge during your service. You shall not, during the period of your service with the company or at any time thereafter, pass on or divulge any information of proprietary and/or confidential nature gained by you during your period of employment with the company.
- Accordingly, you shall not take up any employment with our competitor or start any venture or help anyone in the business similar to us during the period of employment and thereafter at least for a period of two years from the date you cease to be our employment.
- You shall inform two months prior to resign to your position for your personal reason if any. You shall not resign your position for 2(Two) year that includes your probation period.
- There is No Paid leave during the probation period hence the leave will be considered as Leave without pay.

For
Bozhon Precision Industry India Private Limited.
by.

I have read, understood and willingly accept

Kanthappa Gurulingappa
Bozhon India-Director.



PRINCIPAL
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

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Oct 09, 2020

To,

Mr. JAGADISAN D

OFFER LETTER


Dear Mr. JAGADISAN D

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




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

Movement that inspires



Mr. Jaiganesh V

Date: 26-02-2021

Dear Jaiganesh V,

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 26-02-2021 and shall end on 25-06-2021. 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 Jaiganesh V.



Thillai Balaji S

Thillai Balaji Sankaravel
Managing Director
Verso3D

+91-9962 06 4949 verso3d@1@gmail.com

Office no:313,Apeejay house, 39/12
Haddows Road, Nungambakkam, Chennai-600 006

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Thirupachur, Thiruvallur - 631 203

LS Automotive India Private Limited

(formerly known as Daesung Electric India Pvt. Ltd.,)

HRIOFF/20231050
23rd FEB' 2021

PRIVATE & CONFIDENTIAL

Mr. Janarthanan D
No:72, Valluvar Street, Mittanamalli, Avadi IAF,
Chennai - 600055.

Subject: Letter of Offer: Appointment as a JUNIOR ENGINEER -QUALITY (QA)
Department.

Dear Mr. Janarthanan D,

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.2,22,308 /- (Rupees Two Lakhs Twenty Two Thousand Three Hundred and Eight 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 06.11.2021. This Letter of Offer is valid up to 07.11.2021 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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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 26/2/21



Name: D. Jaganathan Signature: Jaganathan Date: 23/2/21

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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: U50300TN2006PTC061183

Bozhon Precision Industry India Private Limited

CIN: U29308TN2019FTC132287

BOZHON 博众

SF No 44/1b, Plot No 172, NH4 Main Road, Anandvalli Nagar,
Mambakkam, Sriperumbudur, Kanchipuram Chennai, Tamil Nadu- 602105

Website: www.bozhon.com, Phone no: 044-27168051

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To,

Date: 19.10.2020

Mr. Jaya Prakash.N

Subject: Offer Letter for the position of "On-Site Support Engineer"

Dear Mr.Jaya Prakash.N,

With reference to subsequent interview held with you, we are pleased to offer you the position of "On-Site Support Engineer" in our Company from on or before May 5th 2021 subject to the following terms and conditions.

- Your total annual cost to the company ranges from **Rs. 3, 03,576-Rs 3, 15, 096**.
- You will be on probation for a period of **One Year**. The Management reserves the right to extend the period of probation for such periods as they may deem fit.
- Upon satisfactory completion of the period of probation, your services will be confirmed in writing and until so confirmed in writing, you shall be deemed to be on probation.
- Your working days will be six days per week and you have to work in shifts.
- You may be required to work in any section or department or branch of the company anywhere in India or abroad, whether now existing or as may be established in future or work on transfer or deputation in any Associate company or in any other concern in which the management has any interest and you shall be bound to work. You may be required to work in shifts.
- You shall not engage yourself in any other trade, business or occupation while on leave or on holiday or when off duty, without obtaining the Management's prior permission in writing.
- Your employment shall stand terminated forthwith on the happening of the following:
 - i. If you are guilty of any offence involving moral turpitude
 - ii. If you remain absent for a continuous period of 8 days without sanctioned leave.




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Bozhon Precision Industry India Private Limited

CIN: U29308TN2019FTC132287

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SF No 44/1b, Plot No 172, NH4 Main Road, Anandvalli Nagar,
Mambakkam, Sriperumbudur, Kanchipuram Chennai, Tamil Nadu- 602105

Website: www.bozhon.com, Phone no: 044-27168051

- After confirmation, your services are terminable at any time without assigning any reason, whatsoever by giving 2 (Two) month notice or payment of salary in lieu of, on either side. However, the Management has the right to insist that that you can get separated only on serving the One-month notice period.
- You are to maintain strict secrecy with regard to the work, plans, drawings, processes etc., and with regard to any other matter concerned with the company entrusted to you of which may come to your knowledge during your service. You shall not, during the period of your service with the company or at any time thereafter, pass on or divulge any information of proprietary and/or confidential nature gained by you during your period of employment with the company.
- Accordingly, you shall not take up any employment with our competitor or start any venture or help anyone in the business similar to us during the period of employment and thereafter at least for a period of two years from the date you cease to be our employment.
- You shall inform two months prior to resign to your position for your personal reason if any. You shall not resign your position for 2(Two) year that includes your probation period.
- There is No Paid leave during the probation period hence the leave will be considered as Leave without pay.

For
Bozhon Precision Industry India Private Limited.
by.

I have read, understood and willingly accept



Kanthappa Gurulingappa
Bozhon India-Director.



Jaguprakash



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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

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Oct 09, 2020

To,

Mr. JAYA PRAKASH R

OFFER LETTER


Dear Mr. JAYA PRAKASH 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 Resources




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Strictly Confidential

Mr. Kamalesh M
Tiruppur -602001

Date: 28.01.2021

Subject: Offer Letter for the post of -"Executive Coordination"

Dear Mr. Kamalesh M,

It gives us immense pleasure in offering you the position of "**Executive Coordination**".

Your CTC will be **Rs. 2,60,000/- Per annum** and any other facilities will be as per company's terms and conditions.

*IT/Gratuity/Provident fund and other deductions as applicable.

You are expected to join us on 1st July 2021, your base location will be Chennai.

We are proud to welcome you in Zircon Family and wish you a long productive and satisfying career with us.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.

Please note that your offer is being made based on the information provided by you. If any of the information provided is found to be incorrect / false our offer will stand withdrawn.

We look forward for a happy and long association.

With best Regards


Human Resource Department




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

REGISTERED OFFICE: NO.2 1ST FLOOR, B-1226, G.D. COLONY, MAYUR VIHAR, PHASE III, NEW DELHI-110096

CORPORATE OFFICE: KHASRA NO. 1017, 1019, 1021, CAMP ROAD (BEHIND SELAQUI HOTEL) SELAQUI, DEHRADUN 248197 UK

TEL: (O) 120-4687000-15 FAX: (O) 120-4687016

E-MAIL: accounts@zircontech.com WEBSITE: www.zircontech.com

CIN NO. U51397DL1999PLC098428

Mr. Kanishkar K

Date: 26-02-2021

Dear Kanishkar 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 26-02-2021 and shall end on 25-06-2021. 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)

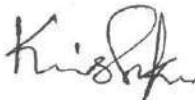
The IP and confidential information shared with you during the course of your position shall remain exclusive property of the company. The IP includes R&D designs, Innovations, Concepts, Designs, Methodology, Prototypes and Copyrights created by you during work period will be exclusive property of the 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
PRINCIPAL

Sri Venkateswara College of
Engineering and Technology,
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

Oct 09, 2020

To,

Mr KARAN M

OFFER LETTER


Dear Mr KARAN 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. Paril
General Manager - Human Resource




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Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

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Bozhon Precision Industry India Private Limited**CIN: U29308TN2019FTC132287****BOZHON 博众**SF No 44/1b, Plot No 172, NH4 Main Road, Anandvalli Nagar,
Mambakkam, Sriperumbudur, Kanchipuram Chennai, Tamil Nadu- 602105

Website: www.bozhon.com, Phone no: 044-27168051

To,

Date: 19.10.2020

Mr.Kishore Kumar.M

Subject: Offer Letter for the position of "On-Site Support Engineer"

Dear Mr.Kishore Kumar.M,

With reference to subsequent interview held with you, we are pleased to offer you the position of "On-Site Support Engineer" in our Company from on or before **May 5th 2021** subject to the following terms and conditions.

- Your total annual cost to the company ranges from **Rs. 3, 03,576-Rs 3, 15, 096**.
- You will be on probation for a period of **One Year**. The Management reserves the right to extend the period of probation for such periods as they may deem fit.
- Upon satisfactory completion of the period of probation, your services will be confirmed in writing and until so confirmed in writing, you shall be deemed to be on probation.
- Your working days will be six days per week and you have to work in shifts.
- You may be required to work in any section or department or branch of the company anywhere in India or abroad, whether now existing or as may be established in future or work on transfer or deputation in any Associate company or in any other concern in which the management has any interest and you shall be bound to work. You may be required to work in shifts.
- You shall not engage yourself in any other trade, business or occupation while on leave or on holiday or when off duty, without obtaining the Management's prior permission in writing.
- Your employment shall stand terminated forthwith on the happening of the following:
 - i. If you are guilty of any offence involving moral turpitude
 - ii. If you remain absent for a continuous period of 8 days without sanctioned leave.



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Bozhon Precision Industry India Private Limited

CIN: U29308TN2019FTC132287

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SF No 44/1b, Plot No 172, NH4 Main Road, Anandvalli Nagar,
Mambakkam, Sriperumbudur, Kanchipuram Chennai, Tamil Nadu- 602105

Website: www.bozhon.com, Phone no: 044-27168051

- After confirmation, your services are terminable at any time without assigning any reason, whatsoever by giving 2 (Two) month notice or payment of salary in lieu of, on either side. However, the Management has the right to insist that that you can get separated only on serving the One-month notice period.
- You are to maintain strict secrecy with regard to the work, plans, drawings, processes etc., and with regard to any other matter concerned with the company entrusted to you of which may come to your knowledge during your service. You shall not, during the period of your service with the company or at any time thereafter, pass on or divulge any information of proprietary and/or confidential nature gained by you during your period of employment with the company.
- Accordingly, you shall not take up any employment with our competitor or start any venture or help anyone in the business similar to us during the period of employment and thereafter at least for a period of two years from the date you cease to be our employment.
- You shall inform two months prior to resign to your position for your personal reason if any. You shall not resign your position for 2(Two) year that includes your probation period.
- There is No Paid leave during the probation period hence the leave will be considered as Leave without pay.

For
Bozhon Precision Industry India Private Limited.
by.

I have read, understood and willingly accept

Kanthappa Gurulingappa
Bozhon India-Director.



Kiehar Kumar
PRINCIPAL
Sri Venkateswara College of
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Thirupachur, Thiruvallur - 631 203

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Strictly Confidential

Mr. Krishi Kesa R
Cuddalore -607002

Date: 28.01.2021

Subject: Offer Letter for the post of - "**Executive Coordination**"

Dear Mr. Krishi Kesa R,

It gives us immense pleasure in offering you the position of "**Executive Coordination**".

Your CTC will be **Rs. 2,60,000/- Per annum** and any other facilities will be as per company's terms and conditions.

*IT/Gratuity/Provident fund and other deductions as applicable.

You are expected to join us on 1st July 2021, your base location will be Chennai.

We are proud to welcome you in Zircon Family and wish you a long productive and satisfying career with us.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.

Please note that your offer is being made based on the information provided by you. If any of the information provided is found to be incorrect / false our offer will stand withdrawn.

We look forward for a happy and long association.

With best Regards


Human Resource Department




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

REGISTERED OFFICE: NO.2 1ST FLOOR, B-1226, G.D. COLONY, MAYUR VIHAR, PHASE III, NEW DELHI-110096
CORPORATE OFFICE: KHASRA NO. 1017, 1019, 1021, CAMP ROAD (BEHIND SELAQUI HOTEL) SELAQUI, DEHRADUN 248197 UK
TEL: (O) 120-4687000-15 FAX: (O) 120-4687016
E-MAIL: accounts@zircontech.com WEBSITE: www.zircontech.com
CIN NO. U51397DL1999PLC098428

LS Automotive India Private Limited

(formerly known as Daesung Electric India Pvt. Ltd.,)

HRIOFF/20231050
23rd 'FEB' 2021

PRIVATE & CONFIDENTIAL

Mr.Krishna kumar V
No:1,New MGR Nagar,1st Street Extn,Manali,
Chennai -600068.

Subject: Letter of Offer: Appointment as a JUNIOR ENGINEER -QUALITY (QA)
Department.

Dear Mr. Krishna kumar 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.2,22,308 /- (Rupees Two Lakhs Twenty Two Thousand Three Hundred and Eight 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 06.11.2021. This Letter of Offer is valid up to 07.11.2021 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 26/02/21



Name: Krishna Kumar Signature: [Handwritten Signature] Date: 23/02/21

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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



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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

Oct 09, 2020

To,

Mr. MADHIYAN D

OFFER LETTER


Dear Mr. MADHIYAN D

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




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

Movement that inspires

Mr. Manikandan N,

Date: 26-02-2021

Dear Manikandan N,

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 26-02-2021 and shall end on 25-06-2021. 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

Manikandan . N



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
Engineering and Technology.
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

Oct 09, 2020

To,

Mr. MRITHYUNJEYAN V

OFFER LETTER

Dear Mr. MRITHYUNJEYAN V

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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LS Automotive India Private Limited

(formerly known as Daesung Electric India Pvt. Ltd.,)

HRIOFF/20231050
23rd 'FEB' 2021

PRIVATE & CONFIDENTIAL

Mr.MUGILAN A
No:12A/17,1st Main road,Thirunudravur,
Tiruvallur-602024.

Subject: Letter of Offer: Appointment as a JUNIOR ENGINEER -QUALITY (QA)
Department.

Dear Mr.MUGILAN A,

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.2,22,308 /- (Rupees Two Lakhs Twenty Two Thousand Three Hundred and Eight 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 06.11.2021. This Letter of Offer is valid up to 07.11.2021 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: 280, 281, 292, 340/11B5, 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 26/02/21

Name: Mugilan A Signature:  Date: 23/02/21



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Poonamalee Taluk, Thiruvallur District-6000124, Tamilnadu, India. We: <http://lsautomotive.in>

CIN No: U50300TN2006PTC061183

Bozhon Precision Industry India Private Limited

CIN: U29308TN2019FTC132287

BOZHON 博众

SF No 44/1b, Plot No 172, NH4 Main Road, Anandvalli Nagar,
Mambakkam, Sriperumbudur, Kanchipuram Chennai, Tamil Nadu- 602105

Website: www.bozhon.com, Phone no: 044-27168051

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To,

Date: 19.10.2020

Mr. NAGARAJAN M

Subject: Offer Letter for the position of "On-Site Support Engineer"

Dear Mr. NAGARAJAN M,

With reference to subsequent interview held with you, we are pleased to offer you the position of "On-Site Support Engineer" in our Company from on or before May 5th 2021 subject to the following terms and conditions.

- Your total annual cost to the company ranges from **Rs. 3, 03,576-Rs 3, 15, 096**.
- You will be on probation for a period of **One Year**. The Management reserves the right to extend the period of probation for such periods as they may deem fit.
- Upon satisfactory completion of the period of probation, your services will be confirmed in writing and until so confirmed in writing, you shall be deemed to be on probation.
- Your working days will be six days per week and you have to work in shifts.
- You may be required to work in any section or department or branch of the company anywhere in India or abroad, whether now existing or as may be established in future or work on transfer or deputation in any Associate company or in any other concern in which the management has any interest and you shall be bound to work. You may be required to work in shifts.
- You shall not engage yourself in any other trade, business or occupation while on leave or on holiday or when off duty, without obtaining the Management's prior permission in writing.
- Your employment shall stand terminated forthwith on the happening of the following:
 - i. If you are guilty of any offence involving moral turpitude
 - ii. If you remain absent for a continuous period of 8 days without sanctioned leave.




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Mambakkam, Sriperumbudur, Kanchipuram Chennai, Tamil Nadu- 602105

Website: www.bozhon.com, Phone no: 044-27168051

- After confirmation, your services are terminable at any time without assigning any reason, whatsoever by giving 2 (Two) month notice or payment of salary in lieu of, on either side. However, the Management has the right to insist that that you can get separated only on serving the One-month notice period.
- You are to maintain strict secrecy with regard to the work, plans, drawings, processes etc., and with regard to any other matter concerned with the company entrusted to you of which may come to your knowledge during your service. You shall not, during the period of your service with the company or at any time thereafter, pass on or divulge any information of proprietary and/or confidential nature gained by you during your period of employment with the company.
- Accordingly, you shall not take up any employment with our competitor or start any venture or help anyone in the business similar to us during the period of employment and thereafter at least for a period of two years from the date you cease to be our employment.
- You shall inform two months prior to resign to your position for your personal reason if any. You shall not resign your position for 2(Two) year that includes your probation period.
- There is No Paid leave during the probation period hence the leave will be considered as Leave without pay.

For
Bozhon Precision Industry India Private Limited.
by.

I have read, understood and willingly accept


Kanthappa Gurulingappa
Bozhon India-Director.




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

Mr. Nandha kumar M

Date: 26-02-2021

Dear Nandha kumar 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 26-02-2021 and shall end on 25-06-2021. 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

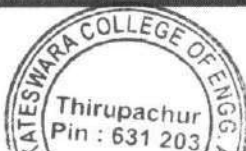


Thillai Balaji Sankaravel
Managing Director
Verso3D

+91-9962 06 4949

verso3d01@gmail.com

Office no:313,Apeejay house, 39/12
Haddows Road, Nungambakkam, Chennai-600 006



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LS Automotive India Private Limited

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HRIOFF/20231050

23rd FEB' 2021

PRIVATE & CONFIDENTIAL

Mr.NAVEEN Y R K
No:373,Pandravedu Village,Pallipattu,
Tiruvallur-631208.

Subject: Letter of Offer: Appointment as a JUNIOR ENGINEER -QUALITY (QA)
Department.

Dear Mr. NAVEEN Y R 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.2,22,308 /- (Rupees Two Lakhs Twenty Two Thousand Three Hundred and Eight 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 06.11.2021. This Letter of Offer is valid up to 07.11.2021 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
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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 26/2/21

Name: Y.R.K. Naveen Signature: [Signature] Date: 23/2/21



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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

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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. NAVEEN KUMAR R

OFFER LETTER

Dear Mr. NAVEEN KUMAR 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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An ISO 9001:2008 Certified Company

South Asia's First HD Flexo Company

ZIRCON TECHNOLOGIES (INDIA) LTD

Strictly Confidential

Mr.NAVEEN KUMAR S
Madurai-625001

Date: 28.01.2021

Subject: Offer Letter for the post of -"Executive Coordination"

Dear Mr. NAVEEN KUMAR S,

It gives us immense pleasure in offering you the position of "Executive Coordination".

Your CTC will be **Rs. 2,60,000/- Per annum** and any other facilities will be as per company's terms and conditions.

*IT/Gratuity/Provident fund and other deductions as applicable.

You are expected to join us on 1st July 2021, your base location will be Chennai.

We are proud to welcome you in Zircon Family and wish you a long productive and satisfying career with us.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.


Please note that your offer is being made based on the information provided by you. If any of the information provided is found to be incorrect / false our offer will stand withdrawn.

We look forward for a happy and long association.

With best Regards


Human Resource Department


Thirupachur
Pin : 631 203


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

REGISTERED OFFICE: NO.2 1ST FLOOR, B-1226, G.D. COLONY, MAYUR VIHAR, PHASE III, NEW DELHI-110096
CORPORATE OFFICE: KHASRA NO. 1017, 1019, 1021, CAMP ROAD (BEHIND SELAQUI HOTEL) SELAQUI, DEHRADUN 248197 UK
TEL: (O) 120-4687000-15 FAX: (O) 120-4687016
E-MAIL: accounts@zircontech.com WEBSITE: www.zircontech.com
CIN NO. U51397DL1999PLC098428

Bozhon Precision Industry India Private Limited

CIN: U29308TN2019FTC132287

BOZHON 博众

SF No 44/1b, Plot No 172, NH4 Main Road, Anandvalli Nagar,
Mambakkam, Sriperumbudur, Kanchipuram Chennai, Tamil Nadu- 602105

Website: www.bozhon.com, Phone no: 044-27168051

To,

Date: 19.10.2020

Mr. NITHISH KUMAR J M

Subject: Offer Letter for the position of "On-Site Support Engineer"

Dear Mr. NITHISH KUMAR J M,

With reference to subsequent interview held with you, we are pleased to offer you the position of "On-Site Support Engineer" in our Company from on or before May 5th 2021 subject to the following terms and conditions.

- Your total annual cost to the company ranges from **Rs. 3, 03,576-Rs 3, 15, 096.**
- You will be on probation for a period of **One Year.** The Management reserves the right to extend the period of probation for such periods as they may deem fit.
- Upon satisfactory completion of the period of probation, your services will be confirmed in writing and until so confirmed in writing, you shall be deemed to be on probation.
- Your working days will be six days per week and you have to work in shifts.
- You may be required to work in any section or department or branch of the company anywhere in India or abroad, whether now existing or as may be established in future or work on transfer or deputation in any Associate company or in any other concern in which the management has any interest and you shall be bound to work. You may be required to work in shifts.
- You shall not engage yourself in any other trade, business or occupation while on leave or on holiday or when off duty, without obtaining the Management's prior permission in writing.
- Your employment shall stand terminated forthwith on the happening of the following:
 - i. If you are guilty of any offence involving moral turpitude
 - ii. If you remain absent for a continuous period of 8 days without sanctioned leave.



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Bozhon Precision Industry India Private Limited

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SF No 44/1b, Plot No 172, NH4 Main Road, Anandvalli Nagar,
Mambakkam, Sriperumbudur, Kanchipuram Chennai, Tamil Nadu- 602105

Website: www.bozhon.com, Phone no: 044-27168051


- After confirmation, your services are terminable at any time without assigning any reason, whatsoever by giving 2 (Two) month notice or payment of salary in lieu of, on either side. However, the Management has the right to insist that that you can get separated only on serving the One-month notice period.
- You are to maintain strict secrecy with regard to the work, plans, drawings, processes etc., and with regard to any other matter concerned with the company entrusted to you of which may come to your knowledge during your service. You shall not, during the period of your service with the company or at any time thereafter, pass on or divulge any information of proprietary and/or confidential nature gained by you during your period of employment with the company.
- Accordingly, you shall not take up any employment with our competitor or start any venture or help anyone in the business similar to us during the period of employment and thereafter at least for a period of two years from the date you cease to be our employment.
- You shall inform two months prior to resign to your position for your personal reason if any. You shall not resign your position for 2(Two) year that includes your probation period.
- There is No Paid leave during the probation period hence the leave will be considered as Leave without pay.

For
Bozhon Precision Industry India Private Limited.
by.

I have read, understood and willingly accept

Kanthappa Gurulingappa
Bozhon India-Director.




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Sri Venkateswara College of
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Thirupachur, Thiruvallur - 631 203

LS Automotive India Private Limited

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HRIOFF/20231050
23rd 'FEB' 2021

PRIVATE & CONFIDENTIAL

Mr. PARTHIBAN B
No:35,Big Street,PandiyaNallur,
Ranipet-631102.

Subject: Letter of Offer: Appointment as a JUNIOR ENGINEER -QUALITY (QA)
Department.

Dear Mr. PARTHIBAN 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.2,22,308 /- (Rupees Two Lakhs Twenty Two Thousand Three Hundred and Eight 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 06.11.2021. This Letter of Offer is valid up to 07.11.2021 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
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 26/02/21

Name: Darthi Ban B Signature: Darthi Ban B Date: 23/02/21



PRINCIPAL
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

Mr. Parthiban T

Date: 26-02-2021

Dear Parthiban 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 26-02-2021 and shall end on 25-06-2021. 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



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

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ZIRCON TECHNOLOGIES (INDIA) LTD

Strictly Confidential

Mr. PRABHU M
Thiruvallur - 602001

Date: 28.01.2021

Subject: Offer Letter for the post of -"Executive Coordination"

Dear Mr. PRABHU M,

It gives us immense pleasure in offering you the position of "Executive Coordination".

Your CTC will be **Rs. 2,60,000/- Per annum** and any other facilities will be as per company's terms and conditions.

*IT/Gratuity/Provident fund and other deductions as applicable.

You are expected to join us on 1st July 2021, your base location will be Chennai.


We are proud to welcome you in Zircon Family and wish you a long productive and satisfying career with us.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.

Please note that your offer is being made based on the information provided by you. If any of the information provided is found to be incorrect / false our offer will stand withdrawn.

We look forward for a happy and long association.

With best Regards


Human Resource Department




PRINCIPAL
Sri Venkateswara College
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

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Oct 09, 2020

To,

Mr. PRADEEPRAJ R

OFFER LETTER


Dear Mr. PRADEEPRAJ 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 Resources




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

Movement that inspires

LS Automotive India Private Limited

(formerly known as Daesung Electric India Pvt. Ltd.,)

HRIOFF/20231050
23rd FEB' 2021

PRIVATE & CONFIDENTIAL

Mr.PRASHANTH E
No:5/2,Bakthavachalam Nagar, Koppur,
Pincode:602025

Subject: Letter of Offer: Appointment as a JUNIOR ENGINEER -QUALITY (QA)
Department.

Dear Mr. PRASHANTH 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.2,22,308 /- (Rupees Two Lakhs Twenty Two Thousand Three Hundred and Eight 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 06.11.2021. This Letter of Offer is valid up to 07.11.2021 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
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 26/02/21

Name: Pranishanth E Signature: Pranishanth E Date: 23/02/21



PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Pin: 631 203

Reg. No's: H580, 281, 292, 340/1B5, Poonamalee-Thiruvallur High Road, Gudapakkam Village
Poonamalee Taluk, Thiruvallur District-6000124, Tamilnadu, India. We: <http://lsautomotive.in>

CIN No: U50300TN2006PTC061183

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ZIRCON TECHNOLOGIES (INDIA) LTD

Strictly Confidential

Mr. RAJENDIRA PRASATH P
Pattabiram - 603203

Date: 28.01.2021

Subject: Offer Letter for the post of -"Executive Coordination"

Dear Mr. RAJENDRA PRASATH P,

It gives us immense pleasure in offering you the position of "Executive Coordination".

Your CTC will be **Rs. 2,60,000/- Per annum** and any other facilities will be as per company's terms and conditions.

*IT/Gratuity/Provident fund and other deductions as applicable.

You are expected to join us on 1st July 2021, your base location will be Chennai.

We are proud to welcome you in Zircon Family and wish you a long productive and satisfying career with us.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.


Please note that your offer is being made based on the information provided by you. If any of the information provided is found to be incorrect / false our offer will stand withdrawn.

We look forward for a happy and long association.

With best Regards


Human Resources Department




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

Bozhon Precision Industry India Private Limited

CIN: U29308TN2019FTC132287

BOZHON 博众

SF No 44/1b, Plot No 172, NH4 Main Road, Anandvalli Nagar,
Mambakkam, Sriperumbudur, Kanchipuram Chennai, Tamil Nadu- 602105

Website: www.bozhon.com, Phone no: 044-27168051

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To,

Date: 19.10.2020

Mr.RAJKUMAR N

Subject: Offer Letter for the position of "On-Site Support Engineer"

Dear Mr.RAJKUMAR N,

With reference to subsequent interview held with you, we are pleased to offer you the position of "On-Site Support Engineer" in our Company from on or before **May 5th 2021** subject to the following terms and conditions.

- Your total annual cost to the company ranges from **Rs. 3, 03,576-Rs 3, 15, 096**.
- You will be on probation for a period of **One Year**. The Management reserves the right to extend the period of probation for such periods as they may deem fit.
- Upon satisfactory completion of the period of probation, your services will be confirmed in writing and until so confirmed in writing, you shall be deemed to be on probation.
- Your working days will be six days per week and you have to work in shifts.
- You may be required to work in any section or department or branch of the company anywhere in India or abroad, whether now existing or as may be established in future or work on transfer or deputation in any Associate company or in any other concern in which the management has any interest and you shall be bound to work. You may be required to work in shifts.
- You shall not engage yourself in any other trade, business or occupation while on leave or on holiday or when off duty, without obtaining the Management's prior permission in writing.
- Your employment shall stand terminated forthwith on the happening of the following:
 - i. If you are guilty of any offence involving moral turpitude
 - ii. If you remain absent for a continuous period of 8 days without sanctioned leave.



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Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thirupachur, Pin: 631 203

Bozhon Precision Industry India Private Limited

CIN: U29308TN2019FTC132287

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SF No 44/1b, Plot No 172, NH4 Main Road, Anandvalli Nagar,
Mambakkam, Sriperumbudur, Kanchipuram Chennai, Tamil Nadu- 602105

Website: www.bozhon.com, Phone no: 044-27168051

- After confirmation, your services are terminable at any time without assigning any reason, whatsoever by giving 2 (Two) month notice or payment of salary in lieu of, on either side. However, the Management has the right to insist that that you can get separated only on serving the One-month notice period.
- You are to maintain strict secrecy with regard to the work, plans, drawings, processes etc., and with regard to any other matter concerned with the company entrusted to you of which may come to your knowledge during your service. You shall not, during the period of your service with the company or at any time thereafter, pass on or divulge any information of proprietary and/or confidential nature gained by you during your period of employment with the company.
- Accordingly, you shall not take up any employment with our competitor or start any venture or help anyone in the business similar to us during the period of employment and thereafter at least for a period of two years from the date you cease to be our employment.
- You shall inform two months prior to resign to your position for your personal reason if any. You shall not resign your position for 2(Two) year that includes your probation period.
- There is No Paid leave during the probation period hence the leave will be considered as Leave without pay.

For
Bozhon Precision Industry India Private Limited.
by.

I have read, understood and willingly accept


Kanthappa Gurulingappa
Bozhon India-Director.








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

Mr. Rajkumar S

Date: 26-02-2021

Dear Rajkumar 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 26-02-2021 and shall end on 25-06-2021. 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



PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thirupachur - 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

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Oct 09, 2020

To,

Mr. RAKKI G

OFFER LETTER


Dear Mr. RAKKI 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




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

Movement that inspires

Ms. Ramya A L

Date: 26-02-2021

Dear Ramya A L,

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 26-02-2021 and shall end on 25-06-2021. 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



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

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Bozhon Precision Industry India Private Limited

CIN: U29308TN2019FTC132287

BOZHON 博众

SF No 44/1b, Plot No 172, NH4 Main Road, Anandvalli Nagar,
Mambakkam, Sriperumbudur, Kanchipuram Chennai, Tamil Nadu- 602105

Website: www.bozhon.com, Phone no: 044-27168051

To,

Date: 19.10.2020

Mr.RANJITH KUMAR S

Subject: Offer Letter for the position of "On-Site Support Engineer"

Dear Mr.RANJITHKUMAR S,

With reference to subsequent interview held with you, we are pleased to offer you the position of "On-Site Support Engineer" in our Company from on or before May 5th 2021 subject to the following terms and conditions.

- Your total annual cost to the company ranges from **Rs. 3, 03,576-Rs 3, 15, 096.**
- You will be on probation for a period of **One Year.** The Management reserves the right to extend the period of probation for such periods as they may deem fit.
- Upon satisfactory completion of the period of probation, your services will be confirmed in writing and until so confirmed in writing, you shall be deemed to be on probation.
- Your working days will be six days per week and you have to work in shifts.
- You may be required to work in any section or department or branch of the company anywhere in India or abroad, whether now existing or as may be established in future or work on transfer or deputation in any Associate company or in any other concern in which the management has any interest and you shall be bound to work. You may be required to work in shifts.
- You shall not engage yourself in any other trade, business or occupation while on leave or on holiday or when off duty, without obtaining the Management's prior permission in writing.
- Your employment shall stand terminated forthwith on the happening of the following:
 - i. If you are guilty of any offence involving moral turpitude
 - ii. If you remain absent for a continuous period of 8 days without sanctioned leave.



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Mambakkam, Sriperumbudur, Kanchipuram Chennai, Tamil Nadu- 602105

Website: www.bozhon.com, Phone no: 044-27168051


- After confirmation, your services are terminable at any time without assigning any reason, whatsoever by giving 2 (Two) month notice or payment of salary in lieu of, on either side. However, the Management has the right to insist that that you can get separated only on serving the One-month notice period.
- You are to maintain strict secrecy with regard to the work, plans, drawings, processes etc., and with regard to any other matter concerned with the company entrusted to you of which may come to your knowledge during your service. You shall not, during the period of your service with the company or at any time thereafter, pass on or divulge any information of proprietary and/or confidential nature gained by you during your period of employment with the company.
- Accordingly, you shall not take up any employment with our competitor or start any venture or help anyone in the business similar to us during the period of employment and thereafter at least for a period of two years from the date you cease to be our employment.
- You shall inform two months prior to resign to your position for your personal reason if any. You shall not resign your position for 2(Two) year that includes your probation period.
- There is No Paid leave during the probation period hence the leave will be considered as Leave without pay.

For
Bozhon Precision Industry India Private Limited.
by.

I have read, understood and willingly accept


Kanthappa Gurulingappa
Bozhon India-Director.




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

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LS Automotive India Private Limited

(formerly known as Daesung Electric India Pvt. Ltd.,)

HRIOFF/20231050
23rd FEB' 2021

PRIVATE & CONFIDENTIAL

Mr. RICHARD RAJ E
No:562/1,K.B.R.Puram,Kumarabeemarajapuram,
Chittoor-517584.

Subject: Letter of Offer: Appointment as a JUNIOR ENGINEER -QUALITY (QA)
Department.

Dear RICHARD RAJ 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.2,22,308 /- (Rupees Two Lakhs Twenty Two Thousand Three Hundred and Eight 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 06.11.2021. This Letter of Offer is valid up to 07.11.2021 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: 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 26/2/21

Name: E. Richard Raj Signature: Richard Raj Date: 23/2/21



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

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Oct 09, 2020

To,

Mr .SAKTHI D

OFFER LETTER

Dear Mr.SAKTHI D

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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ZIRCON TECHNOLOGIES (INDIA) LTD

Strictly Confidential

Mr.SARATH KUMAR D
Chengalpattu -603111

Date: 28.01.2021

Subject: Offer Letter for the post of -"Executive Coordination"

Dear Mr. SARATH KUMAR D,

It gives us immense pleasure in offering you the position of "Executive Coordination".

Your CTC will be **Rs. 2,60,000/- Per annum** and any other facilities will be as per company's terms and conditions.

*IT/Gratuity/Provident fund and other deductions as applicable.

You are expected to join us on 1st July 2021, your base location will be Chennai.

We are proud to welcome you in Zircon Family and wish you a long productive and satisfying career with us.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.

Please note that your offer is being made based on the information provided by you. If any of the information provided is found to be incorrect / false our offer will stand withdrawn.

We look forward for a happy and long association.

With best Regards


Human Resource Department



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

REGISTERED OFFICE: NO.2 1ST FLOOR, B-1226, G.D. COLONY, MAYUR VIHAR, PHASE III, NEW DELHI-110096
CORPORATE OFFICE: KHASRA NO. 1017, 1019, 1021, CAMP ROAD (BEHIND SELAQUI HOTEL) SELAQUI, DEHRADUN 248197 UK

TEL: (0) 120-4687000-15 FAX: (0) 120-4687016

E-MAIL: accounts@zircontech.com WEBSITE: www.zircontech.com

CIN NO. U51397DL1999PLC098428

Bozhon Precision Industry India Private Limited

CIN: U29308TN2019FTC132287

BOZHON 博众

SF No 44/1b, Plot No 172, NH4 Main Road, Anandvalli Nagar,
Mambakkam, Sriperumbudur, Kanchipuram Chennai, Tamil Nadu- 602105

Website: www.bozhon.com, Phone no: 044-27168051

To,

Date: 19.10.2020

Mr.SASIKUMAR R

Subject: Offer Letter for the position of "On-Site Support Engineer"

Dear Mr.SASIKUMAR R,

With reference to subsequent interview held with you, we are pleased to offer you the position of "On-Site Support Engineer" in our Company from on or before May 5th 2021 subject to the following terms and conditions:

- Your total annual cost to the company ranges from **Rs. 3, 03,576-Rs 3, 15, 096**.
- You will be on probation for a period of **One Year**. The Management reserves the right to extend the period of probation for such periods as they may deem fit.
- Upon satisfactory completion of the period of probation, your services will be confirmed in writing and until so confirmed in writing, you shall be deemed to be on probation.
- Your working days will be six days per week and you have to work in shifts.
- You may be required to work in any section or department or branch of the company anywhere in India or abroad, whether now existing or as may be established in future or work on transfer or deputation in any Associate company or in any other concern in which the management has any interest and you shall be bound to work. You may be required to work in shifts.
- You shall not engage yourself in any other trade, business or occupation while on leave or on holiday or when off duty, without obtaining the Management's prior permission in writing.
- Your employment shall stand terminated forthwith on the happening of the following:
 - i. If you are guilty of any offence involving moral turpitude
 - ii. If you remain absent for a continuous period of 8 days without sanctioned leave.



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Thirupachur, Thiruvallur - 631 203

Bozhon Precision Industry India Private Limited

CIN: U29308TN2019FTC132287

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SF No 44/1b, Plot No 172, NH4 Main Road, Anandvalli Nagar,
Mambakkam, Sriperumbudur, Kanchipuram Chennai, Tamil Nadu- 602105

Website: www.bozhon.com, Phone no: 044-27168051

- After confirmation, your services are terminable at any time without assigning any reason, whatsoever by giving 2 (Two) month notice or payment of salary in lieu of, on either side. However, the Management has the right to insist that that you can get separated only on serving the One-month notice period.
- You are to maintain strict secrecy with regard to the work, plans, drawings, processes etc., and with regard to any other matter concerned with the company entrusted to you of which may come to your knowledge during your service. You shall not, during the period of your service with the company or at any time thereafter, pass on or divulge any information of proprietary and/or confidential nature gained by you during your period of employment with the company.
- Accordingly, you shall not take up any employment with our competitor or start any venture or help anyone in the business similar to us during the period of employment and thereafter at least for a period of two years from the date you cease to be our employment.
- You shall inform two months prior to resign to your position for your personal reason if any. You shall not resign your position for 2(Two) year that includes your probation period.
- There is No Paid leave during the probation period hence the leave will be considered as Leave without pay.

For
Bozhon Precision Industry India Private Limited.
by.

I have read, understood and willingly accept



Kanthappa Gurulingappa
Bozhon India-Director.



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

Ms. Soniya M

Date: 26-02-2021

Dear Soniya 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 26-02-2021 and shall end on 25-06-2021. 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

Soniya



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

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.)

HRIOFF/20231050
23rd FEB' 2021

PRIVATE & CONFIDENTIAL

Mr. STEPHEN RAJ C
No:2/195,Ponnyamma Kovil Street,Methur,
Chennai-600068.

Subject: Letter of Offer: Appointment as a JUNIOR ENGINEER -QUALITY (QA)
Department.

Dear Mr. STEPHEN RAJ 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.2,22,308 /- (Rupees Two Lakhs Twenty Two Thousand Three Hundred and Eight 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 06.11.2021. This Letter of Offer is valid up to 07.11.2021 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:



PRINCIPAL

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

Reg No: 280, 281, 292, 340/11B5, 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,

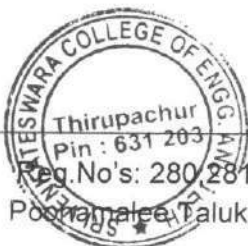
For LS Automotive India Pvt Ltd

Authorised Signatory *

I duly accept this offer and will be join on or before 26/02/21

Name: Stephan kajal Signature: Stephan Date: 23/02/21



PRINCIPAL

Sri Venkateswara College of
Engineering and Technology

Thirupachur, Thiruvallur - 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://lsautomotive.in>

CIN No: U50300TN2006PTC061183

Mr. Subash R

Date: 26-02-2021

Dear Subash 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 26-02-2021 and shall end on 25-06-2021. 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)

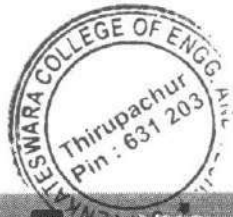
The IP and confidential information shared with you during the course of your position shall remain exclusive property of the company. The IP includes R&D designs, Innovations, Concepts, Designs, Methodology, Prototypes and Copyrights created by you during work period will be exclusive property of the 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 *Sub. R*



Thillai Balaji S

Thillai Balaji Sankaravel
Managing Director
Verso3D

+91-9962 06 4949

VERS@3D@gmail.com

Office no:313,Apeejay house, 39/12
Haddows Road, Nungambakkam, Chennai-600 006

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Mr.SUNIL GANDHI G
Arakkonam - 631002

Date: 28.01.2021

Subject: Offer Letter for the post of -"Executive Coordination"

Dear Mr.SUNIL GANDHI G,

It gives us immense pleasure in offering you the position of "Executive Coordination".

Your CTC will be Rs. 2,60,000/- Per annum and any other facilities will be as per company's terms and conditions.

*IT/Gratuity/Provident fund and other deductions as applicable.

You are expected to join us on 1st July 2021, your base location will be Chennai.

We are proud to welcome you in Zircon Family and wish you a long productive and satisfying career with us.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.

Please note that your offer is being made based on the information provided by you. If any of the information provided is found to be incorrect / false our offer will stand withdrawn.

We look forward for a happy and long association.

With best Regards



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

REGISTERED OFFICE: NO.2 1ST FLOOR, B-1226, G.D. COLONY, MAYUR VIHAR, PHASE III, NEW DELHI-110096
CORPORATE OFFICE: KHASRA NO. 1017, 1019, 1021, CAMP ROAD (BEHIND SELAQUI HOTEL) SELAQUI, DEHRADUN 248197 UK
TEL: (O) 120-4687000-15 FAX: (O) 120-4687016
E-MAIL: accounts@zircontech.com WEBSITE: www.zircontech.com
CIN NO. U51397DL1999PLC098428

LS Automotive India Private Limited

(formerly known as Daesung Electric India Pvt. Ltd.,)

HRIOFF/20231050
23rd FEB 2021

PRIVATE & CONFIDENTIAL

Mr. SUNIL KUMAR D
No:3/2,Kovil Street,Melkalathur,
Ranipet-632502.

Subject: Letter of Offer: Appointment as a JUNIOR ENGINEER -QUALITY (QA)
Department.

Dear Mr. SUNIL KUMAR D,

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.

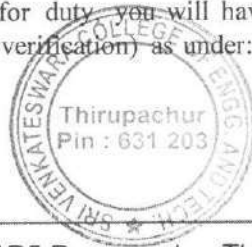
Your CTC has been fixed Rs.2,22,308 /- (Rupees Two Lakhs Twenty Two Thousand Three Hundred and Eight Only) we mutually discussed and agreed upon.

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 06.11.2021. This Letter of Offer is valid up to 07.11.2021 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.,

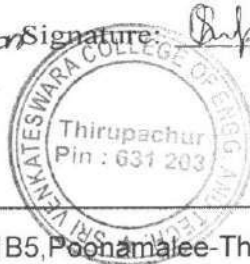
Yours sincerely,

For LS Automotive India Pvt Ltd

Authorised Signatory

I duly accept this offer and will be join on or before 26/2/2021

Name: D. Sunil Kumar Signature: [Signature] Date: 23-02-2021



PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,

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

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Bozhon Precision Industry India Private Limited

CIN: U29308TN2019FTC132287

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SF No 44/1b, Plot No 172, NH4 Main Road, Anandvalli Nagar,
Mambakkam, Sriperumbudur, Kanchipuram Chennai, Tamil Nadu- 602105

Website: www.bozhon.com, Phone no: 044-27168051

To,

Date: 19.10.2020

Mr.SURENKUMAR R

Subject: Offer Letter for the position of "On-Site Support Engineer"

Dear Mr.SURENKUMAR R,

With reference to subsequent interview held with you, we are pleased to offer you the position of "On-Site Support Engineer" in our Company from on or before May 5th 2021 subject to the following terms and conditions:

- Your total annual cost to the company ranges from **Rs. 3, 03,576-Rs 3, 15, 096**.
- You will be on probation for a period of **One Year**. The Management reserves the right to extend the period of probation for such periods as they may deem fit.
- Upon satisfactory completion of the period of probation, your services will be confirmed in writing and until so confirmed in writing, you shall be deemed to be on probation.
- Your working days will be six days per week and you have to work in shifts.
- You may be required to work in any section or department or branch of the company anywhere in India or abroad, whether now existing or as may be established in future or work on transfer or deputation in any Associate company or in any other concern in which the management has any interest and you shall be bound to work. You may be required to work in shifts.
- You shall not engage yourself in any other trade, business or occupation while on leave or on holiday or when off duty, without obtaining the Management's prior permission in writing.
- Your employment shall stand terminated forthwith on the happening of the following:
 - i. If you are guilty of any offence involving moral turpitude
 - ii. If you remain absent for a continuous period of 8 days without sanctioned leave.



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Thirupachur, Thiruvallur - 631 203

Bozhon Precision Industry India Private Limited

CIN: U29308TN2019FTC132287

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SF No 44/1b, Plot No 172, NH4 Main Road, Anandvalli Nagar,
Mambakkam, Sriperumbudur, Kanchipuram Chennai, Tamil Nadu- 602105

Website: www.bozhon.com, Phone no: 044-27168051

- After confirmation, your services are terminable at any time without assigning any reason, whatsoever by giving 2 (Two) month notice or payment of salary in lieu of, on either side. However, the Management has the right to insist that that you can get separated only on serving the One-month notice period.
- You are to maintain strict secrecy with regard to the work, plans, drawings, processes etc., and with regard to any other matter concerned with the company entrusted to you of which may come to your knowledge during your service. You shall not, during the period of your service with the company or at any time thereafter, pass on or divulge any information of proprietary and/or confidential nature gained by you during your period of employment with the company.
- Accordingly, you shall not take up any employment with our competitor or start any venture or help anyone in the business similar to us during the period of employment and thereafter at least for a period of two years from the date you cease to be our employment.
- You shall inform two months prior to resign to your position for your personal reason if any. You shall not resign your position for 2(Two) year that includes your probation period.
- There is No Paid leave during the probation period hence the leave will be considered as Leave without pay.

For
Bozhon Precision Industry India Private Limited.
by.

I have read, understood and willingly accept

Kanthappa Gurulingappa
Bozhon India-Director.



[Signature]

PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
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

Oct 09, 2020

To,

Mr. SURYA I

OFFER LETTER

Dear Mr. SURYA I

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

LS Automotive India Private Limited

(formerly known as Daesung Electric India Pvt. Ltd.,)

HRIOFF/20231050
23rd ' FEB' 2021

PRIVATE & CONFIDENTIAL

Mr. TAMILARASAN S
No:170G,Sringomathi Nagar,Nungambaakam,
Thiruvallur-602002.

Subject: Letter of Offer: Appointment as a JUNIOR ENGINEER -QUALITY (QA)
Department.

Dear Mr. TAMILARASAN 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.

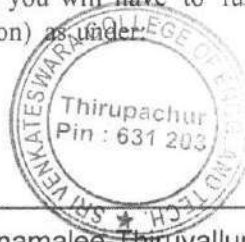
Your CTC has been fixed Rs.2,22,308 /- (Rupees Two Lakhs Twenty Two Thousand Three Hundred and Eight Only) we mutually discussed and agreed upon.

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 06.11.2021. This Letter of Offer is valid up to 07.11.2021 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
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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.,

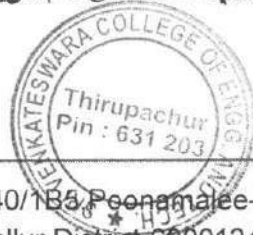
Yours sincerely,

For LS Automotive India Pvt Ltd

Authorised Signatory

I duly accept this offer and will be join on or before 26/2/21

Name: S. Tamilanathan Signature: [Signature] Date: 23/2/21



PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,

Reg.No's: 280,281,292,340/184 Poonamalee-Thiruvallur High Road, Thirupachur, Thiruvallur - 631 203
Poonamalee Taluk, Thiruvallur District-6000124, Tamilnadu, India. We: <http://lsautomotive.in>

CIN No: U50300TN2006PTC061183

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ZIRCON TECHNOLOGIES (INDIA) LTD

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Mr. TAMILVENDAN M
Perambakkam - 631402

Date: 28.01.2021

Subject: Offer Letter for the post of -"Executive Coordination"

Dear Mr. TAMILVENDAN M,

It gives us immense pleasure in offering you the position of "Executive Coordination".

Your CTC will be Rs. 2,60,000/- Per annum and any other facilities will be as per company's terms and conditions.

*IT/Gratuity/Provident fund and other deductions as applicable.

You are expected to join us on 1st July 2021, your base location will be Chennai.

We are proud to welcome you in Zircon Family and wish you a long productive and satisfying career with us.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.

Please note that your offer is being made based on the information provided by you. If any of the information provided is found to be incorrect / false our offer will stand withdrawn.

We look forward for a happy and long association.

With best Regards


Human Resource Department




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

Bozhon Precision Industry India Private Limited

CIN: U29308TN2019FTC132287

BOZHON 博众

SF No 44/1b, Plot No 172, NH4 Main Road, Anandvalli Nagar,
Mambakkam, Sriperumbudur, Kanchipuram Chennai, Tamil Nadu- 602105

Website: www.bozhon.com, Phone no: 044-27168051

To,

Date: 19.10.2020

Mr.VALLARASU C R

Subject: Offer Letter for the position of "On-Site Support Engineer"

Dear Mr.VALLARASU C R,

With reference to subsequent interview held with you, we are pleased to offer you the position of "On-Site Support Engineer" in our Company from on or before May 5th 2021 subject to the following terms and conditions:

- Your total annual cost to the company ranges from **Rs. 3, 03,576-Rs 3, 15, 096.**
- You will be on probation for a period of **One Year.** The Management reserves the right to extend the period of probation for such periods as they may deem fit.
- Upon satisfactory completion of the period of probation, your services will be confirmed in writing and until so confirmed in writing, you shall be deemed to be on probation.
- Your working days will be six days per week and you have to work in shifts.
- You may be required to work in any section or department or branch of the company anywhere in India or abroad, whether now existing or as may be established in future or work on transfer or deputation in any Associate company or in any other concern in which the management has any interest and you shall be bound to work. You may be required to work in shifts.
- You shall not engage yourself in any other trade, business or occupation while on leave or on holiday or when off duty, without obtaining the Management's prior permission in writing.
- Your employment shall stand terminated forthwith on the happening of the following:
 - i. If you are guilty of any offence involving moral turpitude
 - ii. If you remain absent for a continuous period of 8 days without sanctioned leave.



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Bozhon Precision Industry India Private Limited

CIN: U29308TN2019FTC132287

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SF No 44/1b, Plot No 172, NH4 Main Road, Anandvalli Nagar,
Mambakkam, Sriperumbudur, Kanchipuram Chennai, Tamil Nadu- 602105

Website: www.bozhon.com, Phone no: 044-27168051

- After confirmation, your services are terminable at any time without assigning any reason, whatsoever by giving 2 (Two) month notice or payment of salary in lieu of, on either side. However, the Management has the right to insist that that you can get separated only on serving the One-month notice period.
- You are to maintain strict secrecy with regard to the work, plans, drawings, processes etc., and with regard to any other matter concerned with the company entrusted to you of which may come to your knowledge during your service. You shall not, during the period of your service with the company or at any time thereafter, pass on or divulge any information of proprietary and/or confidential nature gained by you during your period of employment with the company.
- Accordingly, you shall not take up any employment with our competitor or start any venture or help anyone in the business similar to us during the period of employment and thereafter at least for a period of two years from the date you cease to be our employment.
- You shall inform two months prior to resign to your position for your personal reason if any. You shall not resign your position for 2(Two) year that includes your probation period.
- There is No Paid leave during the probation period hence the leave will be considered as Leave without pay.

For
Bozhon Precision Industry India Private Limited.
by.

I have read, understood and willingly accept


Kanthappa Gurulingappa
Bozhon India-Director.






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.,)

HRIOFF/20231050
23rd 'FEB' 2021

PRIVATE & CONFIDENTIAL

Mr. VIDYASAGAR M
No:25/9, Thiruvalluvar Street, Pattabiram,
Thiruvallur-600072.

Subject: Letter of Offer: Appointment as a JUNIOR ENGINEER -QUALITY (QA)
Department.

Dear Mr. VIDYASAGAR 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) Department on the following terms and conditions.

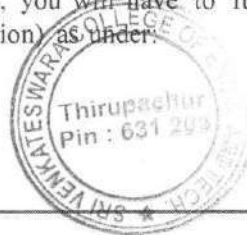
Your CTC has been fixed Rs.2,22,308 /- (Rupees Two Lakhs Twenty Two Thousand Three Hundred and Eight Only) we mutually discussed and agreed upon.

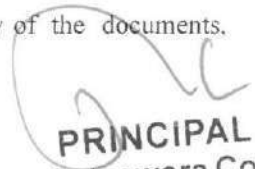
You will be on probation for a period of six months from the date of your joining the company.

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 06.11.2021. This Letter of Offer is valid up to 07.11.2021 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 - 631 293

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 26.02.21

Name: Vidhyasagar Signature: Vidubh Date: 23.02.21



PRINCIPAL

**Sri Venkateswara College of
Engineering and Technology.**

Reg.No's: 280,281,292,340/185, Poonamalee-Thiruvallur High Road, Gudapakkam Village
Poonamalee Taluk, Thiruvallur District-6000124, Tamilnadu, India. We:<http://lsautomotive.in>

CIN No: U50300TN2006PTC061183



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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

Oct 09, 2020

To,

Mr. VIGNESH S

OFFER LETTER


Dear Mr. VIGNESH 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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Thirupachur, Thiruvallur - 631 203

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Mr. VIJAYA SARATHI S
Thiruvallangadu - 602306

Date: 28.01.2021

Subject: Offer Letter for the post of - "Executive Coordination"

Dear Mr. VIJAYA SARATHI S,

It gives us immense pleasure in offering you the position of "Executive Coordination".

Your CTC will be **Rs. 2,60,000/- Per annum** and any other facilities will be as per company's terms and conditions.

*IT/Gratuity/Provident fund and other deductions as applicable.

You are expected to join us on 1st July 2021, your base location will be Chennai.

We are proud to welcome you in Zircon Family and wish you a long productive and satisfying career with us.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.

Please note that your offer is being made based on the information provided by you. If any of the information provided is found to be incorrect / false our offer will stand withdrawn.

We look forward for a happy and long association.

With best Regards



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

Mr. Vinoth Kumar H

Date: 26-02-2021

Dear Vinoth Kumar H,

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 26-02-2021 and shall end on 25-06-2021. 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




PRINCIPAL Thillai Balaji S
Sri Venkateswara College of
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

210

Bozhon Precision Industry India Private Limited

CIN: U29308TN2019FTC132287

BOZHON 博众

SF No 44/1b, Plot No 172, NH4 Main Road, Anandvalli Nagar,
Mambakkam, Sriperumbudur, Kanchipuram Chennai, Tamil Nadu- 602105

Website: www.bozhon.com, Phone no: 044-27168051

To,

Date: 19.10.2020

Mr.YOGESHWARAN D

Subject: Offer Letter for the position of "On-Site Support Engineer"

Dear Mr.YOGESHWARAN D,

With reference to subsequent interview held with you, we are pleased to offer you the position of "On-Site Support Engineer" in our Company from on or before May 5th 2021 subject to the following terms and conditions:

- Your total annual cost to the company ranges from **Rs. 3, 03,576-Rs 3, 15, 096**.
- You will be on probation for a period of **One Year**. The Management reserves the right to extend the period of probation for such periods as they may deem fit.
- Upon satisfactory completion of the period of probation, your services will be confirmed in writing and until so confirmed in writing, you shall be deemed to be on probation.
- Your working days will be six days per week and you have to work in shifts.
- You may be required to work in any section or department or branch of the company anywhere in India or abroad, whether now existing or as may be established in future or work on transfer or deputation in any Associate company or in any other concern in which the management has any interest and you shall be bound to work. You may be required to work in shifts.
- You shall not engage yourself in any other trade, business or occupation while on leave or on holiday or when off duty, without obtaining the Management's prior permission in writing.
- Your employment shall stand terminated forthwith on the happening of the following:
 - i. If you are guilty of any offence involving moral turpitude
 - ii. If you remain absent for a continuous period of 8 days without sanctioned leave.




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Thirupachur, Thiruvallur - 631 203

Bozhon Precision Industry India Private Limited

CIN: U29308TN2019FTC132287

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SF No 44/1b, Plot No 172, NH4 Main Road, Anandvalli Nagar,
Mambakkam, Sriperumbudur, Kanchipuram Chennai, Tamil Nadu- 602105

Website: www.bozhon.com, Phone no: 044-27168051

- After confirmation, your services are terminable at any time without assigning any reason, whatsoever by giving 2 (Two) month notice or payment of salary in lieu of, on either side. However, the Management has the right to insist that that you can get separated only on serving the One-month notice period.
- You are to maintain strict secrecy with regard to the work, plans, drawings, processes etc., and with regard to any other matter concerned with the company entrusted to you of which may come to your knowledge during your service. You shall not, during the period of your service with the company or at any time thereafter, pass on or divulge any information of proprietary and/or confidential nature gained by you during your period of employment with the company.
- Accordingly, you shall not take up any employment with our competitor or start any venture or help anyone in the business similar to us during the period of employment and thereafter at least for a period of two years from the date you cease to be our employment.
- You shall inform two months prior to resign to your position for your personal reason if any. You shall not resign your position for 2(Two) year that includes your probation period.
- There is No Paid leave during the probation period hence the leave will be considered as Leave without pay.

For
Bozhon Precision Industry India Private Limited.
by,

I have read, understood and willingly accept


Kanthappa Gurulingappa
Bozhon India-Director.








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

LS Automotive India Private Limited

(formerly known as Daesung Electric India Pvt. Ltd.,)

HRIOFF/20231050
23rd 'FEB' 2021

PRIVATE & CONFIDENTIAL

Mr.YOKESH R
No:380,1ST Main Road,Maathurmma,
Chennai-600008.

Subject: Letter of Offer: Appointment as a JUNIOR ENGINEER -QUALITY (QA)
Department.

Dear Mr. YOKESH 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.2,22,308 /- (Rupees Two Lakhs Twenty Two Thousand Three Hundred and Eight 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 06.011.2021. This Letter of Offer is valid up to 07.11.2021 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, 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 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 26/2/2021

Name: Yokesh R Signature: Yokesh Date: 23/2/2021



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

Reg.No's: 280,281,292,340/185, Poonamalee-Thiruvallur High Road, Gudapakkam Village,
Poonamalee Taluk, Thiruvallur District-600124, Tamilnadu, India. We: <http://lsautomotive.in>

CIN No: U50300TN2006PTC061183

Mr. Yukesh B

Date: 26-02-2021

Dear Yukesh B,

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 26-02-2021 and shall end on 25-06-2021. 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



PRINCIPAL

Sri Venkateswara College of
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

LS Automotive India Private Limited

(formerly known as Daesung Electric India Pvt. Ltd.,)

HRIOFF/20231050
23rd FEB' 2021

PRIVATE & CONFIDENTIAL

Mr. YUVAN SHANKAR RAJ V
No:56/B,Akkiyanaidu Street, Thiruttani,
Thiruvallur-631209.

Subject: Letter of Offer: Appointment as a JUNIOR ENGINEER -QUALITY (QA)
Department.

Dear Mr. YUVAN SHANKAR RAJ 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.2,22,308 /- (Rupees Two Lakhs Twenty Two Thousand Three Hundred and Eight 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 06.11.2021. This Letter of Offer is valid up to 07.11.2021 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, Poonamallee-Thiruvallur High Road, Gudapakkam Village
Poonamallee Taluk, Thiruvallur District-600124, 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 26/2/2021

Name: V. Yuvanshankar Signature: Yudhviraj Date: 23/2/2021



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Sri Venkateswara College of
Engineering and Technology,

Reg.No's: 280,281,292,340,185, Poonamalee-Thiruvallur High Road, Gudupakkam Village, Thiruvallur - 631 203
Poonamalee Taluk, Thiruvallur District - 6000124, Tamilnadu, India. We: <http://lsautomotive.in>

CJN No: U50300TN2006PTC061183

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ZIRCON TECHNOLOGIES (INDIA) LTD

Strictly Confidential

Mr. AABALE B
Thiruvallur-631 203.

Date: 28.01.2021

Subject: Offer Letter for the post of -"Executive Coordination"

Dear Mr. AABALE B,

It gives us immense pleasure in offering you the position of "Executive Coordination".

Your CTC will be **Rs. 2,60,000/- Per annum** and any other facilities will be as per company's terms and conditions.

*IT/Gratuity/Provident fund and other deductions as applicable.

You are expected to join us on 1st JULY 2021, your base location will be Chennai.

We are proud to welcome you in Zircon Family and wish you a long productive and satisfying career with us.

Please sign and return to the undersigned the duplicate copy of this letter signifying your acceptance.

Please note that your offer is being made based on the information provided by you. If any of the information provided is found to be incorrect / false our offer will stand withdrawn.

We look forward for a happy and long association.

With best Regards



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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

Oct 09, 2020

To,

Mr. ALAGUPANDI P

OFFER LETTER

Dear Mr. ALAGUPANDI P

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,



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Engineering and Technology,
Thirupachur, Pin: 631 203
Movement that inspires

LS Automotive India Private Limited

(formerly known as Daesung Electric India Pvt. Ltd.,)

HRIOFF/20231050
23rd ' FEB' 2021

PRIVATE & CONFIDENTIAL

Mr.DINESH BABU B
No:3/122,Ambethkar Street,Vellakulam,Thozgur,
Tiruvallur-602025.

Subject: Letter of Offer: Appointment as a JUNIOR ENGINEER -QUALITY (QA) Department.

Dear Mr. DINESH BABU 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.2,22,308 /- (Rupees Two Lakhs Twenty Two Thousand Three Hundred and Eight 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 06.11.2021. This Letter of Offer is valid up to 07.11.2021 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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Reg.No's: 280,281,292,340/1B5,Poonamallee-Thiruvallur High Road,Gudapakkam Village,
Poonamallee Taluk,Thiruvallur District-600124, 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 26/2/21

Name: BDanesh Babu Signature: Danesh Babu Date: 23/2/21



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Thirupachur, Thiruvallur - 631 203

Reg.No's: 280,281,292,340/1B5 Poonamalee-Thiruvallur High Road, Gudapakkam, Village, Thiruvallur - 631 203
Poonamalee Taluk, Thiruvallur District-6000124, Tamilnadu, India. We: <http://lsautomotive.in>

CIN No: U50300TN2006PTC061183

Bozhon Precision Industry India Private Limited

CIN: U29308TN2019FTC132287

BOZHON 博众

SF No 44/1b, Plot No 172, NH4 Main Road, Anandvalli Nagar,
Mambakkam, Sriperumbudur, Kanchipuram Chennai, Tamil Nadu- 602105

Website: www.bozhon.com, Phone no: 044-27168051

To,

Date: 19.10.2020

Mr. HEMANATHAN S

Subject: Offer Letter for the position of "On-Site Support Engineer"

Dear Mr. HEMANATHAN S,

With reference to subsequent interview held with you, we are pleased to offer you the position of "On-Site Support Engineer" in our Company from on or before May 5th 2021 subject to the following terms and conditions.

- Your total annual cost to the company ranges from Rs. 3, 03,576-Rs 3, 15, 096.
- You will be on probation for a period of **One Year**. The Management reserves the right to extend the period of probation for such periods as they may deem fit.
- Upon satisfactory completion of the period of probation, your services will be confirmed in writing and until so confirmed in writing, you shall be deemed to be on probation.
- Your working days will be six days per week and you have to work in shifts.
- You may be required to work in any section or department or branch of the company anywhere in India or abroad, whether now existing or as may be established in future or work on transfer or deputation in any Associate company or in any other concern in which the management has any interest and you shall be bound to work. You may be required to work in shifts.
- You shall not engage yourself in any other trade, business or occupation while on leave or on holiday or when off duty, without obtaining the Management's prior permission in writing.
- Your employment shall stand terminated forthwith on the happening of the following:
 - i. If you are guilty of any offence involving moral turpitude
 - ii. If you remain absent for a continuous period of 8 days without sanctioned leave.




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Bozhon Precision Industry India Private Limited

CIN: U29308TN2019FTC132287

BOZHON 博众

SF No 44/1b, Plot No 172, NH4 Main Road, Anandvalli Nagar,
Mambakkam, Sriperumbudur, Kanchipuram Chennai, Tamil Nadu- 602105

Website: www.bozhon.com, Phone no: 044-27168051

- After confirmation, your services are terminable at any time without assigning any reason, whatsoever by giving 2 (Two) month notice or payment of salary in lieu of, on either side. However, the Management has the right to insist that that you can get separated only on serving the One-month notice period.
- You are to maintain strict secrecy with regard to the work, plans, drawings, processes etc., and with regard to any other matter concerned with the company entrusted to you of which may come to your knowledge during your service. You shall not, during the period of your service with the company or at any time thereafter, pass on or divulge any information of proprietary and/or confidential nature gained by you during your period of employment with the company.
- Accordingly, you shall not take up any employment with our competitor or start any venture or help anyone in the business similar to us during the period of employment and thereafter at least for a period of two years from the date you cease to be our employment.
- You shall inform two months prior to resign to your position for your personal reason if any. You shall not resign your position for 2(Two) year that includes your probation period.
- There is No Paid leave during the probation period hence the leave will be considered as Leave without pay.

For
Bozhon Precision Industry India Private Limited.
by.

I have read, understood and willingly accept

Kanthappa Gurulingappa
Bozhon India-Director.



Hembudu . S


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Sri Venkateswara College of
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Thirupachur, Thiruvallur - 631 203



Offer Letter

Name: Abu Thakir M.U
Date: January 25, 2021

Dear Mr. Abu Thakir,

We are glad to inform you that you have been selected for the position of **Business Development Trainee - Sales** in our organization with the Business Development Team for a **period of 6 weeks**, with an opportunity to be offered a permanent position of Business Development Associate at the end of the training period, based upon the following terms and conditions.

The **first 2 weeks of this training will be classroom training** at the Joining Location itself. It will then be followed by **4 weeks of "On-the-Job Training (OJT)"**, to be conducted at the OJT Training Location. Upon successful completion of the training and post your conversion, you will be posted in the Role Location as a Business Development Associate.

1. Employment Details:

Department: Business Development
Designation: Business Development Trainee - Sales
Reporting Manager: Rahul Raj (TNL201605108)
Reporting Time: 9:30 AM
Joining Location: Byjus Coimbatore - 2nd floor, Senthil Towers, 1078, East Wing, Avinashi Road, P.N Palayam, Coimbatore-641018, Tamil Nadu
OJT Training Location: Byjus - Coimbatore
Role Location: Coimbatore

2. Date of Joining: Your appointment becomes effective from the date of joining the services of the Company, which date shall be no later than **July 01, 2021**. Your work location after conversion to the role of Business Development Associate would be **Coimbatore** or any other location as may be assigned by the Company. The Company reserves the right to transfer you to any location, as the Company may deem fit, from time to time.

3. Term: The term of this Agreement would be for a period of 1.5 months (approximately), commencing from your date of joining. This Agreement will automatically expire upon the completion of this term unless terminated earlier as per the provisions of Clause 12 of this Agreement.

4. Extension of Agreement: In case of a business requirement, this agreement may be extended by another 2 weeks (over above the 1.5 months) as mentioned in Clause 3. You shall be intimated by suitable means, as the Company deems fit. The decision of the Company, in this matter shall be final.

5. Background Check: The Company may, at its discretion, conduct background verification, prior to or at any time after commencement of this Agreement, to verify, including but not limited to, your professional certifications, designations or licenses, educational background, identity, proof of age, address, past work experience (if any) and criminal records. You hereby provide your express consent to the Company for conducting such background checks. This Agreement is subject to validation of any information provided by you to the Company and to the satisfactory outcome of the pre-employment screening activities (including background verification and criminal history check).

6. Offer of Permanent Position: It shall be obligatory on the part of the Company to offer a permanent position to you on expiry of this



PRINCIPAL Page 1 of 4
Sri Venkateswara College of
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Agreement. This offer of employment will be subject to the satisfactory performance during training and also subject to production of necessary documents including educational and professional certificates and may be rescinded in the event such necessary documents are not provided to the Company. Upon satisfying the above conditions, conversion to the role of BDA will be done with a compensation of 10LPA (7LPA fixed + 3LPA variable) for the role of BDA - Direct Sales. However, the Company may at its sole discretion and its business requirements may decide not to extend an offer of employment. Moreover, if the Company finds that you have achieved your training target through improper means resulting in the reduction of your achieved revenue, the Company will have the right to terminate your employment even after the permanent position has been offered.

7. Cost to the Company: Your compensation is INR 25000 per month. You are also eligible for a performance pay up to INR 2,00,000/- based on your individual targets and performance numbers during your training period.

8. Deductions: The Company shall be entitled to deduct from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

- (a) Provident Fund;
- (b) Income tax deducted at source at the rates applicable;
- (c) Employment / professional taxes;
- (d) Dues to Company including loans and advances; or
- (e) Any other applicable statutory deductions

The income tax liability with regards to your salary and perks will be your liability, and will be governed by the applicable tax laws of the country as applicable from time to time.

9. Expense Reimbursement: In addition to the aforementioned salary, you shall be paid the expenses incurred by you on behalf of the Company or its clients as authorized, in connection with the duties executed by you, and upon presenting supporting vouchers/documents. The Expense Policy applicable to you will be shared with you on joining.

10. Company Policies: You will be governed by the Company's policies, regulations and procedures on the office timings, anti-sexual harassment, leave, travel, transfers, misconduct, etc., presently in force or as introduced/amended from time to time. You are eligible for leave as per the Company's leave policy, which can be viewed under 'Policies' tab in your 'Employee Service Platform Account' and/or the 'Employee's Handbook' provided to you.

11. Leaves: You will be entitled to get 1 casual leave/sick leave per month. Employees whose date of joining service falls between 1st to the 15th of a month are entitled to get the leave credit for that month. Employees whose date of joining service falls between 16th to the end of the month are not entitled for the leave credit for that month.

12. Absence from duty: When an employee takes off from duty without prior leave approval or proper intimation under certain unavoidable circumstances, then those day/days will be treated as absence from duty. The days of absence will be treated under loss of pay. The employee has to report to his / her department head on rejoining duty from absence and provide valid reasons for absence in writing before taking up work again. If an employee is absent from duty for more than 2* days (including paid and unpaid leaves / consecutive or cumulative), training will be discontinued without any notice.

*(*In case, where this agreement is extended, as per Clause 4 of this agreement, need to be read as 3 days, with no change to terms and conditions of Clause 12.)*

13. Termination: Subject to Clause 3, your services may be terminated in the following manner:

- a) The Company will be entitled to terminate your services by giving you 48 hours' notice in writing, or by payment of 48 hours' salary in lieu of such notice. In the event you desire to leave the services of the Company, you will be required to give the Company 48 hours' notice in writing or 48 hours' salary in lieu of such notice.
- b) In the event of termination on disciplinary grounds including but not limited to embezzlement, fraud, gross negligence, willful misconduct, or a material violation of Company policies or you are found to be absconding from the services of the Company or for any other reasons causing grievous loss / damage / disrepute to the Company / associates, your termination will be immediate and without any notice or compensation.
- c) In the event of your resignation from the services of the Company, you will be required to give the Company 48 hours' written notice. The notice period has to be served in full, unless otherwise agreed by the Company in writing. In case of failure to give the above notice period, the Company shall have the right to deduct the salary in lieu of the notice period and you will not be eligible to be hired by the Company in



future. You shall, on ceasing to be an employee of the Company for any reason and in addition to the obligations under the Non-Disclosure and Confidential Information Agreement, forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession or prepared in connection with your employment with the Company.

14. Confidential Information: As an employee, you may come in to possession of information confidential to the Company and agree to keep confidential, Company's proprietary and confidential information obtained at any time during the period of your employment in the Company. Confidential information includes, and is not limited to; course materials, videos, financial documents and other relevant documents. You shall not disclose such Confidential Information to any person. You shall not make any copies of the Confidential Information. You shall not disclose, reproduce or use any Confidential Information for any purpose except solely in connection with your performance in company. Your obligations with respect to confidentiality shall be more fully detailed under the Non-Disclosure and Confidential Information Agreement executed by you with the Company and you shall at all times be bound by the provisions laid therein.

15. Intellectual Property Rights: All the intellectual property rights in the material developed by you, class material and related documents shall at all times remain the property of the Company. You shall provide all assistance and execute all deeds and documents required to vest the intellectual property rights with the Company. In the event any of the intellectual property rights are not assignable under applicable laws, you shall provide exclusive, transferable, assignable, royalty-free right in such intellectual property in perpetuity to the Company. You shall not assert any right, title and interest over such intellectual property rights.

16. Indemnity: You hereby agree to indemnify and keep indemnified and hold the Company harmless from and against any loss, claim, damage, costs, taxes, duties, additions, penalties, interest thereon or expenses of any kind, including reasonable attorney's fees, incurred/sustained or caused to be incurred/sustained by the Company on account of:

- a. Any act or omission by you;
- b. Contravention of any of the terms, conditions, covenants of this letter or the Non-Disclosure and Confidential Information Agreement;
- c. Any representation or warranty or information furnished to the Company found to be false;
- d. Violation/non-compliance with any laws/rules/regulations while rendering the services; and/or
- e. Failure to adhere to the standards/specifications/policies of the Company.

17. General Provisions:

a. You are required to devote your entire time, attention and effort to the furtherance of the business of the Company and to continually develop your professional skills in the interest of the Company and yourself. You shall not, during your employment with the Company, directly or indirectly engage yourself in or devote any time or attention to any part-time employment or business or position of monetary interest, other than that of the Company. Further, you shall not divulge, communicate or pass any information in any form, related to any aspect of the Company to anyone outside the Company.

b. You shall endeavor to uphold the good image of the Company and shall not by your conduct adversely affect the reputation of the Company and bring disrepute to the Company, in any manner whatsoever. You shall not conduct yourself in any manner amounting to breach of confidence reposed in you or inconsistent with the position of responsibility occupied by you. You shall at all times deal with the Company's money, material and documents with utmost honesty and professional ethics.

c. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of our specific background and professional merit. The Company expects that you maintain this information and any future changes to your remuneration, as strictly personal and confidential.

d. During the course of your employment, if you, at any time render yourself incompetent to perform your duties or if you should misconduct yourself or be disobedient, intemperate, irregular in attendance, commit breach of the terms of your employment or of any of the stipulations herein contained, the Company shall without prejudice to any of its rights under the terms herein contained, be entitled to terminate your employment forthwith without notice or payment in lieu of notice and deduct from your salary or other emoluments, if any, then due to you, including the amount of any damage that the Company may have sustained.

e. You will keep the Company informed of any change in your residential address, your family status or any other personal particulars relevant to your employment, as and when the change occurs.

f. You are required to sign a 'Non-Disclosure and Confidential Information Agreement' with the Company, prior to joining the services of the Company. Your employment with the Company shall be contingent upon you executing the said agreement.

g. You will be subject to the Company's rules and regulations for the time being in force and as varied from time to time.



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h. The Company will deduct taxes as appropriate and consistent with applicable tax laws and regulations. You will be responsible for your tax liabilities under all applicable tax laws and regulations.

i. This letter constitutes the complete understanding between you and the Company regarding the terms of your employment with the Company. This supersedes any and all other agreements, either written or oral, between you and the Company regarding your employment. Any modification of this letter will be effective only if it is in writing, signed by both parties.

j. All disputes arising herein shall be governed by the laws of India and the jurisdiction to entertain and try such dispute shall vest exclusively in the courts of Bangalore, Karnataka

The terms of your employment contract detailed above are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately.

You are requested to signify your acceptance of the terms and conditions by signing and returning to us the duplicate copy of this letter.

We look forward to you joining us at the earliest. We are certain that you will find challenge, satisfaction and opportunity in your association with the Company.

You are requested to carry the below mentioned documents on your joining date

1. 10th Mark sheet
2. 12th Mark sheet
3. Graduation/Post Graduation Mark sheet--All semester mark sheet
4. Graduation/Post Graduation--Provisional Certificate/Course Completion Certificate
5. Resume
6. BYJU'S Offer Letter
7. Pan Card
8. Aadhaar Card
9. Voter ID/Passport/Driving License
10. Cancelled Cheque/Bank Statement/Bank Passbook
11. Passport Size Photograph
12. All current & previous companies relieving/experience letter(Only for experienced candidate)
13. Current/Last company's last three months' pay slips (Only for experienced candidate)

Yours sincerely,

Think & Learn Pvt. Ltd.

Human Resource

Accept Job Offer by signing below

Signature:



This is system generated offer letter and does not require authorized signature.

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Thirupachur, Thiruvallur - 631 203



Appointment Letter

Date: 1st April 21

Mr.Adhavan E
No.14/82, Bajanai Kovil Street,
Veerapuram,
Chennai-600055.

Dear Adhavan 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 August 2021.

B) Your Annual compensation would be ₹2, 56,000 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) Employee would be would be eligible upto ₹4000 per month)

C) Its purely office 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



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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

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 August 2021. 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

220



18-Nov-2020

Dear Ajith Kumar V,

With reference to the discussions that we had with you; we are pleased to offer you the role of "Counsellor" at our office based out of Chennai.

Your Annual Total Compensation will be ₹ 324,096/-.

We would be happy to have you with us on or before 24-Nov-2020 and you will be on probation period of 6 months which may be extended or reduced depending on your performance and other parameters as defined by the management. On completion of the probation period, and subject to your services being found up to Company's expectation, you will be intimated in writing about your confirmation and change in package (if any).

The other detail about your compensation is presented in Annexure A.

Your compensation is highly confidential and if the need arises, you may discuss it only with your line manager.

We are excited to have you join our team!

Yours Sincerely,
For Edvoy.,

Honey Dev
Senior Manager-HR



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Thirupachur, Thiruvallur - 631 203



EC Abroad Consulting Services Pvt Ltd
Ibabeeb Centre, No 51, TT Krishnamachari Road
Ilwarpet, Chennai - 600018
www.edvoy.com

Ajith Kumar

Accepted on Nov 18 2020 12:04:42 (UTC)

221

2nd Floor, 15th Avenue, Jawaharal Nehru Road,
Opp. to Bsnl Off. Above IOB, Jafferkanpet,
Ashoknagar, Chennai - 83

hr@imperium.asia
www.imperium.asia

044 - 2471 7329



Letter of Offer

Dear

Date 30th - March - 2021

AJITH KUMAR .N,

With reference to your application and the subsequent interview you had with us, we take pleasure in offering you a position with the following details and on the terms and condition discussed and agreed upon by you at the time of interview and as embodied in as separate letter of appointment which will be given to you after 6 days from the date of joining.

Designation: BUSINESS ASSOCIATE,

Date of Joining: On your date of joining, you are required to submit the following documents of the HR department:

- 1. Graduation degree or Third year mark sheets.
- 2. Proof of residence (Copy of passport, ration card, bank statement, license or electricity /telephone bill.

If employed earlier, then: You are required to submit the above mentioned documents within 3 days from the date of joining, failure to which this offer will stand automatically withdrawn or cancelled.

Your compensation is INR 25000 per month. You are also eligible for a performance pay up to INR 2,00,000/- basedon your individual targets and performance numbers during your training period.

IMPERIUM reserves the right to terminate your services in event of any absenteeism during the Training Period. Business Associate shall ensure that **IMPERIUM** intellectual property is protected at all times and not do anything to sabotage the company's reputation. Company is not liable for any payments, in case Business Associate leaves within 1Month. The candidate shall not divulge (through any mode of correspondence) any of company's details to anyone who is not working with **IMPERIUM**, misrepresenting Company or company's channel partners or giving incorrect product information or not complying with any of the above mentioned rules will attract a penalty and termination of contract. If anybody were found to be under the influence of alcohol during the business hours would be immediately terminated without payment and might be liable for prosecution.

Please signify your acceptance by signing and returning the duplicate copy of this letter. We look forward to your Joining our team for a long and successful association.

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Thirupachur, Thiruvallur - 631 203

Mr.Alex
Hiring Manager



Accepted.....



Appointment Letter

College Name: Sri Venkateswara College Of Engineering and Technology

Date: 26-March-2021

Dear **Ananthana 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, 2021** 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 Thirupachur Pin: 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



18-Nov-2020

Dear Anitha P,

With reference to the discussions that we had with you; we are pleased to offer you the role of "Counsellor" at our office based out of Chennai.

Your Annual Total Compensation will be ₹ 324,096/-.

We would be happy to have you with us on or before **24-Nov-2020** and you will be on probation period of **6 months** which may be extended or reduced depending on your performance and other parameters as defined by the management. On completion of the probation period, and subject to your services being found up to Company's expectation, you will be intimated in writing about your confirmation and change in package (if any).

The other detail about your compensation is presented in **Annexure A**.

Your compensation is highly confidential and if the need arises, you may discuss it only with your line manager.

We are excited to have you join our team!

Yours Sincerely,
For Edvoy.,

Honey Dev

Honey Dev
Senior Manager-HR



[Signature]
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Engineering and Technology,
Thirupachur, Thiruvallur - 631 203



224



Date: Jun 30, 2021
Offer No : QS2682664

ARAVINDHAN.R
CHENNAI 123456
TAMIL NADU

FIXED TERM EMPLOYMENT CONTRACT

Dear **ARAVINDHAN.R**

We are pleased to offer you employment at QUESS Corp Limited for a fixed period of employment as per the following terms:

DEPUTATION:

You are deputed to client site under this Contract. The terms of employment is exclusively with QUESS, the employee shall never be deemed to be the employee of the client, where you have been deputed under this Contract.

You will with effect from JUL 01, 2021 be deputed by QUESS, to work at client's office / premises at any of their locations.

During the course of your contract, you can be transferred to a location within the territory of indiaas and required by Quess for rendering the services under this contract

TENURE:

The term of your Contract shall be valid from JUL 01, 2021 to MAY 31, 2022.

COTERMINOUS:

Notwithstanding the Tenure of this Contract, in the event of the project / work / deputation for which you are being employed terminates before your Contract end period, this Contract shall be

Quess Confidential
This is a system generated letter

Offer No : QS2682664

Page 1

QUESS Corp Ltd
3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quesstech.com> | Toll Free No: 1800-572-3333



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Thirupachur, Thiruvallur - 631 203

TO CHECK IF YOUR OFFER LETTER IS GENUINE.
Open the camera on your smart phone and scan.

Compensation Sheet

Offer No: **QS2682664** Associate Name: **ARAVINDHAN.R**
Designation: **Customer Support Executive** Location: **CHENNAI**

Pay Heads	Rs. Monthly Pay	Rs. Annual Pay
Basic	10205	122460
House Rent Allowance	5103	61236
City Compensatory Allowance	2329	27948
Gross Salary	17637	211644

Employer's Contribution		
Employer_esi	574	6888
Employer Provident Fund	1629	19548
Gratuity contribution	491	5892
Bonus contribution	850	10200
Total Contribution	3544	42528
Cost to Company: (CTC)	21181	254172

Deduction: (Subjected to change)		
Employee Esi	133	1596
Provident Fund	1504	18048
Total Deduction	1637	19644
Net Take Home	16000	192000

Dear Associate,

Please download the WorQ App on your mobile for a host of benefits

- Access all your HR Documents (PaySlip, Offer Letter, PF/ESIC/Insurance Nos, Form 16)
- Get Digital ID Card



Quess Confidential
This is a system generated letter

Offer No : QS2682664

Page 7

QUESS Corp Ltd

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quescorp.com> | Toll Free No: 1800-572-3333



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Open the camera on your smart phone and scan.

225



Offer Letter

Name: Arun F
Date: January 25, 2021

Dear Mr. Arun F,

We are glad to inform you that you have been selected for the position of **Business Development Trainee - Sales** in our organization with the Business Development Team for a **period of 6 weeks**, with an opportunity to be offered a permanent position of Business Development Associate at the end of the training period, based upon the following terms and conditions.

The **first 2 weeks of this training will be classroom training** at the Joining Location itself. It will then be followed by **4 weeks of "On-the-Job Training (OJT)"**, to be conducted at the OJT Training Location. Upon successful completion of the training and post your conversion, you will be posted in the Role Location as a Business Development Associate.

1. Employment Details:

Department: Business Development
Designation: Business Development Trainee - Sales
Reporting Manager: Rahul Raj (TNL201605108)
Reporting Time: 9:30 AM
Joining Location: Byjus Coimbatore - 2nd floor, Senthil Towers, 1078, East Wing, Avinashi Road, P.N Palayam, Coimbatore-641018, Tamil Nadu
OJT Training Location: Byjus - Coimbatore
Role Location: Coimbatore

2. Date of Joining: Your appointment becomes effective from the date of joining the services of the Company, which date shall be no later than **July 01, 2021**. Your work location after conversion to the role of Business Development Associate would be **Coimbatore** or any other location as may be assigned by the Company. The Company reserves the right to transfer you to any location, as the Company may deem fit, from time to time.

3. Term: The term of this Agreement would be for a period of 1.5 months (approximately), commencing from your date of joining. This Agreement will automatically expire upon the completion of this term unless terminated earlier as per the provisions of Clause 12 of this Agreement.

4. Extension of Agreement: In case of a business requirement, this agreement may be extended by another 2 weeks (over above the 1.5 months) as mentioned in Clause 3. You shall be intimated by suitable means, as the Company deems fit. The decision of the Company, in this matter shall be final.

5. Background Check: The Company may, at its discretion, conduct background verification, prior to or at any time after commencement of this Agreement, to verify, including but not limited to, your professional certifications, designations or licenses, educational background, identity, proof of age, address, past work experience (if any) and criminal records. You hereby provide your express consent to the Company for conducting such background checks. This Agreement is subject to validation of any information provided by you to the Company and to the satisfactory outcome of the pre-employment screening activities (including background verification and criminal history check).

6. Offer of Permanent Position: It shall not be obligation of the part of the Company to offer a permanent position to you on expiry of this



PRINCIPAL Page 1 of 4
Sri Venkateswara College of
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Thirupachur, Thiruvallur - 631 203

Agreement. This offer of employment will be subject to the satisfactory performance during training and also subject to production of necessary documents including educational and professional certificates and may be rescinded in the event such necessary documents are not provided to the Company. Upon satisfying the above conditions, conversion to the role of BDA will be done with a compensation of 10LPA (7LPA fixed + 3LPA variable) for the role of BDA - Direct Sales. However, the Company may at its sole discretion and its business requirements may decide not to extend an offer of employment. Moreover, if the Company finds that you have achieved your training target through improper means resulting in the reduction of your achieved revenue, the Company will have the right to terminate your employment even after the permanent position has been offered.

7. Cost to the Company: Your compensation is INR 25000 per month. You are also eligible for a performance pay up to INR 2,00,000/- based on your individual targets and performance numbers during your training period.

8. Deductions: The Company shall be entitled to deduct from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

- (a) Provident Fund;
- (b) Income tax deducted at source at the rates applicable;
- (c) Employment / professional taxes;
- (d) Dues to Company including loans and advances; or
- (e) Any other applicable statutory deductions

The income tax liability with regards to your salary and perks will be your liability, and will be governed by the applicable tax laws of the country as applicable from time to time.

9. Expense Reimbursement: In addition to the aforementioned salary, you shall be paid the expenses incurred by you on behalf of the Company or its clients as authorized, in connection with the duties executed by you, and upon presenting supporting vouchers/documents. The Expense Policy applicable to you will be shared with you on joining.

10. Company Policies: You will be governed by the Company's policies, regulations and procedures on the office timings, anti-sexual harassment, leave, travel, transfers, misconduct, etc., presently in force or as introduced/amended from time to time. You are eligible for leave as per the Company's leave policy, which can be viewed under 'Policies' tab in your 'Employee Service Platform Account' and/or the 'Employee's Handbook' provided to you.

11. Leaves: You will be entitled to get 1 casual leave/sick leave per month. Employees whose date of joining service falls between 1st to the 15th of a month are entitled to get the leave credit for that month. Employees whose date of joining service falls between 16th to the end of the month are not entitled for the leave credit for that month.

12. Absence from duty: When an employee takes off from duty without prior leave approval or proper intimation under certain unavoidable circumstances, then those day/days will be treated as absence from duty. The days of absence will be treated under loss of pay. The employee has to report to his / her department head on rejoining duty from absence and provide valid reasons for absence in writing before taking up work again. If an employee is absent from duty for more than 2* days (including paid and unpaid leaves / consecutive or cumulative), training will be discontinued without any notice.

(*In case, where this agreement is extended, as per Clause 4 of this agreement, need to be read as 3 days, with no change to terms and conditions of Clause 12.)

13. Termination: Subject to Clause 3, your services may be terminated in the following manner:

a) The Company will be entitled to terminate your services by giving you 48 hours' notice in writing, or by payment of 48 hours' salary in lieu of such notice. In the event you desire to leave the services of the Company, you will be required to give the Company 48 hours' notice in writing or 48 hours' salary in lieu of such notice.

b) In the event of termination on disciplinary grounds including but not limited to embezzlement, fraud, gross negligence, willful misconduct, or a material violation of Company policies or you are found to be absconding from the services of the Company or for any other reasons causing grievous loss / damage / disrepute to the Company / associates, your termination will be immediate and without any notice or compensation.

c) In the event of your resignation from the services of the Company, you will be required to give the Company 48 hours' written notice. The notice period has to be served in full, unless otherwise agreed by the Company in writing. In case of failure to give the above notice period, the Company shall have the right to deduct the salary in lieu of the notice period and you will not be eligible to be hired by the Company in



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future. You shall, on ceasing to be an employee of the Company for any reason and in addition to the obligations under the Non-Disclosure and Confidential Information Agreement, forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession or prepared in connection with your employment with the Company.

14. Confidential Information: As an employee, you may come in to possession of information confidential to the Company and agree to keep confidential, Company's proprietary and confidential information obtained at any time during the period of your employment in the Company. Confidential information includes, and is not limited to; course materials, videos, financial documents and other relevant documents. You shall not disclose such Confidential Information to any person. You shall not make any copies of the Confidential Information. You shall not disclose, reproduce or use any Confidential Information for any purpose except solely in connection with your performance in company. Your obligations with respect to confidentiality shall be more fully detailed under the Non-Disclosure and Confidential Information Agreement executed by you with the Company and you shall at all times be bound by the provisions laid therein.

15. Intellectual Property Rights: All the intellectual property rights in the material developed by you, class material and related documents shall at all times remain the property of the Company. You shall provide all assistance and execute all deeds and documents required to vest the intellectual property rights with the Company. In the event any of the intellectual property rights are not assignable under applicable laws, you shall provide exclusive, transferable, assignable, royalty-free right in such intellectual property in perpetuity to the Company. You shall not assert any right, title and interest over such intellectual property rights.

16. Indemnity: You hereby agree to indemnify and keep indemnified and hold the Company harmless from and against any loss, claim, damage, costs, taxes, duties, additions, penalties, interest thereon or expenses of any kind, including reasonable attorney's fees, incurred/sustained or caused to be incurred/sustained by the Company on account of:

- a. Any act or omission by you;
- b. Contravention of any of the terms, conditions, covenants of this letter or the Non-Disclosure and Confidential Information Agreement;
- c. Any representation or warranty or information furnished to the Company found to be false;
- d. Violation/non-compliance with any laws/rules/regulations while rendering the services; and/or
- e. Failure to adhere to the standards/specifications/policies of the Company.

17. General Provisions:

a. You are required to devote your entire time, attention and effort to the furtherance of the business of the Company and to continually develop your professional skills in the interest of the Company and yourself. You shall not, during your employment with the Company, directly or indirectly engage yourself in or devote any time or attention to any part-time employment or business or position of monetary interest, other than that of the Company. Further, you shall not divulge, communicate or pass any information in any form, related to any aspect of the Company to anyone outside the Company.

b. You shall endeavor to uphold the good image of the Company and shall not by your conduct adversely affect the reputation of the Company and bring disrepute to the Company, in any manner whatsoever. You shall not conduct yourself in any manner amounting to breach of confidence reposed in you or inconsistent with the position of responsibility occupied by you. You shall at all times deal with the Company's money, material and documents with utmost honesty and professional ethics.

c. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of our specific background and professional merit. The Company expects that you maintain this information and any future changes to your remuneration, as strictly personal and confidential.

d. During the course of your employment, if you, at any time render yourself incompetent to perform your duties or if you should misconduct yourself or be disobedient, intemperate, irregular in attendance, commit breach of the terms of your employment or of any of the stipulations herein contained, the Company shall without prejudice to any of its rights under the terms herein contained, be entitled to terminate your employment forthwith without notice or payment in lieu of notice and deduct from your salary or other emoluments, if any, then due to you, including the amount of any damage that the Company may have sustained.

e. You will keep the Company informed of any change in your residential address, your family status or any other personal particulars relevant to your employment, as and when the change occurs.

f. You are required to sign a 'Non-Disclosure and Confidential Information Agreement' with the Company, prior to joining the services of the Company. Your employment with the Company shall be contingent upon you executing the said agreement.

g. You will be subject to the Company's rules and regulations for the time being in force and as varied from time to time.



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Thirupachur, Thiruvallur - 631 203

h. The Company will deduct taxes as appropriate and consistent with applicable tax laws and regulations. You will be responsible for your tax liabilities under all applicable tax laws and regulations.

i. This letter constitutes the complete understanding between you and the Company regarding the terms of your employment with the Company. This supersedes any and all other agreements, either written or oral, between you and the Company regarding your employment. Any modification of this letter will be effective only if it is in writing, signed by both parties.

j. All disputes arising herein shall be governed by the laws of India and the jurisdiction to entertain and try such dispute shall vest exclusively in the courts of Bangalore, Karnataka

The terms of your employment contract detailed above are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately.

You are requested to signify your acceptance of the terms and conditions by signing and returning to us the duplicate copy of this letter.

We look forward to you joining us at the earliest. We are certain that you will find challenge, satisfaction and opportunity in your association with the Company.

You are requested to carry the below mentioned documents on your joining date

1. 10th Mark sheet
2. 12th Mark sheet
3. Graduation/Post Graduation Mark sheet--All semester mark sheet
4. Graduation/Post Graduation--Provisional Certificate/Course Completion Certificate
5. Resume
6. BYJU'S Offer Letter
7. Pan Card
8. Aadhaar Card
9. Voter ID/Passport/Driving License
10. Cancelled Cheque/Bank Statement/Bank Passbook
11. Passport Size Photograph
12. All current & previous companies relieving/experience letter(Only for experienced candidate)
13. Current/Last company's last three months' pay slips (Only for experienced candidate)

Yours sincerely,

Think & Learn Pvt. Ltd.

Human Resource

Accept Job Offer by signing below

Signature:



This is system generated offer letter and does not require authorized signature.




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18-Nov-2020

Dear Balaji M,

With reference to the discussions that we had with you; we are pleased to offer you the role of "Counsellor" at our office based out of Chennai.

Your Annual Total Compensation will be ₹ 324,096/-.

We would be happy to have you with us on or before 24-Nov-2020 and you will be on probation period of 6 months which may be extended or reduced depending on your performance and other parameters as defined by the management. On completion of the probation period, and subject to your services being found up to Company's expectation, you will be intimated in writing about your confirmation and change in package (if any).

The other detail about your compensation is presented in Annexure A.

Your compensation is highly confidential and if the need arises, you may discuss it only with your line manager.

We are excited to have you join our team!

Yours Sincerely,
For Edvoy.,

Honey Dev
Senior Manager-HR



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Engineering and Technology,
Thirupachur, Thiruvallur - 631 203



Balaji



227
2nd Floor, 15th Avenue, Jawaharlal Nehru Road,
Opp. to Bsnl Off. Above IOB, Jafferkanpet,
Ashoknagar, Chennai - 83

hr@imperium.asia
www.imperium.asia

044 - 2471 7329

Letter of Offer

Dear

Date 30th- March - 2021

BRINDHA .V,

With reference to your application and the subsequent interview you had with us, we take pleasure in offering you a position with the following details and on the terms and condition discussed and agreed upon by you at the time of interview and as embodied in as separate letter of appointment which will be given to you after 6 days from the date of joining.

Designation: BUSINESS ASSOCIATE,

Date of Joining: On your date of joining, you are required to submit the following documents of the HR department:

1. Graduation degree or Third year mark sheets.
2. Proof of residence (Copy of passport, ration card, bank statement, license or electricity /telephone bill.

If employed earlier, then: You are required to submit the above mentioned documents within 3 days from the date of joining, failure to which this offer will stand automatically withdrawn or cancelled.

Your compensation is INR 25000 per month. You are also eligible for a performance pay up to INR 2,00,000/- based on your individual targets and performance numbers during your training period.

IMPERIUM reserves the right to terminate your services in event of any absenteeism during the Training Period. Business Associate shall ensure that **IMPERIUM** intellectual property is protected at all times and not do anything to sabotage the company's reputation. Company is not liable for any payments, in case Business Associate leaves within 1Month. The candidate shall not divulge (through any mode of correspondence) any of company's details to anyone who is not working with **IMPERIUM**, misrepresenting Company or company's channel partners or giving incorrect product information or not complying with any of the above mentioned rules will attract a penalty and termination of contract. If anybody were found to be under the influence of alcohol during the business hours would be immediately terminated without payment and might be liable for prosecution.

Please signify your acceptance by signing and returning the duplicate copy of this letter. We look forward to your Joining our team for a long and successful association.

Accepted.....*Brindha*

Alex
Mr. Alex
Hiring Manager



OL
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Engineering and Technology,
Thirupachur, Thiruvallur - 631 203



SUTHERLAND

Appointment Letter

College Name: Sri Venkateswara College Of Engineering and Technology

Date: 26-March-2021

Dear **Deepika 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 June 26, 2021** 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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Appointment Letter

Date: 1st April 21

Ms.Devi K
No.2/145, Ellaiamman Street,
Ambattur,
Chennai-600 110.

Dear Devi 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 August 2021.

B) Your Annual compensation would be ₹2, 56,000 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 05:00 pm IST) and your attendance would be captured by way of biometric access card



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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

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 August 2021. We are looking forward to join our company in order to work with you


Hari Krishnan
GENERAL MANAGER
ELTA TECHNOLOGIES




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230
2nd Floor, 15th Avenue, Jawaharlal Nehru Road,
Opp. to Bsnl Off. Above IOB, Jafferkanpet,
Ashoknagar, Chennai - 83

hr@imperium.asia
www.imperium.asia

044 - 2471 7329

Letter of Offer

Dear

Date 30th - March - 2021

DILEEP KUMAR SHARMA .A,

With reference to your application and the subsequent interview you had with us, we take pleasure in offering you a position with the following details and on the terms and condition discussed and agreed upon by you at the time of interview and as embodied in as separate letter of appointment which will be given to you after 6 days from the date of joining.

Designation: BUSINESS ASSOCIATE,

Date of Joining: On your date of joining, you are required to submit the following documents of the HR department:

1. Graduation degree or Third year mark sheets.
2. Proof of residence (Copy of passport, ration card, bank statement, license or electricity /telephone bill).

If employed earlier, then: You are required to submit the above mentioned documents within 3 days from the date of joining, failure to which this offer will stand automatically withdrawn or cancelled.

Your compensation is INR 25000 per month. You are also eligible for a performance pay up to INR 2,00,000/- basedon your individual targets and performance numbers during your training period.

IMPERIUM reserves the right to terminate your services in event of any absenteeism during the Training Period. Business Associate shall ensure that IMPERIUM intellectual property is protected at all times and not do anything to sabotage the company's reputation. Company is not liable for any payments, in case Business Associate leaves within 1Month. The candidate shall not divulge (through any mode of correspondence) any of company's details to anyone who is not working with IMPERIUM, misrepresenting Company or company's channel partners or giving incorrect product information or not complying with any of the above mentioned rules will attract a penalty and termination of contract. If anybody were found to be under the influence of alcohol during the business hours would be immediately terminated without payment and might be liable for prosecution.

Please signify your acceptance by signing and returning the duplicate copy of this letter. We look forward to your Joining our team for a long and successful association.

Accepted.....
Dileep Kumar Sharma .A

Alex
Mr.Alex
Hiring Manager



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Offer Letter

Name: Dillibabu S
Date: January 25, 2021

Dear Mr. Dillibabu S,

We are glad to inform you that you have been selected for the position of **Business Development Trainee - Sales** in our organization with the Business Development Team for a **period of 6 weeks**, with an opportunity to be offered a permanent position of Business Development Associate at the end of the training period, based upon the following terms and conditions.

The first 2 weeks of this training will be classroom training at the Joining Location itself. It will then be followed by 4 weeks of "On-the-Job Training (OJT)", to be conducted at the OJT Training Location. Upon successful completion of the training and post your conversion, you will be posted in the Role Location as a Business Development Associate.

1. Employment Details:

Department: Business Development
Designation: Business Development Trainee - Sales
Reporting Manager: Rahul Raj (TNL201605108)
Reporting Time: 9:30 AM
Joining Location: Byjus Coimbatore - 2nd floor, Senthil Towers, 1078, East Wing, Avinashi Road, P.N Palayam, Coimbatore-641018, Tamil Nadu
OJT Training Location: Byjus - Coimbatore
Role Location: Coimbatore

2. Date of Joining: Your appointment becomes effective from the date of joining the services of the Company, which date shall be no later than **July 01, 2021**. Your work location after conversion to the role of Business Development Associate would be **Coimbatore** or any other location as may be assigned by the Company. The Company reserves the right to transfer you to any location, as the Company may deem fit, from time to time.

3. Term: The term of this Agreement would be for a period of 1.5 months (approximately), commencing from your date of joining. This Agreement will automatically expire upon the completion of this term unless terminated earlier as per the provisions of Clause 12 of this Agreement.

4. Extension of Agreement: In case of a business requirement, this agreement may be extended by another 2 weeks (over above the 1.5 months) as mentioned in Clause 3. You shall be intimated by suitable means, as the Company deems fit. The decision of the Company, in this matter shall be final.

5. Background Check: The Company may, at its discretion, conduct background verification, prior to or at any time after commencement of this Agreement, to verify, including but not limited to, your professional certifications, designations or licenses, educational background, identity, proof of age, address, past work experience (if any) and criminal records. You hereby provide your express consent to the Company for conducting such background checks. This Agreement is subject to validation of any information provided by you to the Company and to the satisfactory outcome of the pre-employment screening activities (including background verification and criminal history check).

6. Offer of Permanent Position: It shall not be obligatory on the part of the Company to offer a permanent position to you on expiry of this



Agreement. This offer of employment will be subject to the satisfactory performance during training and also subject to production of necessary documents including educational and professional certificates and may be rescinded in the event such necessary documents are not provided to the Company. Upon satisfying the above conditions, conversion to the role of BDA will be done with a compensation of 10LPA (7LPA fixed + 3LPA variable) for the role of BDA - Direct Sales. However, the Company may at its sole discretion and its business requirements may decide not to extend an offer of employment. Moreover, if the Company finds that you have achieved your training target through improper means resulting in the reduction of your achieved revenue, the Company will have the right to terminate your employment even after the permanent position has been offered.

7. Cost to the Company: Your compensation is INR 25000 per month. You are also eligible for a performance pay up to INR 2,00,000/- based on your individual targets and performance numbers during your training period.

8. Deductions: The Company shall be entitled to deduct from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

- (a) Provident Fund;
- (b) Income tax deducted at source at the rates applicable;
- (c) Employment / professional taxes;
- (d) Dues to Company including loans and advances; or
- (e) Any other applicable statutory deductions

The income tax liability with regards to your salary and perks will be your liability, and will be governed by the applicable tax laws of the country as applicable from time to time.

9. Expense Reimbursement: In addition to the aforementioned salary, you shall be paid the expenses incurred by you on behalf of the Company or its clients as authorized, in connection with the duties executed by you, and upon presenting supporting vouchers/documents. The Expense Policy applicable to you will be shared with you on joining.

10. Company Policies: You will be governed by the Company's policies, regulations and procedures on the office timings, anti-sexual harassment, leave, travel, transfers, misconduct, etc., presently in force or as introduced/amended from time to time. You are eligible for leave as per the Company's leave policy, which can be viewed under 'Policies' tab in your 'Employee Service Platform Account' and/or the 'Employee's Handbook' provided to you.

11. Leaves: You will be entitled to get 1 casual leave/sick leave per month. Employees whose date of joining service falls between 1st to the 15th of a month are entitled to get the leave credit for that month. Employees whose date of joining service falls between 16th to the end of the month are not entitled for the leave credit for that month.

12. Absence from duty: When an employee takes off from duty without prior leave approval or proper intimation under certain unavoidable circumstances, then those day/days will be treated as absence from duty. The days of absence will be treated under loss of pay. The employee has to report to his / her department head on rejoining duty from absence and provide valid reasons for absence in writing before taking up work again. If an employee is absent from duty for more than 2* days (including paid and unpaid leaves / consecutive or cumulative), training will be discontinued without any notice.

(*In case, where this agreement is extended, as per Clause 4 of this agreement, need to be read as 3 days, with no change to terms and conditions of Clause 12.)

13. Termination: Subject to Clause 3, your services may be terminated in the following manner:

a) The Company will be entitled to terminate your services by giving you 48 hours' notice in writing, or by payment of 48 hours' salary in lieu of such notice. In the event you desire to leave the services of the Company, you will be required to give the Company 48 hours' notice in writing or 48 hours' salary in lieu of such notice.

b) In the event of termination on disciplinary grounds including but not limited to embezzlement, fraud, gross negligence, willful misconduct, or a material violation of Company policies or you are found to be absconding from the services of the Company or for any other reasons causing grievous loss / damage / disrepute to the Company / associates, your termination will be immediate and without any notice or compensation.

c) In the event of your resignation from the services of the Company, you will be required to give the Company 48 hours' written notice. The notice period has to be served in full, unless otherwise agreed by the Company in writing. In case of failure to give the above notice period, the Company shall have the right to deduct the salary in lieu of the notice period and you will not be eligible to be hired by the Company in



future. You shall, on ceasing to be an employee of the Company for any reason and in addition to the obligations under the Non-Disclosure and Confidential Information Agreement, forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession or prepared in connection with your employment with the Company.

14. Confidential Information: As an employee, you may come in to possession of information confidential to the Company and agree to keep confidential, Company's proprietary and confidential information obtained at any time during the period of your employment in the Company. Confidential information includes, and is not limited to; course materials, videos, financial documents and other relevant documents. You shall not disclose such Confidential Information to any person. You shall not make any copies of the Confidential Information. You shall not disclose, reproduce or use any Confidential Information for any purpose except solely in connection with your performance in company. Your obligations with respect to confidentiality shall be more fully detailed under the Non-Disclosure and Confidential Information Agreement executed by you with the Company and you shall at all times be bound by the provisions laid therein.

15. Intellectual Property Rights: All the intellectual property rights in the material developed by you, class material and related documents shall at all times remain the property of the Company. You shall provide all assistance and execute all deeds and documents required to vest the intellectual property rights with the Company. In the event any of the intellectual property rights are not assignable under applicable laws, you shall provide exclusive, transferable, assignable, royalty-free right in such intellectual property in perpetuity to the Company. You shall not assert any right, title and interest over such intellectual property rights.

16. Indemnity: You hereby agree to indemnify and keep indemnified and hold the Company harmless from and against any loss, claim, damage, costs, taxes, duties, additions, penalties, interest thereon or expenses of any kind, including reasonable attorney's fees, incurred/sustained or caused to be incurred/sustained by the Company on account of:

- a. Any act or omission by you;
- b. Contravention of any of the terms, conditions, covenants of this letter or the Non-Disclosure and Confidential Information Agreement;
- c. Any representation or warranty or information furnished to the Company found to be false;
- d. Violation/non-compliance with any laws/rules/regulations while rendering the services; and/or
- e. Failure to adhere to the standards/specifications/policies of the Company.

17. General Provisions:

a. You are required to devote your entire time, attention and effort to the furtherance of the business of the Company and to continually develop your professional skills in the interest of the Company and yourself. You shall not, during your employment with the Company, directly or indirectly engage yourself in or devote any time or attention to any part-time employment or business or position of monetary interest, other than that of the Company. Further, you shall not divulge, communicate or pass any information in any form, related to any aspect of the Company to anyone outside the Company.

b. You shall endeavor to uphold the good image of the Company and shall not by your conduct adversely affect the reputation of the Company and bring disrepute to the Company, in any manner whatsoever. You shall not conduct yourself in any manner amounting to breach of confidence reposed in you or inconsistent with the position of responsibility occupied by you. You shall at all times deal with the Company's money, material and documents with utmost honesty and professional ethics.

c. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of our specific background and professional merit. The Company expects that you maintain this information and any future changes to your remuneration, as strictly personal and confidential.

d. During the course of your employment, if you, at any time render yourself incompetent to perform your duties or if you should misconduct yourself or be disobedient, intemperate, irregular in attendance, commit breach of the terms of your employment or of any of the stipulations herein contained, the Company shall without prejudice to any of its rights under the terms herein contained, be entitled to terminate your employment forthwith without notice or payment in lieu of notice and deduct from your salary or other emoluments, if any, then due to you, including the amount of any damage that the Company may have sustained.

e. You will keep the Company informed of any change in your residential address, your family status or any other personal particulars relevant to your employment, as and when the change occurs.

f. You are required to sign a 'Non-Disclosure and Confidential Information Agreement' with the Company, prior to joining the services of the Company. Your employment with the Company shall be contingent upon you executing the said agreement.

g. You will be subject to the Company's rules and regulations of the time being in force and as varied from time to time.



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h. The Company will deduct taxes as appropriate and consistent with applicable tax laws and regulations. You will be responsible for your tax liabilities under all applicable tax laws and regulations.

i. This letter constitutes the complete understanding between you and the Company regarding the terms of your employment with the Company. This supersedes any and all other agreements, either written or oral, between you and the Company regarding your employment. Any modification of this letter will be effective only if it is in writing, signed by both parties.

j. All disputes arising herein shall be governed by the laws of India and the jurisdiction to entertain and try such dispute shall vest exclusively in the courts of Bangalore, Karnataka

The terms of your employment contract detailed above are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately.

You are requested to signify your acceptance of the terms and conditions by signing and returning to us the duplicate copy of this letter.

We look forward to you joining us at the earliest. We are certain that you will find challenge, satisfaction and opportunity in your association with the Company.

You are requested to carry the below mentioned documents on your joining date

1. 10th Mark sheet
2. 12th Mark sheet
3. Graduation/Post Graduation Mark sheet--All semester mark sheet
4. Graduation/Post Graduation--Provisional Certificate/Course Completion Certificate
5. Resume
6. BYJU'S Offer Letter
7. Pan Card
8. Aadhaar Card
9. Voter ID/Passport/Driving License
10. Cancelled Cheque/Bank Statement/Bank Passbook
11. Passport Size Photograph
12. All current & previous companies relieving/experience letter(Only for experienced candidate)
13. Current/Last company's last three months' pay slips (Only for experienced candidate)

Yours sincerely,

Think & Learn Pvt. Ltd.

Human Resource

Accept Job Offer by signing below

Signature:



This is system generated offer letter and does not require authorized signature.



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SUTHERLAND®

Appointment Letter

College Name: Sri Venkateswara College Of Engineering and Technology

Date: 26-March-2021

Dear **Dinesh Kumar 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, 2021** 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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Date: Jun 30, 2021
Offer No : QS2682665

DIVYA BHARATHI .V.J

CHENNAI 123456
TAMIL NADU

FIXED TERM EMPLOYMENT CONTRACT

Dear **DIVYA BHARATHI .V.J**

We are pleased to offer you employment at QUESS Corp Limited for a fixed period of employment as per the following terms:

DEPUTATION:

You are deputed to client site under this Contract. The terms of employment is exclusively with QUESS, the employee shall never be deemed to be the employee of the client, where you have been deputed under this Contract.

You will with effect from JUL 01, 2021 be deputed by QUESS, to work at client's office / premises at any of their locations.

During the course of your contract, you can be transferred to a location within the territory of indiaas and required by Quess for rendering the services under this contract

TENURE:

The term of your Contract shall be valid from JUL 01, 2021 to MAY 31, 2022.

COTERMINOUS:

Notwithstanding the Tenure of this Contract, in the event of the project / work / deputation for which you are being employed terminates before your Contract end period, this Contract shall be

Quess Confidential
This is a system generated letter

Offer No : QS2682664

Page 1

QUESS Corp Ltd
3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quescorp.com> | Toll Free No: 1800-572-3333



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Thirupachur, Thiruvallur - 631 203

TO CHECK IF YOUR OFFER LETTER IS GENUINE.
Open the camera on your smart phone and scan.

Compensation Sheet

Offer No: **QS2682665**
Designation: **Customer Support Executive**

Associate Name: **DIVYA BHARATHI .V.J**
Location: **CHENNAI**

Pay Heads	Rs. Monthly Pay	Rs. Annual Pay
Basic	10205	122460
House Rent Allowance	5103	61236
City Compensatory Allowance	2329	27948
Gross Salary	17637	211644

Employer's Contribution		
Employer_esi	574	6888
Employer Provident Fund	1629	19548
Gratuity_contribution	491	5892
Bonus_contribution	850	10200
Total Contribution	3544	42528
Cost to Company: (CTC)	21181	254172

Deduction: (Subjected to change)		
Employee Esi	133	1596
Provident Fund	1504	18048
Total Deduction	1637	19644
Net Take Home	16000	192000

Dear Associate,

Please download the WorQ App on your mobile for a host of benefits

- Access all your HR Documents (PaySlip, Offer Letter, PF/ESIC/Insurance Nos, Form 16)
- Get Digital ID Card

Quess Confidential
This is a system generated letter

Offer No : QS2682664

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QUESS Corp Ltd
3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quescorp.com> | Toll Free No: 1800-572-3333



(Handwritten Signature)
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Thirupachur, Thiruvallur - 631 203

TO CHECK IF YOUR OFFER LETTER IS GENUINE. ★
Open the camera on your smart phone and scan.

234



2nd Floor, 15th Avenue, Jawaharlal Nehru Road,
Opp. to Bsnl Off. Above IOB, Jafferkanpet,
Ashoknagar, Chennai - 83
hr@imperium.asia
www.imperium.asia
044 - 2471 7329

Letter of Offer

Dear

Date 30th - March - 2021

DURGA .V,

With reference to your application and the subsequent interview you had with us, we take pleasure in offering you a position with the following details and on the terms and condition discussed and agreed upon by you at the time of interview and as embodied in as separate letter of appointment which will be given to you after 6 days from the date of joining.

Designation: BUSINESS ASSOCIATE,

Date of Joining: On your date of joining, you are required to submit the following documents of the HR department:

- 1. Graduation degree or Third year mark sheets.
- 2. Proof of residence (Copy of passport, ration card, bank statement, license or electricity /telephone bill.

If employed earlier, then: You are required to submit the above mentioned documents within 3 days from the date of joining, failure to which this offer will stand automatically withdrawn or cancelled.

Your compensation is INR 25000 per month. You are also eligible for a performance pay up to INR 2,00,000/- basedon your individual targets and performance numbers during your training period.

IMPERIUM reserves the right to terminate your services in event of any absenteeism during the Training Period. Business Associate shall ensure that IMPERIUM intellectual property is protected at all times and not do anything to sabotage the company's reputation. Company is not liable for any payments, in case Business Associate leaves within 1Month. The candidate shall not divulge (through any mode of correspondence) any of company's details to anyone who is not working with IMPERIUM, misrepresenting Company or company's channel partners or giving incorrect product information or not complying with any of the above mentioned rules will attract a penalty and termination of contract. If anybody were found to be under the influence of alcohol during the business hours would be immediately terminated without payment and might be liable for prosecution.

Please signify your acceptance by signing and returning the duplicate copy of this letter. We look forward to your Joining our team for a long and successful association.

Accepted..... V.D. Durga



Mr. Alex
Hiring Manager

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Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

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Offer Letter

Name: Eashwaran V
Date: January 25, 2021

Dear Mr. Eashwaran V,

We are glad to inform you that you have been selected for the position of **Business Development Trainee - Sales** in our organization with the Business Development Team for a **period of 6 weeks**, with an opportunity to be offered a permanent position of Business Development Associate at the end of the training period, based upon the following terms and conditions.

The **first 2 weeks** of this training will be **classroom training** at the Joining Location itself. It will then be followed by **4 weeks of "On-the-Job Training (OJT)"**, to be conducted at the OJT Training Location. Upon successful completion of the training and post your conversion, you will be posted in the Role Location as a Business Development Associate.

1. Employment Details:

Department: Business Development
Designation: Business Development Trainee - Sales
Reporting Manager: Rahul Raj (TNL201605108)
Reporting Time: 9:30 AM
Joining Location: Byjus Coimbatore - 2nd floor, Senthil Towers, 1078, East Wing, Avinashi Road, P.N Palayam, Coimbatore-641018, Tamil Nadu
OJT Training Location: Byjus - Coimbatore
Role Location: Coimbatore

2. Date of Joining: Your appointment becomes effective from the date of joining the services of the Company, which date shall be no later than **July 01, 2021**. Your work location after conversion to the role of Business Development Associate would be **Coimbatore** or any other location as may be assigned by the Company. The Company reserves the right to transfer you to any location, as the Company may deem fit, from time to time.

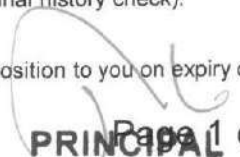
3. Term: The term of this Agreement would be for a period of 1.5 months (approximately), commencing from your date of joining. This Agreement will automatically expire upon the completion of this term unless terminated earlier as per the provisions of Clause 12 of this Agreement.

4. Extension of Agreement: In case of a business requirement, this agreement may be extended by another 2 weeks (over above the 1.5 months) as mentioned in Clause 3. You shall be intimated by suitable means, as the Company deems fit. The decision of the Company, in this matter shall be final.

5. Background Check: The Company may, at its discretion, conduct background verification, prior to or at any time after commencement of this Agreement, to verify, including but not limited to, your professional certifications, designations or licenses, educational background, identity, proof of age, address, past work experience (if any) and criminal records. You hereby provide your express consent to the Company for conducting such background checks. This Agreement is subject to validation of any information provided by you to the Company and to the satisfactory outcome of the pre-employment screening activities (including background verification and criminal history check).

6. Offer of Permanent Position: It shall not be obligatory on the part of the Company to offer a permanent position to you on expiry of this




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Agreement. This offer of employment will be subject to the satisfactory performance during training and also subject to production of necessary documents including educational and professional certificates and may be rescinded in the event such necessary documents are not provided to the Company. Upon satisfying the above conditions, conversion to the role of BDA will be done with a compensation of 10LPA (7LPA fixed + 3LPA variable) for the role of BDA - Direct Sales. However, the Company may at its sole discretion and its business requirements may decide not to extend an offer of employment. Moreover, if the Company finds that you have achieved your training target through improper means resulting in the reduction of your achieved revenue, the Company will have the right to terminate your employment even after the permanent position has been offered.

7. Cost to the Company: Your compensation is INR 25000 per month. You are also eligible for a performance pay up to INR 2,00,000/- based on your individual targets and performance numbers during your training period.

8. Deductions: The Company shall be entitled to deduct from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

- (a) Provident Fund;
- (b) Income tax deducted at source at the rates applicable;
- (c) Employment / professional taxes;
- (d) Dues to Company including loans and advances; or
- (e) Any other applicable statutory deductions

The income tax liability with regards to your salary and perks will be your liability, and will be governed by the applicable tax laws of the country as applicable from time to time.

9. Expense Reimbursement: In addition to the aforementioned salary, you shall be paid the expenses incurred by you on behalf of the Company or its clients as authorized, in connection with the duties executed by you, and upon presenting supporting vouchers/documents. The Expense Policy applicable to you will be shared with you on joining.

10. Company Policies: You will be governed by the Company's policies, regulations and procedures on the office timings, anti-sexual harassment, leave, travel, transfers, misconduct, etc., presently in force or as introduced/amended from time to time. You are eligible for leave as per the Company's leave policy, which can be viewed under 'Policies' tab in your 'Employee Service Platform Account' and/or the 'Employee's Handbook' provided to you.

11. Leaves: You will be entitled to get 1 casual leave/sick leave per month. Employees whose date of joining service falls between 1st to the 15th of a month are entitled to get the leave credit for that month. Employees whose date of joining service falls between 16th to the end of the month are not entitled for the leave credit for that month.

12. Absence from duty: When an employee takes off from duty without prior leave approval or proper intimation under certain unavoidable circumstances, then those day/days will be treated as absence from duty. The days of absence will be treated under loss of pay. The employee has to report to his / her department head on rejoining duty from absence and provide valid reasons for absence in writing before taking up work again. If an employee is absent from duty for more than 2* days (including paid and unpaid leaves / consecutive or cumulative), training will be discontinued without any notice.

*(*In case, where this agreement is extended, as per Clause 4 of this agreement, need to be read as 3 days, with no change to terms and conditions of Clause 12.)*

13. Termination: Subject to Clause 3, your services may be terminated in the following manner:

- a) The Company will be entitled to terminate your services by giving you 48 hours' notice in writing, or by payment of 48 hours' salary in lieu of such notice. In the event you desire to leave the services of the Company, you will be required to give the Company 48 hours' notice in writing or 48 hours' salary in lieu of such notice.
- b) In the event of termination on disciplinary grounds including but not limited to embezzlement, fraud, gross negligence, willful misconduct, or a material violation of Company policies or you are found to be absconding from the services of the Company or for any other reasons causing grievous loss / damage / disrepute to the Company / associates, your termination will be immediate and without any notice or compensation.
- c) In the event of your resignation from the services of the Company, you will be required to give the Company 48 hours' written notice. The notice period has to be served in full, unless otherwise agreed by the Company in writing. In case of failure to give the above notice period, the Company shall have the right to deduct the salary in lieu of the notice period and you will not be eligible to be hired by the Company in



future. You shall, on ceasing to be an employee of the Company for any reason and in addition to the obligations under the Non-Disclosure and Confidential Information Agreement, forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession or prepared in connection with your employment with the Company.

14. Confidential Information: As an employee, you may come in to possession of information confidential to the Company and agree to keep confidential, Company's proprietary and confidential information obtained at any time during the period of your employment in the Company. Confidential information includes, and is not limited to; course materials, videos, financial documents and other relevant documents. You shall not disclose such Confidential Information to any person. You shall not make any copies of the Confidential Information. You shall not disclose, reproduce or use any Confidential Information for any purpose except solely in connection with your performance in company. Your obligations with respect to confidentiality shall be more fully detailed under the Non-Disclosure and Confidential Information Agreement executed by you with the Company and you shall at all times be bound by the provisions laid therein.

15. Intellectual Property Rights: All the intellectual property rights in the material developed by you, class material and related documents shall at all times remain the property of the Company. You shall provide all assistance and execute all deeds and documents required to vest the intellectual property rights with the Company. In the event any of the intellectual property rights are not assignable under applicable laws, you shall provide exclusive, transferable, assignable, royalty-free right in such intellectual property in perpetuity to the Company. You shall not assert any right, title and interest over such intellectual property rights.

16. Indemnity: You hereby agree to indemnify and keep indemnified and hold the Company harmless from and against any loss, claim, damage, costs, taxes, duties, additions, penalties, interest thereon or expenses of any kind, including reasonable attorney's fees, incurred/sustained or caused to be incurred/sustained by the Company on account of:

- a. Any act or omission by you;
- b. Contravention of any of the terms, conditions, covenants of this letter or the Non-Disclosure and Confidential Information Agreement;
- c. Any representation or warranty or information furnished to the Company found to be false;
- d. Violation/non-compliance with any laws/rules/regulations while rendering the services; and/or
- e. Failure to adhere to the standards/specifications/policies of the Company.

17. General Provisions:

a. You are required to devote your entire time, attention and effort to the furtherance of the business of the Company and to continually develop your professional skills in the interest of the Company and yourself. You shall not, during your employment with the Company, directly or indirectly engage yourself in or devote any time or attention to any part-time employment or business or position of monetary interest, other than that of the Company. Further, you shall not divulge, communicate or pass any information in any form, related to any aspect of the Company to anyone outside the Company.

b. You shall endeavor to uphold the good image of the Company and shall not by your conduct adversely affect the reputation of the Company and bring disrepute to the Company, in any manner whatsoever. You shall not conduct yourself in any manner amounting to breach of confidence reposed in you or inconsistent with the position of responsibility occupied by you. You shall at all times deal with the Company's money, material and documents with utmost honesty and professional ethics.

c. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of our specific background and professional merit. The Company expects that you maintain this information and any future changes to your remuneration, as strictly personal and confidential.

d. During the course of your employment, if you, at any time render yourself incompetent to perform your duties or if you should misconduct yourself or be disobedient, intemperate, irregular in attendance, commit breach of the terms of your employment or of any of the stipulations herein contained, the Company shall without prejudice to any of its rights under the terms herein contained, be entitled to terminate your employment forthwith without notice or payment in lieu of notice and deduct from your salary or other emoluments, if any, then due to you, including the amount of any damage that the Company may have sustained.

e. You will keep the Company informed of any change in your residential address, your family status or any other personal particulars relevant to your employment, as and when the change occurs.

f. You are required to sign a 'Non-Disclosure and Confidential Information Agreement' with the Company, prior to joining the services of the Company. Your employment with the Company shall be contingent upon you executing the said agreement.

g. You will be subject to the Company's rules and regulations for the time being in force and as varied from time to time.




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Page 3 of 4
Sri Venkateswara College of
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h. The Company will deduct taxes as appropriate and consistent with applicable tax laws and regulations. You will be responsible for your tax liabilities under all applicable tax laws and regulations.

i. This letter constitutes the complete understanding between you and the Company regarding the terms of your employment with the Company. This supersedes any and all other agreements, either written or oral, between you and the Company regarding your employment. Any modification of this letter will be effective only if it is in writing, signed by both parties.

j. All disputes arising herein shall be governed by the laws of India and the jurisdiction to entertain and try such dispute shall vest exclusively in the courts of Bangalore, Karnataka

The terms of your employment contract detailed above are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately.

You are requested to signify your acceptance of the terms and conditions by signing and returning to us the duplicate copy of this letter.

We look forward to you joining us at the earliest. We are certain that you will find challenge, satisfaction and opportunity in your association with the Company.

You are requested to carry the below mentioned documents on your joining date

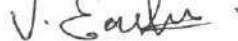
1. 10th Mark sheet
2. 12th Mark sheet
3. Graduation/Post Graduation Mark sheet--All semester mark sheet
4. Graduation/Post Graduation--Provisional Certificate/Course Completion Certificate
5. Resume
6. BYJU'S Offer Letter
7. Pan Card
8. Aadhaar Card
9. Voter ID/Passport/Driving License
10. Cancelled Cheque/Bank Statement/Bank Passbook
11. Passport Size Photograph
12. All current & previous companies relieving/experience letter(Only for experienced candidate)
13. Current/Last company's last three months' pay slips (Only for experienced candidate)

Yours sincerely,

Think & Learn Pvt. Ltd.

Human Resource

Accept Job Offer by signing below

Signature: 

This is system generated offer letter and does not require authorized signature.


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QUESS

Date: Jun 30, 2021
Offer No : QS2682665

ESWARI .S

CHENNAI 123456
TAMIL NADU

FIXED TERM EMPLOYMENT CONTRACT

Dear **ESWARI .S**

We are pleased to offer you employment at QUESS Corp Limited for a fixed period of employment as per the following terms:

DEPUTATION:

You are deputed to client site under this Contract. The terms of employment is exclusively with QUESS, the employee shall never be deemed to be the employee of the client, where you have been deputed under this Contract.

You will with effect from JUL 01, 2021 be deputed by QUESS, to work at client's office / premises at any of their locations.

During the course of your contract, you can be transferred to a location within the territory of indiaas and required by Quess for rendering the services under this contract

TENURE:

The term of your Contract shall be valid from JUL 01, 2021 to MAY 31, 2022.

COTERMINOUS:

Notwithstanding the Tenure of this Contract, in the event of the project / work / deputation for which you are being employed terminates before your Contract end period, this Contract shall be

Quess Confidential
This is a system generated letter

Offer No : QS2682664

Page 1

QUESS Corp Ltd

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.uesscorp.com> | Toll Free No: 1800-572-3333



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Open the camera on your smart phone and scan.

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Compensation Sheet

Offer No: **QS2682666**
Designation: **Customer Support Executive**

Associate Name: **ESWARIS**
Location: **CHENNAI**

Pay Heads	Rs. Monthly Pay	Rs. Annual Pay
Basic	10205	122460
House Rent Allowance	5103	61236
City Compensatory Allowance	2329	27948
Gross Salary	17637	211644

Employer's Contribution		
Employer_esi	574	6888
Employer Provident Fund	1629	19548
Gratuity_contribution	491	5892
Bonus_contribution	850	10200
Total Contribution	3544	42528
Cost to Company: (CTC)	21181	254172

Deduction: (Subjected to change)		
Employee Esi	133	1596
Provident Fund	1504	18048
Total Deduction	1637	19644
Net Take Home	16000	192000

Dear Associate,

Please download the WorQ App on your mobile for a host of benefits

- Access all your HR Documents (PaySlip, Offer Letter, PF/ESIC/Insurance Nos, Form 16)
- Get Digital ID Card



Quess Confidential
This is a system generated letter

Offer No : QS2682664

QUESS Corp Ltd

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka,
<http://www.quescorp.com> | Toll Free No: 1800-572-3333




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Open the camera on your smart phone and scan.

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SUTHERLAND®

Appointment Letter

College Name: Sri Venkateswara College Of Engineering and Technology

Date: 26-March-2021

Dear **Ganesh 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 June 26, 2021** 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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238
2nd Floor, 15th Avenue, Jawaharlal Nehru Road,
Opp. to Bsnl Off. Above IOB, Jafferkanpet,
Ashoknagar, Chennai - 83

hr@imperium.asia
www.imperium.asia

044 - 2471 7329

Letter of Offer

Dear

Date 30th- March - 2021

GNANA VARSHA .A,

With reference to your application and the subsequent interview you had with us, we take pleasure in offering you a position with the following details and on the terms and condition discussed and agreed upon by you at the time of interview and as embodied in as separate letter of appointment which will be given to you after 6 days from the date of joining.

Designation: BUSINESS ASSOCIATE,

Date of Joining: On your date of joining, you are required to submit the following documents of the HR department:

1. Graduation degree or Third year mark sheets.
2. Proof of residence (Copy of passport, ration card, bank statement, license or electricity /telephone bill.

If employed earlier, then: You are required to submit the above mentioned documents within 3 days from the date of joining, failure to which this offer will stand automatically withdrawn or cancelled.

Your compensation is INR 25000 per month. You are also eligible for a performance pay up to INR 2,00,000/- based on your individual targets and performance numbers during your training period.

IMPERIUM reserves the right to terminate your services in event of any absenteeism during the Training Period. Business Associate shall ensure that **IMPERIUM** intellectual property is protected at all times and not do anything to sabotage the company's reputation. Company is not liable for any payments, in case Business Associate leaves within 1Month. The candidate shall not divulge (through any mode of correspondence) any of company's details to anyone who is not working with **IMPERIUM**, misrepresenting Company or company's channel partners or giving incorrect product information or not complying with any of the above mentioned rules will attract a penalty and termination of contract. If anybody were found to be under the influence of alcohol during the business hours would be immediately terminated without payment and might be liable for prosecution.

Please signify your acceptance by signing and returning the duplicate copy of this letter. We look forward to your Joining our team for a long and successful association.

Accepted.....



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Thirupachur, Thiruvallur - 631 203

Mr. Alex
Hiring Manager



Appointment Letter

Date: 1st April 21

Mr. Hariram Darson P
No.65, Ayathur Village,
Veppampet-602024

Dear Hariram Darson 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:

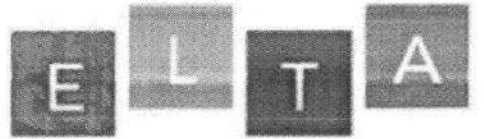
A) With reference to your application and subsequent interview, we are pleased to make you an offer-cum appointment with ELTA Technologies as Business Analyst. You are required to join immediately with effect from August 2021.

B) Your Annual compensation would be ₹2, 56,000 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



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ELTA TECHNOLOGIES
THE DATA EXPERTS

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

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 August 2021. 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

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Offer Letter

Name: Harish P
Date: January 25, 2021

Dear Mr. Harish ,

We are glad to inform you that you have been selected for the position of **Business Development Trainee - Sales** in our organization with the Business Development Team for a **period of 6 weeks**, with an opportunity to be offered a permanent position of Business Development Associate at the end of the training period, based upon the following terms and conditions.

The **first 2 weeks of this training will be classroom training** at the Joining Location itself. It will then be followed by **4 weeks of "On-the-Job Training (OJT)"**, to be conducted at the OJT Training Location. Upon successful completion of the training and post your conversion, you will be posted in the Role Location as a Business Development Associate.

1. Employment Details:

Department: Business Development
Designation: Business Development Trainee - Sales
Reporting Manager: Rahul Raj (TNL201605108)
Reporting Time: 9:30 AM
Joining Location: Byjus Coimbatore - 2nd floor, Senthil Towers, 1078, East Wing, Avinashi Road, P.N Palayam, Coimbatore-641018, Tamil Nadu
OJT Training Location: Byjus - Coimbatore
Role Location: Coimbatore

2. Date of Joining: Your appointment becomes effective from the date of joining the services of the Company, which date shall be no later than **July 01, 2021**. Your work location after conversion to the role of Business Development Associate would be **Coimbatore** or any other location as may be assigned by the Company. The Company reserves the right to transfer you to any location, as the Company may deem fit, from time to time.

3. Term: The term of this Agreement would be for a period of 1.5 months (approximately), commencing from your date of joining. This Agreement will automatically expire upon the completion of this term unless terminated earlier as per the provisions of Clause 12 of this Agreement.

4. Extension of Agreement: In case of a business requirement, this agreement may be extended by another 2 weeks (over above the 1.5 months) as mentioned in Clause 3. You shall be intimated by suitable means, as the Company deems fit. The decision of the Company, in this matter shall be final.

5. Background Check: The Company may, at its discretion, conduct background verification, prior to or at any time after commencement of this Agreement, to verify, including but not limited to, your professional certifications, designations or licenses, educational background, identity, proof of age, address, past work experience (if any) and criminal records. You hereby provide your express consent to the Company for conducting such background checks. This Agreement is subject to validation of any information provided by you to the Company and to the satisfactory outcome of the pre-employment screening activities (including background verification and criminal history check).

6. Offer of Permanent Position: It shall not be obligatory on the part of the Company to offer a permanent position to you on expiry of this



PRINCIPAL
Sri Venkateswara College of
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Agreement. This offer of employment will be subject to the satisfactory performance during training and also subject to production of necessary documents including educational and professional certificates and may be rescinded in the event such necessary documents are not provided to the Company. Upon satisfying the above conditions, conversion to the role of BDA will be done with a compensation of 10LPA (7LPA fixed + 3LPA variable) for the role of BDA - Direct Sales. However, the Company may at its sole discretion and its business requirements may decide not to extend an offer of employment. Moreover, if the Company finds that you have achieved your training target through improper means resulting in the reduction of your achieved revenue, the Company will have the right to terminate your employment even after the permanent position has been offered.

7. Cost to the Company: Your compensation is INR 25000 per month. You are also eligible for a performance pay up to INR 2,00,000/- based on your individual targets and performance numbers during your training period.

8. Deductions: The Company shall be entitled to deduct from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

- (a) Provident Fund;
- (b) Income tax deducted at source at the rates applicable;
- (c) Employment / professional taxes;
- (d) Dues to Company including loans and advances; or
- (e) Any other applicable statutory deductions

The income tax liability with regards to your salary and perks will be your liability, and will be governed by the applicable tax laws of the country as applicable from time to time.

9. Expense Reimbursement: In addition to the aforementioned salary, you shall be paid the expenses incurred by you on behalf of the Company or its clients as authorized, in connection with the duties executed by you, and upon presenting supporting vouchers/documents. The Expense Policy applicable to you will be shared with you on joining.

10. Company Policies: You will be governed by the Company's policies, regulations and procedures on the office timings, anti-sexual harassment, leave, travel, transfers, misconduct, etc., presently in force or as introduced/amended from time to time. You are eligible for leave as per the Company's leave policy, which can be viewed under 'Policies' tab in your 'Employee Service Platform Account' and/or the 'Employee's Handbook' provided to you.

11. Leaves: You will be entitled to get 1 casual leave/sick leave per month. Employees whose date of joining service falls between 1st to the 15th of a month are entitled to get the leave credit for that month. Employees whose date of joining service falls between 16th to the end of the month are not entitled for the leave credit for that month.

12. Absence from duty: When an employee takes off from duty without prior leave approval or proper intimation under certain unavoidable circumstances, then those day/days will be treated as absence from duty. The days of absence will be treated under loss of pay. The employee has to report to his / her department head on rejoining duty from absence and provide valid reasons for absence in writing before taking up work again. If an employee is absent from duty for more than 2* days (including paid and unpaid leaves / consecutive or cumulative), training will be discontinued without any notice.

(*In case, where this agreement is extended, as per Clause 4 of this agreement, need to be read as 3 days, with no change to terms and conditions of Clause 12.)

13. Termination: Subject to Clause 3, your services may be terminated in the following manner:

a) The Company will be entitled to terminate your services by giving you 48 hours' notice in writing, or by payment of 48 hours' salary in lieu of such notice. In the event you desire to leave the services of the Company, you will be required to give the Company 48 hours' notice in writing or 48 hours' salary in lieu of such notice.

b) In the event of termination on disciplinary grounds including but not limited to embezzlement, fraud, gross negligence, willful misconduct, or a material violation of Company policies or you are found to be absconding from the services of the Company or for any other reasons causing grievous loss / damage / disrepute to the Company / associates, your termination will be immediate and without any notice or compensation.

c) In the event of your resignation from the services of the Company, you will be required to give the Company 48 hours' written notice. The notice period has to be served in full, unless otherwise agreed by the Company in writing. In case of failure to give the above notice period, the Company shall have the right to deduct the salary in lieu of the notice period and you will not be eligible to be hired by the Company in



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future. You shall, on ceasing to be an employee of the Company for any reason and in addition to the obligations under the Non-Disclosure and Confidential Information Agreement, forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession or prepared in connection with your employment with the Company.

14. Confidential Information: As an employee, you may come in to possession of information confidential to the Company and agree to keep confidential, Company's proprietary and confidential information obtained at any time during the period of your employment in the Company. Confidential information includes, and is not limited to; course materials, videos, financial documents and other relevant documents. You shall not disclose such Confidential Information to any person. You shall not make any copies of the Confidential Information. You shall not disclose, reproduce or use any Confidential Information for any purpose except solely in connection with your performance in company. Your obligations with respect to confidentiality shall be more fully detailed under the Non-Disclosure and Confidential Information Agreement executed by you with the Company and you shall at all times be bound by the provisions laid therein.

15. Intellectual Property Rights: All the intellectual property rights in the material developed by you, class material and related documents shall at all times remain the property of the Company. You shall provide all assistance and execute all deeds and documents required to vest the intellectual property rights with the Company. In the event any of the intellectual property rights are not assignable under applicable laws, you shall provide exclusive, transferable, assignable, royalty-free right in such intellectual property in perpetuity to the Company. You shall not assert any right, title and interest over such intellectual property rights.

16. Indemnity: You hereby agree to indemnify and keep indemnified and hold the Company harmless from and against any loss, claim, damage, costs, taxes, duties, additions, penalties, interest thereon or expenses of any kind, including reasonable attorney's fees, incurred/sustained or caused to be incurred/sustained by the Company on account of:

- a. Any act or omission by you;
- b. Contravention of any of the terms, conditions, covenants of this letter or the Non-Disclosure and Confidential Information Agreement;
- c. Any representation or warranty or information furnished to the Company found to be false;
- d. Violation/non-compliance with any laws/rules/regulations while rendering the services; and/or
- e. Failure to adhere to the standards/specifications/policies of the Company.

17. General Provisions:

a. You are required to devote your entire time, attention and effort to the furtherance of the business of the Company and to continually develop your professional skills in the interest of the Company and yourself. You shall not, during your employment with the Company, directly or indirectly engage yourself in or devote any time or attention to any part-time employment or business or position of monetary interest, other than that of the Company. Further, you shall not divulge, communicate or pass any information in any form, related to any aspect of the Company to anyone outside the Company.

b. You shall endeavor to uphold the good image of the Company and shall not by your conduct adversely affect the reputation of the Company and bring disrepute to the Company, in any manner whatsoever. You shall not conduct yourself in any manner amounting to breach of confidence reposed in you or inconsistent with the position of responsibility occupied by you. You shall at all times deal with the Company's money, material and documents with utmost honesty and professional ethics.

c. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of our specific background and professional merit. The Company expects that you maintain this information and any future changes to your remuneration, as strictly personal and confidential.

d. During the course of your employment, if you, at any time render yourself incompetent to perform your duties or if you should misconduct yourself or be disobedient, intemperate, irregular in attendance, commit breach of the terms of your employment or of any of the stipulations herein contained, the Company shall without prejudice to any of its rights under the terms herein contained, be entitled to terminate your employment forthwith without notice or payment in lieu of notice and deduct from your salary or other emoluments, if any, then due to you, including the amount of any damage that the Company may have sustained.

e. You will keep the Company informed of any change in your residential address, your family status or any other personal particulars relevant to your employment, as and when the change occurs.

f. You are required to sign a 'Non-Disclosure and Confidential Information Agreement' with the Company, prior to joining the services of the Company. Your employment with the Company shall be contingent upon you executing the said agreement.

g. You will be subject to the Company's rules and regulations for the time being in force and as varied from time to time.



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h. The Company will deduct taxes as appropriate and consistent with applicable tax laws and regulations. You will be responsible for your tax liabilities under all applicable tax laws and regulations.

i. This letter constitutes the complete understanding between you and the Company regarding the terms of your employment with the Company. This supersedes any and all other agreements, either written or oral, between you and the Company regarding your employment. Any modification of this letter will be effective only if it is in writing, signed by both parties.

j. All disputes arising herein shall be governed by the laws of India and the jurisdiction to entertain and try such dispute shall vest exclusively in the courts of Bangalore, Karnataka

The terms of your employment contract detailed above are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately.

You are requested to signify your acceptance of the terms and conditions by signing and returning to us the duplicate copy of this letter.

We look forward to you joining us at the earliest. We are certain that you will find challenge, satisfaction and opportunity in your association with the Company.

You are requested to carry the below mentioned documents on your joining date

1. 10th Mark sheet
2. 12th Mark sheet
3. Graduation/Post Graduation Mark sheet--All semester mark sheet
4. Graduation/Post Graduation--Provisional Certificate/Course Completion Certificate
5. Resume
6. BYJU'S Offer Letter
7. Pan Card
8. Aadhaar Card
9. Voter ID/Passport/Driving License
10. Cancelled Cheque/Bank Statement/Bank Passbook
11. Passport Size Photograph
12. All current & previous companies relieving/experience letter(Only for experienced candidate)
13. Current/Last company's last three months' pay slips (Only for experienced candidate)

Yours sincerely,

Think & Learn Pvt. Ltd.

Human Resource

Accept Job Offer by signing below

Signature: 

This is system generated offer letter and does not require authorized signature.




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SUTHERLAND®

Appointment Letter

College Name: Sri Venkateswara College Of Engineering and Technology

Date: 26-March-2021

Dear **Helan Jacqueline 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 June 26, 2021** 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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Appointment Letter

Date: 1st April 21

Mr.Jai Ganesh S
No.13/152, Golden Flats
Mathew Street, Porur
Chennai-600116.

Dear Jai Ganesh 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:

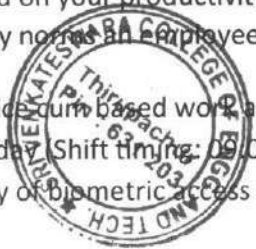
- ✓ ELTA Technologies provides customer support for Domestic Blended process for a leading NBFC bank. The principal business of NBFCs includes activities related to investments, giving loans and advances
- ✓ Compare data entered with source documents, or re-enters data in verification format on screen 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 August 2021.

B) Your Annual compensation would be ₹2, 56,000 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



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ELTA TECHNOLOGIES
THE DATA EXPERTS

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

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 August 2021. We are looking forward to join our company in order to work with you


Hari Krishnan
GENERAL MANAGER
ELTA TECHNOLOGIES




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243
2nd Floor, 15th Avenue, Jawaharal Nehru Road,
Opp. to Bsnl Off. Above IOB, Jafferkanpet,
Ashoknagar, Chennai - 83

✉ hr@imperium.asia
www.imperium.asia

☎ 044 - 2471 7329

Letter of Offer

Dear

Date 30th- March - 2021

JEBARAJ .J,

With reference to your application and the subsequent interview you had with us, we take pleasure in offering you a position with the following details and on the terms and condition discussed and agreed upon by you at the time of interview and as embodied in as separate letter of appointment which will be given to you after 6 days from the date of joining.

Designation: BUSINESS ASSOCIATE,

Date of Joining: On your date of joining, you are required to submit the following documents of the HR department:

1. Graduation degree or Third year mark sheets.
2. Proof of residence (Copy of passport, ration card, bank statement, license or electricity /telephone bill.

If employed earlier, then: You are required to submit the above mentioned documents within 3 days from the date of joining, failure to which this offer will stand automatically withdrawn or cancelled.

Your compensation is INR 25000 per month. You are also eligible for a performance pay up to INR 2,00,000/- based on your individual targets and performance numbers during your training period.

IMPERIUM reserves the right to terminate your services in event of any absenteeism during the Training Period. Business Associate shall ensure that **IMPERIUM** intellectual property is protected at all times and not do anything to sabotage the company's reputation. Company is not liable for any payments, in case Business Associate leaves within 1Month. The candidate shall not divulge (through any mode of correspondence) any of company's details to anyone who is not working with **IMPERIUM**, misrepresenting Company or company's channel partners or giving incorrect product information or not complying with any of the above mentioned rules will attract a penalty and termination of contract. If anybody were found to be under the influence of alcohol during the business hours would be immediately terminated without payment and might be liable for prosecution.

Please signify your acceptance by signing and returning the duplicate copy of this letter. We look forward to your Joining our team for a long and successful association.

Accepted. *Jehulj. J*



Alex
PRINCIPAL
Sri Venkateswara College of
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Thirupachur. Thiruvallur - 631 203

Alex
Mr. Alex
Hiring Manager

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SUTHERLAND®

Appointment Letter

College Name: Sri Venkateswara College Of Engineering and Technology

Date: 26-March-2021

Dear **Kalaiselvan 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 June 26, 2021** 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).**

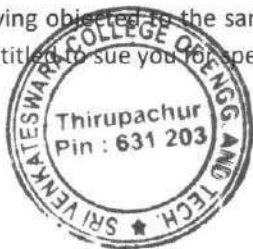
You shall report to **Hemanth Kumar** of the company or any authorized person nominated by the company from time to time, who will in turn assign your role, duties and responsibilities in the company.

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

Offer Letter

Name: Kamaraj R
Date: January 25, 2021

Dear Mr. Kamaraj,

We are glad to inform you that you have been selected for the position of **Business Development Trainee - Sales** in our organization with the Business Development Team for a **period of 6 weeks**, with an opportunity to be offered a permanent position of Business Development Associate at the end of the training period, based upon the following terms and conditions.

The **first 2 weeks of this training will be classroom training** at the Joining Location itself. It will then be followed by **4 weeks of "On-the-Job Training (OJT)"**, to be conducted at the OJT Training Location. Upon successful completion of the training and post your conversion, you will be posted in the Role Location as a Business Development Associate.

1. Employment Details:

Department: Business Development
Designation: Business Development Trainee - Sales
Reporting Manager: Rahul Raj (TNL201605108)
Reporting Time: 9:30 AM
Joining Location: Byjus Coimbatore - 2nd floor, Senthil Towers, 1078, East Wing, Avinashi Road, P.N Palayam, Coimbatore-641018, Tamil Nadu
OJT Training Location: Byjus - Coimbatore
Role Location: Coimbatore

2. Date of Joining: Your appointment becomes effective from the date of joining the services of the Company, which date shall be no later than **July 01, 2021**. Your work location after conversion to the role of Business Development Associate would be **Coimbatore** or any other location as may be assigned by the Company. The Company reserves the right to transfer you to any location, as the Company may deem fit, from time to time.

3. Term: The term of this Agreement would be for a period of 1.5 months (approximately), commencing from your date of joining. This Agreement will automatically expire upon the completion of this term unless terminated earlier as per the provisions of Clause 12 of this Agreement.

4. Extension of Agreement: In case of a business requirement, this agreement may be extended by another 2 weeks (over above the 1.5 months) as mentioned in Clause 3. You shall be intimated by suitable means, as the Company deems fit. The decision of the Company, in this matter shall be final.

5. Background Check: The Company may, at its discretion, conduct background verification, prior to or at any time after commencement of this Agreement, to verify, including but not limited to, your professional certifications, designations or licenses, educational background, identity, proof of age, address, past work experience (if any) and criminal records. You hereby provide your express consent to the Company for conducting such background checks. This Agreement is subject to validation of any information provided by you to the Company and to the satisfactory outcome of the pre-employment screening activities (including background verification and criminal history check).

6. Offer of Permanent Position: It shall not be obligatory on the part of the Company to offer a permanent position to you on expiry of this



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Agreement. This offer of employment will be subject to the satisfactory performance during training and also subject to production of necessary documents including educational and professional certificates and may be rescinded in the event such necessary documents are not provided to the Company. Upon satisfying the above conditions, conversion to the role of BDA will be done with a compensation of 10LPA (7LPA fixed + 3LPA variable) for the role of BDA - Direct Sales. However, the Company may at its sole discretion and its business requirements may decide not to extend an offer of employment. Moreover, if the Company finds that you have achieved your training target through improper means resulting in the reduction of your achieved revenue, the Company will have the right to terminate your employment even after the permanent position has been offered.

7. Cost to the Company: Your compensation is INR 25000 per month. You are also eligible for a performance pay up to INR 2,00,000/- based on your individual targets and performance numbers during your training period.

8. Deductions: The Company shall be entitled to deduct from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

- (a) Provident Fund;
- (b) Income tax deducted at source at the rates applicable;
- (c) Employment / professional taxes;
- (d) Dues to Company including loans and advances; or
- (e) Any other applicable statutory deductions

The income tax liability with regards to your salary and perks will be your liability, and will be governed by the applicable tax laws of the country as applicable from time to time.

9. Expense Reimbursement: In addition to the aforementioned salary, you shall be paid the expenses incurred by you on behalf of the Company or its clients as authorized, in connection with the duties executed by you, and upon presenting supporting vouchers/documents. The Expense Policy applicable to you will be shared with you on joining.

10. Company Policies: You will be governed by the Company's policies, regulations and procedures on the office timings, anti-sexual harassment, leave, travel, transfers, misconduct, etc., presently in force or as introduced/amended from time to time. You are eligible for leave as per the Company's leave policy, which can be viewed under 'Policies' tab in your 'Employee Service Platform Account' and/or the 'Employee's Handbook' provided to you.

11. Leaves: You will be entitled to get 1 casual leave/sick leave per month. Employees whose date of joining service falls between 1st to the 15th of a month are entitled to get the leave credit for that month. Employees whose date of joining service falls between 16th to the end of the month are not entitled for the leave credit for that month.

12. Absence from duty: When an employee takes off from duty without prior leave approval or proper intimation under certain unavoidable circumstances, then those day/days will be treated as absence from duty. The days of absence will be treated under loss of pay. The employee has to report to his / her department head on rejoining duty from absence and provide valid reasons for absence in writing before taking up work again. If an employee is absent from duty for more than 2* days (including paid and unpaid leaves / consecutive or cumulative), training will be discontinued without any notice.

*(*In case, where this agreement is extended, as per Clause 4 of this agreement, need to be read as 3 days, with no change to terms and conditions of Clause 12.)*

13. Termination: Subject to Clause 3, your services may be terminated in the following manner:

a) The Company will be entitled to terminate your services by giving you 48 hours' notice in writing, or by payment of 48 hours' salary in lieu of such notice. In the event you desire to leave the services of the Company, you will be required to give the Company 48 hours' notice in writing or 48 hours' salary in lieu of such notice.

b) In the event of termination on disciplinary grounds including but not limited to embezzlement, fraud, gross negligence, willful misconduct, or a material violation of Company policies or you are found to be absconding from the services of the Company or for any other reasons causing grievous loss / damage / disrepute to the Company / associates, your termination will be immediate and without any notice or compensation.

c) In the event of your resignation from the services of the Company, you will be required to give the Company 48 hours' written notice. The notice period has to be served in full, unless otherwise agreed by the Company in writing. In case of failure to give the above notice period, the Company shall have the right to deduct the salary in lieu of the notice period and you will not be eligible to be hired by the Company in



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future. You shall, on ceasing to be an employee of the Company for any reason and in addition to the obligations under the Non-Disclosure and Confidential Information Agreement, forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession or prepared in connection with your employment with the Company.

14. Confidential Information: As an employee, you may come in to possession of information confidential to the Company and agree to keep confidential, Company's proprietary and confidential information obtained at any time during the period of your employment in the Company. Confidential information includes, and is not limited to; course materials, videos, financial documents and other relevant documents. You shall not disclose such Confidential Information to any person. You shall not make any copies of the Confidential Information. You shall not disclose, reproduce or use any Confidential Information for any purpose except solely in connection with your performance in company. Your obligations with respect to confidentiality shall be more fully detailed under the Non-Disclosure and Confidential Information Agreement executed by you with the Company and you shall at all times be bound by the provisions laid therein.

15. Intellectual Property Rights: All the intellectual property rights in the material developed by you, class material and related documents shall at all times remain the property of the Company. You shall provide all assistance and execute all deeds and documents required to vest the intellectual property rights with the Company. In the event any of the intellectual property rights are not assignable under applicable laws, you shall provide exclusive, transferable, assignable, royalty-free right in such intellectual property in perpetuity to the Company. You shall not assert any right, title and interest over such intellectual property rights.

16. Indemnity: You hereby agree to indemnify and keep indemnified and hold the Company harmless from and against any loss, claim, damage, costs, taxes, duties, additions, penalties, interest thereon or expenses of any kind, including reasonable attorney's fees, incurred/sustained or caused to be incurred/sustained by the Company on account of:

- a. Any act or omission by you;
- b. Contravention of any of the terms, conditions, covenants of this letter or the Non-Disclosure and Confidential Information Agreement;
- c. Any representation or warranty or information furnished to the Company found to be false;
- d. Violation/non-compliance with any laws/rules/regulations while rendering the services; and/or
- e. Failure to adhere to the standards/specifications/policies of the Company.

17. General Provisions:

a. You are required to devote your entire time, attention and effort to the furtherance of the business of the Company and to continually develop your professional skills in the interest of the Company and yourself. You shall not, during your employment with the Company, directly or indirectly engage yourself in or devote any time or attention to any part-time employment or business or position of monetary interest, other than that of the Company. Further, you shall not divulge, communicate or pass any information in any form, related to any aspect of the Company to anyone outside the Company.

b. You shall endeavor to uphold the good image of the Company and shall not by your conduct adversely affect the reputation of the Company and bring disrepute to the Company, in any manner whatsoever. You shall not conduct yourself in any manner amounting to breach of confidence reposed in you or inconsistent with the position of responsibility occupied by you. You shall at all times deal with the Company's money, material and documents with utmost honesty and professional ethics.

c. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of our specific background and professional merit. The Company expects that you maintain this information and any future changes to your remuneration, as strictly personal and confidential.

d. During the course of your employment, if you, at any time render yourself incompetent to perform your duties or if you should misconduct yourself or be disobedient, intemperate, irregular in attendance, commit breach of the terms of your employment or of any of the stipulations herein contained, the Company shall without prejudice to any of its rights under the terms herein contained, be entitled to terminate your employment forthwith without notice or payment in lieu of notice and deduct from your salary or other emoluments, if any, then due to you, including the amount of any damage that the Company may have sustained.

e. You will keep the Company informed of any change in your residential address, your family status or any other personal particulars relevant to your employment, as and when the change occurs.

f. You are required to sign a 'Non-Disclosure and Confidential Information Agreement' with the Company, prior to joining the services of the Company. Your employment with the Company shall be contingent upon you executing the said agreement.

g. You will be subject to the Company's rules and regulations for the time being in force and as varied from time to time.




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h. The Company will deduct taxes as appropriate and consistent with applicable tax laws and regulations. You will be responsible for your tax liabilities under all applicable tax laws and regulations.

i. This letter constitutes the complete understanding between you and the Company regarding the terms of your employment with the Company. This supersedes any and all other agreements, either written or oral, between you and the Company regarding your employment. Any modification of this letter will be effective only if it is in writing, signed by both parties.

j. All disputes arising herein shall be governed by the laws of India and the jurisdiction to entertain and try such dispute shall vest exclusively in the courts of Bangalore, Karnataka

The terms of your employment contract detailed above are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately.

You are requested to signify your acceptance of the terms and conditions by signing and returning to us the duplicate copy of this letter.

We look forward to you joining us at the earliest. We are certain that you will find challenge, satisfaction and opportunity in your association with the Company.

You are requested to carry the below mentioned documents on your joining date

1. 10th Mark sheet
2. 12th Mark sheet
3. Graduation/Post Graduation Mark sheet--All semester mark sheet
4. Graduation/Post Graduation--Provisional Certificate/Course Completion Certificate
5. Resume
6. BYJU'S Offer Letter
7. Pan Card
8. Aadhaar Card
9. Voter ID/Passport/Driving License
10. Cancelled Cheque/Bank Statement/Bank Passbook
11. Passport Size Photograph
12. All current & previous companies relieving/experience letter(Only for experienced candidate)
13. Current/Last company's last three months' pay slips (Only for experienced candidate)

Yours sincerely,

Think & Learn Pvt. Ltd.

Human Resource


Accept Job Offer by signing below

Signature:



This is system generated offer letter and does not require authorized signature.




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246
2nd Floor, 15th Avenue, Jawaharlal Nehru Road,
Opp. to Bsnl Off. Above IOB, Jafferkanpet,
Ashoknagar, Chennai - 83

hr@imperium.asia
www.imperium.asia

044 - 2471 7329

Letter of Offer

Dear

Date 30th - March - 2021

LAKSHMIPRIYA .E.V,

With reference to your application and the subsequent interview you had with us, we take pleasure in offering you a position with the following details and on the terms and condition discussed and agreed upon by you at the time of interview and as embodied in as separate letter of appointment which will be given to you after 6 days from the date of joining.

Designation: BUSINESS ASSOCIATE,

Date of Joining: On your date of joining, you are required to submit the following documents of the HR department:

1. Graduation degree or Third year mark sheets.
2. Proof of residence (Copy of passport, ration card, bank statement, license or electricity /telephone bill).

If employed earlier, then: You are required to submit the above mentioned documents within 3 days from the date of joining, failure to which this offer will stand automatically withdrawn or cancelled.

Your compensation is INR 25000 per month. You are also eligible for a performance pay up to INR 2,00,000/- based on your individual targets and performance numbers during your training period.

IMPERIUM reserves the right to terminate your services in event of any absenteeism during the Training Period. Business Associate shall ensure that **IMPERIUM** intellectual property is protected at all times and not do anything to sabotage the company's reputation. Company is not liable for any payments, in case Business Associate leaves within 1 Month. The candidate shall not divulge (through any mode of correspondence) any of company's details to anyone who is not working with **IMPERIUM**, misrepresenting Company or company's channel partners or giving incorrect product information or not complying with any of the above mentioned rules will attract a penalty and termination of contract. If anybody were found to be under the influence of alcohol during the business hours would be immediately terminated without payment and might be liable for prosecution.

Please signify your acceptance by signing and returning the duplicate copy of this letter. We look forward to your Joining our team for a long and successful association.

Accepted.....

Lakshmi Priya E.V

Mr. Alex
Hiring Manager

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Thirupachur, Thiruvallur - 631 203



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Date: Jun 30, 2021
Offer No : QS2682728

LOKANANDHAN.S
CHENNAI 123456
TAMIL NADU

FIXED TERM EMPLOYMENT CONTRACT

Dear **LOKANANDHAN.S,**

We are pleased to offer you employment at QUESS Corp Limited for a fixed period of employment as per the following terms:

DEPUTATION:

You are deputed to client site under this Contract. The terms of employment is exclusively with QUESS, the employee shall never be deemed to be the employee of the client, where you have been deputed under this Contract.

You will with effect from JUL 01, 2021 be deputed by QUESS, to work at client's office / premises at any of their locations.

During the course of your contract, you can be transferred to a location within the territory of indiaas and required by Quess for rendering the services under this contract

TENURE:

The term of your Contract shall be valid from JUL 01, 2021 to MAY 31, 2022.

COTERMINOUS:

Notwithstanding the Tenure of this Contract, in the event of the project / work / deputation for which you are being employed terminates before your Contract end period, this Contract shall be

Quess Confidential
This is a system generated letter

Offer No : QS2682664

QUESS Corp Ltd
3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quesstech.com> | Toll Free No: 1800-572-3333

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TO CHECK IF YOUR OFFER LETTER IS GENUINE.
Open the camera on your smart phone and scan.

Compensation Sheet

Offer No: **QS2682728**
Designation: **Customer Support Executive**

Associate Name: **LOKANANDHAN.S**
Location: **CHENNAI**

Pay Heads	Rs. Monthly Pay	Rs. Annual Pay
Basic	10205	122460
House Rent Allowance	5103	61236
City Compensatory Allowance	2329	27948
Gross Salary	17637	211644

Employer's Contribution		
Employer esi	574	6888
Employer Provident Fund	1629	19548
Gratuity contribution	491	5892
Bonus contribution	850	10200
Total Contribution	3544	42528
Cost to Company: (CTC)	21181	254172

Deduction: (Subjected to change)		
Employee Esi	133	1596
Provident Fund	1504	18048
Total Deduction	1637	19644
Net Take Home	16000	192000

Dear Associate,

Please download the WorQ App on your mobile for a host of benefits

- Access all your HR Documents (PaySlip, Offer Letter, PF/ESIC/Insurance Nos, Form 16)
- Get Digital ID Card

Quess Confidential
This is a system generated letter

Offer No : QS2682664

QUESS Corp Ltd

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quescorp.com> | Toll Free No: 1800-572-3333

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TO CHECK IF YOUR OFFER LETTER IS GENUINE.
Open the camera on your smart phone and scan.



SUTHERLAND

Appointment Letter

College Name: Sri Venkateswara College Of Engineering and Technology
Date: 26-March-2021

Dear **Maheshwari Dokkala 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, 2021** 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.

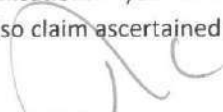
You may be required to work in shift system of the company as intimated to you from time to time.

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

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Offer Letter

Name: Manoj Kumar D L
Date: January 25, 2021

Dear Mr. Manoj Kumar D L,

We are glad to inform you that you have been selected for the position of **Business Development Trainee - Sales** in our organization with the Business Development Team for a **period of 6 weeks**, with an opportunity to be offered a permanent position of Business Development Associate at the end of the training period, based upon the following terms and conditions.

The first 2 weeks of this training will be **classroom training** at the Joining Location itself. It will then be followed by **4 weeks of "On-the-Job Training (OJT)"**, to be conducted at the OJT Training Location. Upon successful completion of the training and post your conversion, you will be posted in the Role Location as a Business Development Associate.

1. Employment Details:

Department: Business Development
Designation: Business Development Trainee - Sales
Reporting Manager: Rahul Raj (TNL201605108)
Reporting Time: 9:30 AM
Joining Location: Byjus Coimbatore - 2nd floor, Senthil Towers, 1078, East Wing, Avinashi Road, P.N Palayam, Coimbatore-641018, Tamil Nadu
OJT Training Location: Byjus - Coimbatore
Role Location: Coimbatore

2. Date of Joining: Your appointment becomes effective from the date of joining the services of the Company, which date shall be no later than **July 01, 2021**. Your work location after conversion to the role of Business Development Associate would be **Coimbatore** or any other location as may be assigned by the Company. The Company reserves the right to transfer you to any location, as the Company may deem fit, from time to time.

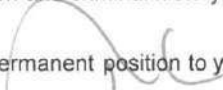
3. Term: The term of this Agreement would be for a period of 1.5 months (approximately), commencing from your date of joining. This Agreement will automatically expire upon the completion of this term unless terminated earlier as per the provisions of Clause 12 of this Agreement.

4. Extension of Agreement: In case of a business requirement, this agreement may be extended by another 2 weeks (over above the 1.5 months) as mentioned in Clause 3. You shall be intimated by suitable means, as the Company deems fit. The decision of the Company, in this matter shall be final.

5. Background Check: The Company may, at its discretion, conduct background verification, prior to or at any time after commencement of this Agreement, to verify, including but not limited to, your professional certifications, designations or licenses, educational background, identity, proof of age, address, past work experience (if any) and criminal records. You hereby provide your express consent to the Company for conducting such background checks. This Agreement is subject to validation of any information provided by you to the Company and to the satisfactory outcome of the pre-employment screening activities (including background verification and criminal history check).

6. Offer of Permanent Position: It shall not be obligatory on the part of the Company to offer a permanent position to you on expiry of this




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Agreement. This offer of employment will be subject to the satisfactory performance during training and also subject to production of necessary documents including educational and professional certificates and may be rescinded in the event such necessary documents are not provided to the Company. Upon satisfying the above conditions, conversion to the role of BDA will be done with a compensation of 10LPA (7LPA fixed + 3LPA variable) for the role of BDA - Direct Sales. However, the Company may at its sole discretion and its business requirements may decide not to extend an offer of employment. Moreover, if the Company finds that you have achieved your training target through improper means resulting in the reduction of your achieved revenue, the Company will have the right to terminate your employment even after the permanent position has been offered.

7. Cost to the Company: Your compensation is INR 25000 per month. You are also eligible for a performance pay up to INR 2,00,000/- based on your individual targets and performance numbers during your training period.

8. Deductions: The Company shall be entitled to deduct from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

- (a) Provident Fund;
- (b) Income tax deducted at source at the rates applicable;
- (c) Employment / professional taxes;
- (d) Dues to Company including loans and advances; or
- (e) Any other applicable statutory deductions

The income tax liability with regards to your salary and perks will be your liability, and will be governed by the applicable tax laws of the country as applicable from time to time.

9. Expense Reimbursement: In addition to the aforementioned salary, you shall be paid the expenses incurred by you on behalf of the Company or its clients as authorized, in connection with the duties executed by you, and upon presenting supporting vouchers/documents. The Expense Policy applicable to you will be shared with you on joining.

10. Company Policies: You will be governed by the Company's policies, regulations and procedures on the office timings, anti-sexual harassment, leave, travel, transfers, misconduct, etc., presently in force or as introduced/amended from time to time. You are eligible for leave as per the Company's leave policy, which can be viewed under 'Policies' tab in your 'Employee Service Platform Account' and/or the 'Employee's Handbook' provided to you.

11. Leaves: You will be entitled to get 1 casual leave/sick leave per month. Employees whose date of joining service falls between 1st to the 15th of a month are entitled to get the leave credit for that month. Employees whose date of joining service falls between 16th to the end of the month are not entitled for the leave credit for that month.

12. Absence from duty: When an employee takes off from duty without prior leave approval or proper intimation under certain unavoidable circumstances, then those day/days will be treated as absence from duty. The days of absence will be treated under loss of pay. The employee has to report to his / her department head on rejoining duty from absence and provide valid reasons for absence in writing before taking up work again. If an employee is absent from duty for more than 2* days (including paid and unpaid leaves / consecutive or cumulative), training will be discontinued without any notice.

(*In case, where this agreement is extended, as per Clause 4 of this agreement, need to be read as 3 days, with no change to terms and conditions of Clause 12.)

13. Termination: Subject to Clause 3, your services may be terminated in the following manner:

a) The Company will be entitled to terminate your services by giving you 48 hours' notice in writing, or by payment of 48 hours' salary in lieu of such notice. In the event you desire to leave the services of the Company, you will be required to give the Company 48 hours' notice in writing or 48 hours' salary in lieu of such notice.

b) In the event of termination on disciplinary grounds including but not limited to embezzlement, fraud, gross negligence, willful misconduct, or a material violation of Company policies or you are found to be absconding from the services of the Company or for any other reasons causing grievous loss / damage / disrepute to the Company / associates, your termination will be immediate and without any notice or compensation.

c) In the event of your resignation from the services of the Company, you will be required to give the Company 48 hours' written notice. The notice period has to be served in full, unless otherwise agreed by the Company in writing. In case of failure to give the above notice period, the Company shall have the right to deduct the salary in lieu of the notice period and you will not be eligible to be hired by the Company in



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future. You shall, on ceasing to be an employee of the Company for any reason and in addition to the obligations under the Non-Disclosure and Confidential Information Agreement, forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession or prepared in connection with your employment with the Company.

14. Confidential Information: As an employee, you may come in to possession of information confidential to the Company and agree to keep confidential, Company's proprietary and confidential information obtained at any time during the period of your employment in the Company. Confidential information includes, and is not limited to; course materials, videos, financial documents and other relevant documents. You shall not disclose such Confidential Information to any person. You shall not make any copies of the Confidential Information. You shall not disclose, reproduce or use any Confidential Information for any purpose except solely in connection with your performance in company. Your obligations with respect to confidentiality shall be more fully detailed under the Non-Disclosure and Confidential Information Agreement executed by you with the Company and you shall at all times be bound by the provisions laid therein.

15. Intellectual Property Rights: All the intellectual property rights in the material developed by you, class material and related documents shall at all times remain the property of the Company. You shall provide all assistance and execute all deeds and documents required to vest the intellectual property rights with the Company. In the event any of the intellectual property rights are not assignable under applicable laws, you shall provide exclusive, transferable, assignable, royalty-free right in such intellectual property in perpetuity to the Company. You shall not assert any right, title and interest over such intellectual property rights.

16. Indemnity: You hereby agree to indemnify and keep indemnified and hold the Company harmless from and against any loss, claim, damage, costs, taxes, duties, additions, penalties, interest thereon or expenses of any kind, including reasonable attorney's fees, incurred/sustained or caused to be incurred/sustained by the Company on account of:

- a. Any act or omission by you;
- b. Contravention of any of the terms, conditions, covenants of this letter or the Non-Disclosure and Confidential Information Agreement;
- c. Any representation or warranty or information furnished to the Company found to be false;
- d. Violation/non-compliance with any laws/rules/regulations while rendering the services; and/or
- e. Failure to adhere to the standards/specifications/policies of the Company.

17. General Provisions:

a. You are required to devote your entire time, attention and effort to the furtherance of the business of the Company and to continually develop your professional skills in the interest of the Company and yourself. You shall not, during your employment with the Company, directly or indirectly engage yourself in or devote any time or attention to any part-time employment or business or position of monetary interest, other than that of the Company. Further, you shall not divulge, communicate or pass any information in any form, related to any aspect of the Company to anyone outside the Company.

b. You shall endeavor to uphold the good image of the Company and shall not by your conduct adversely affect the reputation of the Company and bring disrepute to the Company, in any manner whatsoever. You shall not conduct yourself in any manner amounting to breach of confidence reposed in you or inconsistent with the position of responsibility occupied by you. You shall at all times deal with the Company's money, material and documents with utmost honesty and professional ethics.

c. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of our specific background and professional merit. The Company expects that you maintain this information and any future changes to your remuneration, as strictly personal and confidential.

d. During the course of your employment, if you, at any time render yourself incompetent to perform your duties or if you should misconduct yourself or be disobedient, intemperate, irregular in attendance, commit breach of the terms of your employment or of any of the stipulations herein contained, the Company shall without prejudice to any of its rights under the terms herein contained, be entitled to terminate your employment forthwith without notice or payment in lieu of notice and deduct from your salary or other emoluments, if any, then due to you, including the amount of any damage that the Company may have sustained.

e. You will keep the Company informed of any change in your residential address, your family status or any other personal particulars relevant to your employment, as and when the change occurs.

f. You are required to sign a 'Non-Disclosure and Confidential Information Agreement' with the Company, prior to joining the services of the Company. Your employment with the Company shall be contingent upon you executing the said agreement.

g. You will be subject to the Company's rules and regulations for the time being in force and as varied from time to time.



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Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

h. The Company will deduct taxes as appropriate and consistent with applicable tax laws and regulations. You will be responsible for your tax liabilities under all applicable tax laws and regulations.

i. This letter constitutes the complete understanding between you and the Company regarding the terms of your employment with the Company. This supersedes any and all other agreements, either written or oral, between you and the Company regarding your employment. Any modification of this letter will be effective only if it is in writing, signed by both parties.

j. All disputes arising herein shall be governed by the laws of India and the jurisdiction to entertain and try such dispute shall vest exclusively in the courts of Bangalore, Karnataka

The terms of your employment contract detailed above are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately.

You are requested to signify your acceptance of the terms and conditions by signing and returning to us the duplicate copy of this letter.

We look forward to you joining us at the earliest. We are certain that you will find challenge, satisfaction and opportunity in your association with the Company.

You are requested to carry the below mentioned documents on your joining date

1. 10th Mark sheet
2. 12th Mark sheet
3. Graduation/Post Graduation Mark sheet--All semester mark sheet
4. Graduation/Post Graduation--Provisional Certificate/Course Completion Certificate
5. Resume
6. BYJU'S Offer Letter
7. Pan Card
8. Aadhaar Card
9. Voter ID/Passport/Driving License
10. Cancelled Cheque/Bank Statement/Bank Passbook
11. Passport Size Photograph
12. All current & previous companies relieving/experience letter(Only for experienced candidate)
13. Current/Last company's last three months' pay slips (Only for experienced candidate)

Yours sincerely,

Think & Learn Pvt. Ltd.

Human Resource

Accept Job Offer by signing below

Signature:



This is system generated offer letter and does not require authorized signature.




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SUTHERLAND

Appointment Letter

College Name: Sri Venkateswara College Of Engineering and Technology

Date: 26-March-2021

Dear **Manoj Prabhakar 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 June 26, 2021** 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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2nd Floor, 15th Avenue, Jawaharlal Nehru Road,
Opp. to Bsnl Off. Above IOB, Jaffierkhanpet,
Ashoknagar, Chennai - 83
hr@imperium.asia
www.imperium.asia
044 - 2471 7329

Letter of Offer

Dear
MONISHA.B

Date 30th- March - 2021

With reference to your application and the subsequent interview you had with us, we take pleasure in offering you a position with the following details and on the terms and condition discussed and agreed upon by you at the time of interview and as embodied in as separate letter of appointment which will be given to you after 6 days from the date of joining.

Designation: BUSINESS ASSOCIATE,

Date of Joining: On your date of joining, you are required to submit the following documents of the HR department:

- 1. Graduation degree or Third year mark sheets.
- 2. Proof of residence (Copy of passport, ration card, bank statement, license or electricity /telephone bill).

If employed earlier, then: You are required to submit the above mentioned documents within 3 days from the date of joining, failure to which this offer will stand automatically withdrawn or cancelled.

Your compensation is INR 25000 per month. You are also eligible for a performance pay up to INR 2,00,000/- basedon your individual targets and performance numbers during your training period.

IMPERIUM reserves the right to terminate your services in event of any absenteeism during the Training Period. Business Associate shall ensure that IMPERIUM intellectual property is protected at all times and not do anything to sabotage the company's reputation. Company is not liable for any payments, in case Business Associate leaves within 1Month. The candidate shall not divulge (through any mode of correspondence) any of company's details to anyone who is not working with IMPERIUM, misrepresenting Company or company's channel partners or giving incorrect product information or not complying with any of the above mentioned rules will attract a penalty and termination of contract. If anybody were found to be under the influence of alcohol during the business hours would be immediately terminated without payment and might be liable for prosecution.

Please signify your acceptance by signing and returning the duplicate copy of this letter. We look forward to your Joining our team for a long and successful association.

Accepted.....*[Signature]*.....

[Signature]
Mr. Alex
Hiring Manager



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Date: Jun 30, 2021
Offer No : QS2682796

MONISHA .R
CHENNAI 123456
TAMIL NADU

FIXED TERM EMPLOYMENT CONTRACT

Dear **MONISHA .R,**

We are pleased to offer you employment at QUESS Corp Limited for a fixed period of employment as per the following terms:

DEPUTATION:

You are deputed to client site under this Contract. The terms of employment is exclusively with QUESS, the employee shall never be deemed to be the employee of the client, where you have been deputed under this Contract.

You will with effect from JUL 01, 2021 be deputed by QUESS, to work at client's office / premises at any of their locations.

During the course of your contract, you can be transferred to a location within the territory of indiaas and required by Quess for rendering the services under this contract

TENURE:

The term of your Contract shall be valid from JUL 01, 2021 to MAY 31, 2022.

COTERMINOUS:

Notwithstanding the Tenure of this Contract, in the event of the project / work / deputation for which you are being employed terminates before your Contract end period, this Contract shall be

Quess Confidential
This is a system generated letter

Offer No : QS2682664

QUESS Corp Ltd
3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quescorp.com> | Toll Free No: 1800-572-3333

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Open the camera on your smart phone and scan.

Compensation Sheet

Offer No: **QS2682796**
Designation: **Customer Support Executive**

Associate Name: **MONISHA .R**
Location: **CHENNAI**

Pay Heads	Rs. Monthly Pay	Rs. Annual Pay
Basic	10205	122460
House Rent Allowance	5103	61236
City Compensatory Allowance	2329	27948
Gross Salary	17637	211644

Employer's Contribution		
Employer_esi	574	6888
Employer Provident Fund	1629	19548
Gratuity_contribution	491	5892
Bonus_contribution	850	10200
Total Contribution	3544	42528
Cost to Company: (CTC)	21181	254172

Deduction: (Subjected to change)		
Employee Esi	133	1596
Provident Fund	1504	18048
Total Deduction	1637	19644
Net Take Home	16000	192000

Dear Associate,

Please download the WorQ App on your mobile for a host of benefits

- Access all your HR Documents (PaySlip, Offer Letter, PF/ESIC/Insurance Nos, Form 16)
- Get Digital ID Card

Quess Confidential
This is a system generated letter

Offer No: *QS2682664*

QUESS Corp Ltd

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India

<http://www.queesscorp.com> | Toll Free No: 1800-5721333

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Open the camera on your smart phone and scan.



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18-Nov-2020

Dear Murugan S,

With reference to the discussions that we had with you; we are pleased to offer you the role of "Counsellor" at our office based out of Chennai.

Your Annual Total Compensation will be ₹ 324,096/-.

We would be happy to have you with us on or before 24-Nov-2020 and you will be on probation period of 6 months which may be extended or reduced depending on your performance and other parameters as defined by the management. On completion of the probation period, and subject to your services being found up to Company's expectation, you will be intimated in writing about your confirmation and change in package (if any).

The other detail about your compensation is presented in Annexure A.

Your compensation is highly confidential and if the need arises, you may discuss it only with your line manager.

We are excited to have you join our team!

Yours Sincerely,
For Edvoy.,

Honey Dev
Senior Manager-HR



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ELTA TECHNOLOGIES
THE DATA EXPERTS

Appointment Letter

Date: 1st April 21

Ms.Nathasha S
No.15/65, Block D
3rd Street, Shanthi Colony,
Anna Nagar, Chennai-600 052.

Dear Nathasha 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:

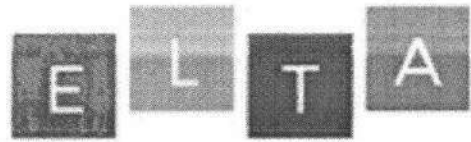
A) With reference to your application and subsequent interview, we are pleased to make you an offer-cum appointment with ELTA Technologies as Business Analyst. You are required to join immediately with effect from August 2021.

B) Your Annual compensation would be ₹2, 56,000 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



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ELTA TECHNOLOGIES
THE DATA EXPERTS

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

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 August 2021. We are looking forward to join our company in order to work with you

Hari Krishnan
GENERAL MANAGER
ELTA TECHNOLOGIES



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SUTHERLAND

Appointment Letter

College Name: Sri Venkateswara College Of Engineering and Technology

Date: 26-March-2021

Dear **Naveen Kumar 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 June 26, 2021** 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]

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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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🏠 2nd Floor, 15th Avenue, Jawaharlal Nehru Road,
Opp. to Bsnl Off. Above IOB, Jafferkhanpet,
Ashoknagar, Chennai - 83

✉ hr@imperium.asia
www.imperium.asia

📞 044 - 2471 7329

Letter of Offer

Dear

Date 30th- March - 2021

NISHA .N,

With reference to your application and the subsequent interview you had with us, we take pleasure in offering you a position with the following details and on the terms and condition discussed and agreed upon by you at the time of interview and as embodied in as separate letter of appointment which will be given to you after 6 days from the date of joining.

Designation: BUSINESS ASSOCIATE,

Date of Joining: On your date of joining, you are required to submit the following documents of the HR department:

- 1. Graduation degree or Third year mark sheets.
- 2. Proof of residence (Copy of passport, ration card, bank statement, license or electricity /telephone bill.

If employed earlier, then: You are required to submit the above mentioned documents within 3 days from the date of joining, failure to which this offer will stand automatically withdrawn or cancelled.

Your compensation is INR 25000 per month. You are also eligible for a performance pay up to INR 2,00,000/- basedon your individual targets and performance numbers during your training period.

IMPERIUM reserves the right to terminate your services in event of any absenteeism during the Training Period. Business Associate shall ensure that **IMPERIUM** intellectual property is protected at all times and not do anything to sabotage the company's reputation. Company is not liable for any payments, in case Business Associate leaves within 1Month. The candidate shall not divulge (through any mode of correspondence) any of company's details to anyone who is not working with **IMPERIUM**, misrepresenting Company or company's channel partners or giving incorrect product information or not complying with any of the above mentioned rules will attract a penalty and termination of contract. If anybody were found to be under the influence of alcohol during the business hours would be immediately terminated without payment and might be liable for prosecution.

Please signify your acceptance by signing and returning the duplicate copy of this letter. We look forward to your Joining our team for a long and successful association.

Accepted.....
Nisha N

Alex
Mr.Alex
Hiring Manager



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Thirupachur, Thiruvallur - 631 203

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Offer Letter

Name: Parthasarathi E
Date: January 25, 2021

Dear Mr. Parthasarathi,

We are glad to inform you that you have been selected for the position of **Business Development Trainee - Sales** in our organization with the Business Development Team for a **period of 6 weeks**, with an opportunity to be offered a permanent position of Business Development Associate at the end of the training period, based upon the following terms and conditions.

The first 2 weeks of this training will be classroom training at the Joining Location itself. It will then be followed by 4 weeks of "On-the-Job Training (OJT)", to be conducted at the OJT Training Location. Upon successful completion of the training and post your conversion, you will be posted in the Role Location as a Business Development Associate.

1. Employment Details:

Department: Business Development
Designation: Business Development Trainee - Sales
Reporting Manager: Rahul Raj (TNL201605108)
Reporting Time: 9:30 AM
Joining Location: Byjus Coimbatore - 2nd floor, Senthil Towers, 1078, East Wing, Avinashi Road, P.N Palayam, Coimbatore-641018, Tamil Nadu
OJT Training Location: Byjus - Coimbatore
Role Location: Coimbatore

2. Date of Joining: Your appointment becomes effective from the date of joining the services of the Company, which date shall be no later than **July 01, 2021**. Your work location after conversion to the role of Business Development Associate would be **Coimbatore** or any other location as may be assigned by the Company. The Company reserves the right to transfer you to any location, as the Company may deem fit, from time to time.

3. Term: The term of this Agreement would be for a period of 1.5 months (approximately), commencing from your date of joining. This Agreement will automatically expire upon the completion of this term unless terminated earlier as per the provisions of Clause 12 of this Agreement.

4. Extension of Agreement: In case of a business requirement, this agreement may be extended by another 2 weeks (over above the 1.5 months) as mentioned in Clause 3. You shall be intimated by suitable means, as the Company deems fit. The decision of the Company, in this matter shall be final.

5. Background Check: The Company may, at its discretion, conduct background verification, prior to or at any time after commencement of this Agreement, to verify, including but not limited to, your professional certifications, designations or licenses, educational background, identity, proof of age, address, past work experience (if any) and criminal records. You hereby provide your express consent to the Company for conducting such background checks. This Agreement is subject to validation of any information provided by you to the Company and to the satisfactory outcome of the pre-employment screening activities (including background verification and criminal history check).

6. Offer of Permanent Position: It shall not be obligatory on the part of the Company to offer a permanent position to you on expiry of this



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Agreement. This offer of employment will be subject to the satisfactory performance during training and also subject to production of necessary documents including educational and professional certificates and may be rescinded in the event such necessary documents are not provided to the Company. Upon satisfying the above conditions, conversion to the role of BDA will be done with a compensation of 10LPA (7LPA fixed + 3LPA variable) for the role of BDA - Direct Sales. However, the Company may at its sole discretion and its business requirements may decide not to extend an offer of employment. Moreover, if the Company finds that you have achieved your training target through improper means resulting in the reduction of your achieved revenue, the Company will have the right to terminate your employment even after the permanent position has been offered.

7. Cost to the Company: Your compensation is INR 25000 per month. You are also eligible for a performance pay up to INR 2,00,000/- based on your individual targets and performance numbers during your training period.

8. Deductions: The Company shall be entitled to deduct from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

- (a) Provident Fund;
- (b) Income tax deducted at source at the rates applicable;
- (c) Employment / professional taxes;
- (d) Dues to Company including loans and advances; or
- (e) Any other applicable statutory deductions

The income tax liability with regards to your salary and perks will be your liability, and will be governed by the applicable tax laws of the country as applicable from time to time.

9. Expense Reimbursement: In addition to the aforementioned salary, you shall be paid the expenses incurred by you on behalf of the Company or its clients as authorized, in connection with the duties executed by you, and upon presenting supporting vouchers/documents. The Expense Policy applicable to you will be shared with you on joining.

10. Company Policies: You will be governed by the Company's policies, regulations and procedures on the office timings, anti-sexual harassment, leave, travel, transfers, misconduct, etc., presently in force or as introduced/amended from time to time. You are eligible for leave as per the Company's leave policy, which can be viewed under 'Policies' tab in your 'Employee Service Platform Account' and/or the 'Employee's Handbook' provided to you.

11. Leaves: You will be entitled to get 1 casual leave/sick leave per month. Employees whose date of joining service falls between 1st to the 15th of a month are entitled to get the leave credit for that month. Employees whose date of joining service falls between 16th to the end of the month are not entitled for the leave credit for that month.

12. Absence from duty: When an employee takes off from duty without prior leave approval or proper intimation under certain unavoidable circumstances, then those day/days will be treated as absence from duty. The days of absence will be treated under loss of pay. The employee has to report to his / her department head on rejoining duty from absence and provide valid reasons for absence in writing before taking up work again. If an employee is absent from duty for more than 2* days (including paid and unpaid leaves / consecutive or cumulative), training will be discontinued without any notice.

(*In case, where this agreement is extended, as per Clause 4 of this agreement, need to be read as 3 days, with no change to terms and conditions of Clause 12.)

13. Termination: Subject to Clause 3, your services may be terminated in the following manner:

a) The Company will be entitled to terminate your services by giving you 48 hours' notice in writing, or by payment of 48 hours' salary in lieu of such notice. In the event you desire to leave the services of the Company, you will be required to give the Company 48 hours' notice in writing or 48 hours' salary in lieu of such notice.

b) In the event of termination on disciplinary grounds including but not limited to embezzlement, fraud, gross negligence, willful misconduct, or a material violation of Company policies or you are found to be absconding from the services of the Company or for any other reasons causing grievous loss / damage / disrepute to the Company / associates, your termination will be immediate and without any notice or compensation.

c) In the event of your resignation from the services of the Company, you will be required to give the Company 48 hours' written notice. The notice period has to be served in full, unless otherwise agreed by the Company in writing. In case of failure to give the above notice period, the Company shall have the right to deduct the salary in lieu of the notice period and you will not be eligible to be hired by the Company in



future. You shall, on ceasing to be an employee of the Company for any reason and in addition to the obligations under the Non-Disclosure and Confidential Information Agreement, forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession or prepared in connection with your employment with the Company.

14. Confidential Information: As an employee, you may come in to possession of information confidential to the Company and agree to keep confidential, Company's proprietary and confidential information obtained at any time during the period of your employment in the Company. Confidential information includes, and is not limited to; course materials, videos, financial documents and other relevant documents. You shall not disclose such Confidential Information to any person. You shall not make any copies of the Confidential Information. You shall not disclose, reproduce or use any Confidential Information for any purpose except solely in connection with your performance in company. Your obligations with respect to confidentiality shall be more fully detailed under the Non-Disclosure and Confidential Information Agreement executed by you with the Company and you shall at all times be bound by the provisions laid therein.

15. Intellectual Property Rights: All the intellectual property rights in the material developed by you, class material and related documents shall at all times remain the property of the Company. You shall provide all assistance and execute all deeds and documents required to vest the intellectual property rights with the Company. In the event any of the intellectual property rights are not assignable under applicable laws, you shall provide exclusive, transferable, assignable, royalty-free right in such intellectual property in perpetuity to the Company. You shall not assert any right, title and interest over such intellectual property rights.

16. Indemnity: You hereby agree to indemnify and keep indemnified and hold the Company harmless from and against any loss, claim, damage, costs, taxes, duties, additions, penalties, interest thereon or expenses of any kind, including reasonable attorney's fees, incurred/sustained or caused to be incurred/sustained by the Company on account of:

- a. Any act or omission by you;
- b. Contravention of any of the terms, conditions, covenants of this letter or the Non-Disclosure and Confidential Information Agreement;
- c. Any representation or warranty or information furnished to the Company found to be false;
- d. Violation/non-compliance with any laws/rules/regulations while rendering the services; and/or
- e. Failure to adhere to the standards/specifications/policies of the Company.

17. General Provisions:

a. You are required to devote your entire time, attention and effort to the furtherance of the business of the Company and to continually develop your professional skills in the interest of the Company and yourself. You shall not, during your employment with the Company, directly or indirectly engage yourself in or devote any time or attention to any part-time employment or business or position of monetary interest, other than that of the Company. Further, you shall not divulge, communicate or pass any information in any form, related to any aspect of the Company to anyone outside the Company.

b. You shall endeavor to uphold the good image of the Company and shall not by your conduct adversely affect the reputation of the Company and bring disrepute to the Company, in any manner whatsoever. You shall not conduct yourself in any manner amounting to breach of confidence reposed in you or inconsistent with the position of responsibility occupied by you. You shall at all times deal with the Company's money, material and documents with utmost honesty and professional ethics.

c. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of our specific background and professional merit. The Company expects that you maintain this information and any future changes to your remuneration, as strictly personal and confidential.

d. During the course of your employment, if you, at any time render yourself incompetent to perform your duties or if you should misconduct yourself or be disobedient, intemperate, irregular in attendance, commit breach of the terms of your employment or of any of the stipulations herein contained, the Company shall without prejudice to any of its rights under the terms herein contained, be entitled to terminate your employment forthwith without notice or payment in lieu of notice and deduct from your salary or other emoluments, if any, then due to you, including the amount of any damage that the Company may have sustained.

e. You will keep the Company informed of any change in your residential address, your family status or any other personal particulars relevant to your employment, as and when the change occurs.

f. You are required to sign a 'Non-Disclosure and Confidential Information Agreement' with the Company, prior to joining the services of the Company. Your employment with the Company shall be contingent upon you executing the said agreement.

g. You will be subject to the Company's rules and regulations for the time being in force and as varied from time to time.



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h. The Company will deduct taxes as appropriate and consistent with applicable tax laws and regulations. You will be responsible for your tax liabilities under all applicable tax laws and regulations.

i. This letter constitutes the complete understanding between you and the Company regarding the terms of your employment with the Company. This supersedes any and all other agreements, either written or oral, between you and the Company regarding your employment. Any modification of this letter will be effective only if it is in writing, signed by both parties.

j. All disputes arising herein shall be governed by the laws of India and the jurisdiction to entertain and try such dispute shall vest exclusively in the courts of Bangalore, Karnataka

The terms of your employment contract detailed above are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately.

You are requested to signify your acceptance of the terms and conditions by signing and returning to us the duplicate copy of this letter.

We look forward to you joining us at the earliest. We are certain that you will find challenge, satisfaction and opportunity in your association with the Company.

You are requested to carry the below mentioned documents on your joining date

1. 10th Mark sheet
2. 12th Mark sheet
3. Graduation/Post Graduation Mark sheet--All semester mark sheet
4. Graduation/Post Graduation--Provisional Certificate/Course Completion Certificate
5. Resume
6. BYJU'S Offer Letter
7. Pan Card
8. Aadhaar Card
9. Voter ID/Passport/Driving License
10. Cancelled Cheque/Bank Statement/Bank Passbook
11. Passport Size Photograph
12. All current & previous companies relieving/experience letter(Only for experienced candidate)
13. Current/Last company's last three months' pay slips (Only for experienced candidate)

Yours sincerely,

Think & Learn Pvt. Ltd.

Human Resource


Accept Job Offer by signing below

Signature:



This is system generated offer letter and does not require authorized signature.




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SUTHERLAND

Appointment Letter

College Name: Sri Venkateswara College Of Engineering and Technology

Date: 26-March-2021

Dear Pavithra Kannan 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 July 30 , 2019** 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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Date: Jun 30, 2021
Offer No : QS2683256

PAVUNU.S

CHENNAI 123456
TAMIL NADU

FIXED TERM EMPLOYMENT CONTRACT

Dear PAVUNU.S,

We are pleased to offer you employment at QUESS Corp Limited for a fixed period of employment as per the following terms:

DEPUTATION:

You are deputed to client site under this Contract. The terms of employment is exclusively with QUESS, the employee shall never be deemed to be the employee of the client, where you have been deputed under this Contract.

You will with effect from JUL 01, 2021 be deputed by QUESS, to work at client's office / premises at any of their locations.

During the course of your contract, you can be transferred to a location within the territory of indiaas and required by Quess for rendering the services under this contract

TENURE:

The term of your Contract shall be valid from JUL 01, 2021 to MAY 31, 2022.

COTERMINOUS:

Notwithstanding the Tenure of this Contract, in the event of the project / work / deputation for which you are being employed terminates before your Contract end period, this Contract shall be

Quess Confidential
This is a system generated letter

Offer No : QS2682664

QUESS Corp Ltd

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quesscopy.com> | Toll Free No: 1800-572-3333

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Thirupachur, Thiruvallur - 631 203



TO CHECK IF YOUR OFFER LETTER IS GENUINE.
Open the camera on your smart phone and scan.

Compensation Sheet

Offer No: **QS2683256**
Designation: **Customer Support Executive**

Associate Name: **PAVUNU.S**
Location: **CHENNAI**

Pay Heads	Rs. Monthly Pay	Rs. Annual Pay
Basic	10205	122460
House Rent Allowance	5103	61236
City Compensatory Allowance	2329	27948
Gross Salary	17637	211644

Employer's Contribution		
Employer_esi	574	6888
Employer Provident Fund	1629	19548
Gratuity_contribution	491	5892
Bonus_contribution	850	10200
Total Contribution	3544	42528
Cost to Company: (CTC)	21181	254172

Deduction: (Subjected to change)		
Employee Esi	133	1596
Provident Fund	1504	18048
Total Deduction	1637	19644
Net Take Home	16000	192000

Dear Associate,

Please download the WorQ App on your mobile for a host of benefits

- Access all your HR Documents (PaySlip, Offer Letter, PF/ESIC/Insurance Nos, Form 16)
- Get Digital ID Card

Quess Confidential
This is a system generated letter

Offer No : QS2682664

QUESS Corp Ltd

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka
<http://www.quescorp.com> | Toll Free No: 1800-572-3333

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Open the camera on your smart phone and scan.

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2nd Floor, 15th Avenue, Jawaharlal Nehru Road,
Opp. to Bsnl Off. Above IOB, Jafferkanpet,
Ashoknagar, Chennai - 83

hr@imperium.asia
www.imperium.asia

044 - 2471 7329



Letter of Offer

Dear

Date 30th- March - 2021

PRAGAVATHI .B,

With reference to your application and the subsequent interview you had with us, we take pleasure in offering you a position with the following details and on the terms and condition discussed and agreed upon by you at the time of interview and as embodied in as separate letter of appointment which will be given to you after 6 days from the date of joining.

Designation: BUSINESS ASSOCIATE,

Date of Joining: On your date of joining, you are required to submit the following documents of the HR department:

- 1. Graduation degree or Third year mark sheets.
- 2. Proof of residence (Copy of passport, ration card, bank statement, license or electricity /telephone bill.

If employed earlier, then: You are required to submit the above mentioned documents within 3 days from the date of joining, failure to which this offer will stand automatically withdrawn or cancelled.

Your compensation is INR 25000 per month. You are also eligible for a performance pay up to INR 2,00,000/- basedon your individual targets and performance numbers during your training period.

IMPERIUM reserves the right to terminate your services in event of any absenteeism during the Training Period. Business Associate shall ensure that **IMPERIUM** intellectual property is protected at all times and not do anything to sabotage the company's reputation. Company is not liable for any payments, in case Business Associate leaves within 1Month. The candidate shall not divulge (through any mode of correspondence) any of company's details to anyone who is not working with **IMPERIUM**, misrepresenting Company or company's channel partners or giving incorrect product information or not complying with any of the above mentioned rules will attract a penalty and termination of contract. If anybody were found to be under the influence of alcohol during the business hours would be immediately terminated without payment and might be liable for prosecution.

Please signify your acceptance by signing and returning the duplicate copy of this letter. We look forward to your Joining our team for a long and successful association.

Accepted.....Pragavathi.B



Mr.Alex
Hiring Manager

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Thirupachur, Thiruvallur - 631 203

Offer Letter

Name: Prasanth M
Date: January 25, 2021

Dear Mr. Prasanth ,

We are glad to inform you that you have been selected for the position of **Business Development Trainee - Sales** in our organization with the Business Development Team for a **period of 6 weeks**, with an opportunity to be offered a permanent position of Business Development Associate at the end of the training period, based upon the following terms and conditions.

The **first 2 weeks of this training will be classroom training** at the Joining Location itself. It will then be followed by **4 weeks of "On-the-Job Training (OJT)"**, to be conducted at the OJT Training Location. Upon successful completion of the training and post your conversion, you will be posted in the Role Location as a Business Development Associate.

1. Employment Details:

Department: Business Development
Designation: Business Development Trainee - Sales
Reporting Manager: Rahul Raj (TNL201605108)
Reporting Time: 9:30 AM
Joining Location: Byjus Coimbatore - 2nd floor, Senthil Towers, 1078, East Wing, Avinashi Road, P.N Palayam, Coimbatore-641018, Tamil Nadu
OJT Training Location: Byjus - Coimbatore
Role Location: Coimbatore

2. Date of Joining: Your appointment becomes effective from the date of joining the services of the Company, which date shall be no later than **July 01, 2021**. Your work location after conversion to the role of Business Development Associate would be **Coimbatore** or any other location as may be assigned by the Company. The Company reserves the right to transfer you to any location, as the Company may deem fit, from time to time.

3. Term: The term of this Agreement would be for a period of 1.5 months (approximately), commencing from your date of joining. This Agreement will automatically expire upon the completion of this term unless terminated earlier as per the provisions of Clause 12 of this Agreement.

4. Extension of Agreement: In case of a business requirement, this agreement may be extended by another 2 weeks (over above the 1.5 months) as mentioned in Clause 3. You shall be intimated by suitable means, as the Company deems fit. The decision of the Company, in this matter shall be final.

5. Background Check: The Company may, at its discretion, conduct background verification, prior to or at any time after commencement of this Agreement, to verify, including but not limited to, your professional certifications, designations or licenses, educational background, identity, proof of age, address, past work experience (if any) and criminal records. You hereby provide your express consent to the Company for conducting such background checks. This Agreement is subject to validation of any information provided by you to the Company and to the satisfactory outcome of the pre-employment screening activities (including background verification and criminal history check).

6. Offer of Permanent Position: It shall not be obligatory on the part of the Company to offer a permanent position to you on expiry of this



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Agreement. This offer of employment will be subject to the satisfactory performance during training and also subject to production of necessary documents including educational and professional certificates and may be rescinded in the event such necessary documents are not provided to the Company. Upon satisfying the above conditions, conversion to the role of BDA will be done with a compensation of 10LPA (7LPA fixed + 3LPA variable) for the role of BDA - Direct Sales. However, the Company may at its sole discretion and its business requirements may decide not to extend an offer of employment. Moreover, if the Company finds that you have achieved your training target through improper means resulting in the reduction of your achieved revenue, the Company will have the right to terminate your employment even after the permanent position has been offered.

7. Cost to the Company: Your compensation is INR 25000 per month. You are also eligible for a performance pay up to INR 2,00,000/- based on your individual targets and performance numbers during your training period.

8. Deductions: The Company shall be entitled to deduct from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

- (a) Provident Fund;
- (b) Income tax deducted at source at the rates applicable;
- (c) Employment / professional taxes;
- (d) Dues to Company including loans and advances; or
- (e) Any other applicable statutory deductions

The income tax liability with regards to your salary and perks will be your liability, and will be governed by the applicable tax laws of the country as applicable from time to time.

9. Expense Reimbursement: In addition to the aforementioned salary, you shall be paid the expenses incurred by you on behalf of the Company or its clients as authorized, in connection with the duties executed by you, and upon presenting supporting vouchers/documents. The Expense Policy applicable to you will be shared with you on joining.

10. Company Policies: You will be governed by the Company's policies, regulations and procedures on the office timings, anti-sexual harassment, leave, travel, transfers, misconduct, etc., presently in force or as introduced/amended from time to time. You are eligible for leave as per the Company's leave policy, which can be viewed under 'Policies' tab in your 'Employee Service Platform Account' and/or the 'Employee's Handbook' provided to you.

11. Leaves: You will be entitled to get 1 casual leave/sick leave per month. Employees whose date of joining service falls between 1st to the 15th of a month are entitled to get the leave credit for that month. Employees whose date of joining service falls between 16th to the end of the month are not entitled for the leave credit for that month.

12. Absence from duty: When an employee takes off from duty without prior leave approval or proper intimation under certain unavoidable circumstances, then those day/days will be treated as absence from duty. The days of absence will be treated under loss of pay. The employee has to report to his / her department head on rejoining duty from absence and provide valid reasons for absence in writing before taking up work again. If an employee is absent from duty for more than 2* days (including paid and unpaid leaves / consecutive or cumulative), training will be discontinued without any notice.

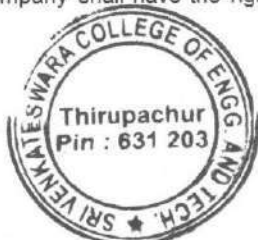
(*In case, where this agreement is extended, as per Clause 4 of this agreement, need to be read as 3 days, with no change to terms and conditions of Clause 12.)

13. Termination: Subject to Clause 3, your services may be terminated in the following manner:

a) The Company will be entitled to terminate your services by giving you 48 hours' notice in writing, or by payment of 48 hours' salary in lieu of such notice. In the event you desire to leave the services of the Company, you will be required to give the Company 48 hours' notice in writing or 48 hours' salary in lieu of such notice.

b) In the event of termination on disciplinary grounds including but not limited to embezzlement, fraud, gross negligence, willful misconduct, or a material violation of Company policies or you are found to be absconding from the services of the Company or for any other reasons causing grievous loss / damage / disrepute to the Company / associates, your termination will be immediate and without any notice or compensation.

c) In the event of your resignation from the services of the Company, you will be required to give the Company 48 hours' written notice. The notice period has to be served in full, unless otherwise agreed by the Company in writing. In case of failure to give the above notice period, the Company shall have the right to deduct the salary in lieu of the notice period and you will not be eligible to be hired by the Company in



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future. You shall, on ceasing to be an employee of the Company for any reason and in addition to the obligations under the Non-Disclosure and Confidential Information Agreement, forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession or prepared in connection with your employment with the Company.

14. Confidential Information: As an employee, you may come in to possession of information confidential to the Company and agree to keep confidential, Company's proprietary and confidential information obtained at any time during the period of your employment in the Company. Confidential information includes, and is not limited to; course materials, videos, financial documents and other relevant documents. You shall not disclose such Confidential Information to any person. You shall not make any copies of the Confidential Information. You shall not disclose, reproduce or use any Confidential Information for any purpose except solely in connection with your performance in company. Your obligations with respect to confidentiality shall be more fully detailed under the Non-Disclosure and Confidential Information Agreement executed by you with the Company and you shall at all times be bound by the provisions laid therein.

15. Intellectual Property Rights: All the intellectual property rights in the material developed by you, class material and related documents shall at all times remain the property of the Company. You shall provide all assistance and execute all deeds and documents required to vest the intellectual property rights with the Company. In the event any of the intellectual property rights are not assignable under applicable laws, you shall provide exclusive, transferable, assignable, royalty-free right in such intellectual property in perpetuity to the Company. You shall not assert any right, title and interest over such intellectual property rights.

16. Indemnity: You hereby agree to indemnify and keep indemnified and hold the Company harmless from and against any loss, claim, damage, costs, taxes, duties, additions, penalties, interest thereon or expenses of any kind, including reasonable attorney's fees, incurred/sustained or caused to be incurred/sustained by the Company on account of:

- a. Any act or omission by you;
- b. Contravention of any of the terms, conditions, covenants of this letter or the Non-Disclosure and Confidential Information Agreement;
- c. Any representation or warranty or information furnished to the Company found to be false;
- d. Violation/non-compliance with any laws/rules/regulations while rendering the services; and/or
- e. Failure to adhere to the standards/specifications/policies of the Company.

17. General Provisions:

a. You are required to devote your entire time, attention and effort to the furtherance of the business of the Company and to continually develop your professional skills in the interest of the Company and yourself. You shall not, during your employment with the Company, directly or indirectly engage yourself in or devote any time or attention to any part-time employment or business or position of monetary interest, other than that of the Company. Further, you shall not divulge, communicate or pass any information in any form, related to any aspect of the Company to anyone outside the Company.

b. You shall endeavor to uphold the good image of the Company and shall not by your conduct adversely affect the reputation of the Company and bring disrepute to the Company, in any manner whatsoever. You shall not conduct yourself in any manner amounting to breach of confidence reposed in you or inconsistent with the position of responsibility occupied by you. You shall at all times deal with the Company's money, material and documents with utmost honesty and professional ethics.

c. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of our specific background and professional merit. The Company expects that you maintain this information and any future changes to your remuneration, as strictly personal and confidential.

d. During the course of your employment, if you, at any time render yourself incompetent to perform your duties or if you should misconduct yourself or be disobedient, intemperate, irregular in attendance, commit breach of the terms of your employment or of any of the stipulations herein contained, the Company shall without prejudice to any of its rights under the terms herein contained, be entitled to terminate your employment forthwith without notice or payment in lieu of notice and deduct from your salary or other emoluments, if any, then due to you, including the amount of any damage that the Company may have sustained.

e. You will keep the Company informed of any change in your residential address, your family status or any other personal particulars relevant to your employment, as and when the change occurs.

f. You are required to sign a 'Non-Disclosure and Confidential Information Agreement' with the Company, prior to joining the services of the Company. Your employment with the Company shall be contingent upon you executing the said agreement.

g. You will be subject to the Company's rules and regulations for the time being in force and as varied from time to time.



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h. The Company will deduct taxes as appropriate and consistent with applicable tax laws and regulations. You will be responsible for your tax liabilities under all applicable tax laws and regulations.

i. This letter constitutes the complete understanding between you and the Company regarding the terms of your employment with the Company. This supersedes any and all other agreements, either written or oral, between you and the Company regarding your employment. Any modification of this letter will be effective only if it is in writing, signed by both parties.

j. All disputes arising herein shall be governed by the laws of India and the jurisdiction to entertain and try such dispute shall vest exclusively in the courts of Bangalore, Karnataka

The terms of your employment contract detailed above are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately.

You are requested to signify your acceptance of the terms and conditions by signing and returning to us the duplicate copy of this letter.

We look forward to you joining us at the earliest. We are certain that you will find challenge, satisfaction and opportunity in your association with the Company.

You are requested to carry the below mentioned documents on your joining date

1. 10th Mark sheet
2. 12th Mark sheet
3. Graduation/Post Graduation Mark sheet--All semester mark sheet
4. Graduation/Post Graduation--Provisional Certificate/Course Completion Certificate
5. Resume
6. BYJU'S Offer Letter
7. Pan Card
8. Aadhaar Card
9. Voter ID/Passport/Driving License
10. Cancelled Cheque/Bank Statement/Bank Passbook
11. Passport Size Photograph
12. All current & previous companies relieving/experience letter(Only for experienced candidate)
13. Current/Last company's last three months' pay slips (Only for experienced candidate)

Yours sincerely,

Think & Learn Pvt. Ltd.

Human Resource


Accept Job Offer by signing below

Signature:



This is system generated offer letter and does not require authorized signature.




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Page 4 of 4

2nd Floor, 15th Avenue, Jawaharlal Nehru Road,
Opp. to Bsnl Off. Above IOB, Jafferkanpet,
Ashoknagar, Chennai - 83

hr@imperium.asia
www.imperium.asia

044 - 2471 7329



Letter of Offer

Dear

Date 30th- March - 2021

PRAVEENA .R,

With reference to your application and the subsequent interview you had with us, we take pleasure in offering you a position with the following details and on the terms and condition discussed and agreed upon by you at the time of interview and as embodied in as separate letter of appointment which will be given to you after 6 days from the date of joining.

Designation: BUSINESS ASSOCIATE,

Date of Joining: On your date of joining, you are required to submit the following documents of the HR department:

- 1. Graduation degree or Third year mark sheets.
- 2. Proof of residence (Copy of passport, ration card, bank statement, license or electricity /telephone bill.

If employed earlier, then: You are required to submit the above mentioned documents within 3 days from the date of joining, failure to which this offer will stand automatically withdrawn or cancelled.

Your compensation is INR 25000 per month. You are also eligible for a performance pay up to INR 2,00,000/- basedon your individual targets and performance numbers during your training period.

IMPERIUM reserves the right to terminate your services in event of any absenteeism during the Training Period. Business Associate shall ensure that IMPERIUM intellectual property is protected at all times and not do anything to sabotage the company's reputation. Company is not liable for any payments, in case Business Associate leaves within 1Month. The candidate shall not divulge (through any mode of correspondence) any of company's details to anyone who is not working with IMPERIUM, misrepresenting Company or company's channel partners or giving incorrect product information or not complying with any of the above mentioned rules will attract a penalty and termination of contract. If anybody were found to be under the influence of alcohol during the business hours would be immediately terminated without payment and might be liable for prosecution.

Please signify your acceptance by signing and returning the duplicate copy of this letter. We look forward to your Joining our team for a long and successful association.

Accepted.....
Praaveena R

Alex
Mr. Alex
Hiring Manager



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SUTHERLAND

Appointment Letter

College Name: Sri Venkateswara College Of Engineering and Technology

Date: 26-March-2021

Dear **Praveen Kumar 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 June 26, 2021** 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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QUESS
WINNING TOGETHER

Date: Jun 30, 2021
Offer No : QS2683395

PRAVEEN RAJ .A
CHENNAI 123456
TAMIL NADU

FIXED TERM EMPLOYMENT CONTRACT

Dear **PRAVEEN RAJ .A,**

We are pleased to offer you employment at QUESS Corp Limited for a fixed period of employment as per the following terms:

DEPUTATION:

You are deputed to client site under this Contract. The terms of employment is exclusively with QUESS, the employee shall never be deemed to be the employee of the client, where you have been deputed under this Contract.

You will with effect from JUL 01, 2021 be deputed by QUESS, to work at client's office / premises at any of their locations.

During the course of your contract, you can be transferred to a location within the territory of indiaas and required by Quess for rendering the services under this contract

TENURE:

The term of your Contract shall be valid from JUL 01, 2021 to MAY 31, 2022.

COTERMINOUS:

Notwithstanding the Tenure of this Contract, in the event of the project / work / deputation for which you are being employed terminates before your Contract end period, this Contract shall be

Quess Confidential
This is a system generated letter

Offer No : QS2682664

QUESS Corp Ltd

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quescorp.com> | Toll Free No: 1800-572-3333

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TO CHECK IF YOUR OFFER LETTER IS GENUINE.
Open the camera on your smart phone and scan.

Compensation Sheet

Offer No: **QS2683395**
Designation: **Customer Support Executive**

Associate Name: **PRAVEEN RAJ .A**
Location: **CHENNAI**

Pay Heads	Rs. Monthly Pay	Rs. Annual Pay
Basic	10205	122460
House Rent Allowance	5103	61236
City Compensatory Allowance	2329	27948
Gross Salary	17637	211644

Employer's Contribution		
Employer esi	574	6888
Employer Provident Fund	1629	19548
Gratuity contribution	491	5892
Bonus contribution	850	10200
Total Contribution	3544	42528
Cost to Company: (CTC)	21181	254172

Deduction: (Subjected to change)		
Employee Esi	133	1596
Provident Fund	1504	18048
Total Deduction	1637	19644
Net Take Home	16000	192000

Dear Associate,

Please download the WorQ App on your mobile for a host of benefits

- Access all your HR Documents (PaySlip, Offer Letter, PF/ESIC/Insurance Nos, Form 16)
- Get Digital ID Card

Quess Confidential
This is a system generated letter

Offer No : QS2682664

QUESS Corp Ltd

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India

<http://www.quesscorp.com> | Toll Free No: 1800-572-3333

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Open the camera on your smart phone and scan.



Appointment Letter

Date: 1st April 21

Ms.Preethi D
No.18/94, 6th Cross Street,
Kamarajar Nagar , Padi
Chennai-600 076.

Dear Preethi 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:

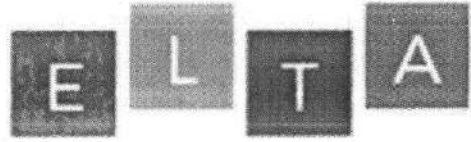
A) With reference to your application and subsequent interview, we are pleased to make you an offer-cum appointment with ELTA Technologies as Business Analyst. You are required to join immediately with effect from August 2021.

B) Your Annual compensation would be ₹2, 56,000 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



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ELTA TECHNOLOGIES
THE DATA EXPERTS

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

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 August 2021. We are looking forward to join our company in order to work with you

Hari Krishnan
GENERAL MANAGER
ELTA TECHNOLOGIES



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18-Nov-2020

Dear Rajasekar J,

With reference to the discussions that we had with you; we are pleased to offer you the role of "Counsellor" at our office based out of Chennai.

Your Annual Total Compensation will be ₹ 324,096/-.

We would be happy to have you with us on or before **24-Nov-2020** and you will be on probation period of **6 months** which may be extended or reduced depending on your performance and other parameters as defined by the management. On completion of the probation period, and subject to your services being found up to Company's expectation, you will be intimated in writing about your confirmation and change in package (if any).

The other detail about your compensation is presented in **Annexure A**.

Your compensation is highly confidential and if the need arises, you may discuss it only with your line manager.

We are excited to have you join our team!

Yours Sincerely,
For Edvoy.,

Honey Dev
Senior Manager-HR



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EC Abroad Consulting Services Pvt Ltd
Iabeeb Centre, No 51, TT Krishnamachari Road
Iwarpet, Chennai - 600018
www.edvoy.com

Rajasekar

Accepted on Nov 18 2020 12:21:42 (UTC)

267

2nd Floor, 15th Avenue, Jawaharlal Nehru Road,
Opp. to Bsnl Off. Above IOB, Jafferkanpet,
Ashoknagar, Chennai - 83

hr@imperium.asia
www.imperium.asia

044 - 2471 7329



Letter of Offer

Dear

Date 30th - March - 2021

RAMANAN .R,

With reference to your application and the subsequent interview you had with us, we take pleasure in offering you a position with the following details and on the terms and condition discussed and agreed upon by you at the time of interview and as embodied in as separate letter of appointment which will be given to you after 6 days from the date of joining.

Designation: BUSINESS ASSOCIATE,

Date of Joining: On your date of joining, you are required to submit the following documents of the HR department:

1. Graduation degree or Third year mark sheets.
2. Proof of residence (Copy of passport, ration card, bank statement, license or electricity /telephone bill.

If employed earlier, then: You are required to submit the above mentioned documents within 3 days from the date of joining, failure to which this offer will stand automatically withdrawn or cancelled.

Your compensation is INR 25000 per month. You are also eligible for a performance pay up to INR 2,00,000/- based on your individual targets and performance numbers during your training period.

IMPERIUM reserves the right to terminate your services in event of any absenteeism during the Training Period. Business Associate shall ensure that **IMPERIUM** intellectual property is protected at all times and not do anything to sabotage the company's reputation. Company is not liable for any payments, in case Business Associate leaves within 1Month. The candidate shall not divulge (through any mode of correspondence) any of company's details to anyone who is not working with **IMPERIUM**, misrepresenting Company or company's channel partners or giving incorrect product information or not complying with any of the above mentioned rules will attract a penalty and termination of contract. If anybody were found to be under the influence of alcohol during the business hours would be immediately terminated without payment and might be liable for prosecution.

Please signify your acceptance by signing and returning the duplicate copy of this letter. We look forward to your Joining our team for a long and successful association.

Accepted.. *R. Raman*



Alex
Mr. Alex
Hiring Manager

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Offer Letter

Name: Ram Kumar D
Date: January 25, 2021

Dear Mr. Ram Kumar,

We are glad to inform you that you have been selected for the position of **Business Development Trainee - Sales** in our organization with the Business Development Team for a **period of 6 weeks**, with an opportunity to be offered a permanent position of Business Development Associate at the end of the training period, based upon the following terms and conditions.

The first 2 weeks of this training will be classroom training at the Joining Location itself. It will then be followed by 4 weeks of "On-the-Job Training (OJT)", to be conducted at the OJT Training Location. Upon successful completion of the training and post your conversion, you will be posted in the Role Location as a Business Development Associate.

1. Employment Details:

Department: Business Development
Designation: Business Development Trainee - Sales
Reporting Manager: Rahul Raj (TNL201605108)
Reporting Time: 9:30 AM
Joining Location: Byjus Coimbatore - 2nd floor, Senthil Towers, 1078, East Wing, Avinashi Road, P.N Palayam, Coimbatore-641018, Tamil Nadu
OJT Training Location: Byjus - Coimbatore
Role Location: Coimbatore

2. Date of Joining: Your appointment becomes effective from the date of joining the services of the Company, which date shall be no later than **July 01, 2021**. Your work location after conversion to the role of Business Development Associate would be **Coimbatore** or any other location as may be assigned by the Company. The Company reserves the right to transfer you to any location, as the Company may deem fit, from time to time.

3. Term: The term of this Agreement would be for a period of 1.5 months (approximately), commencing from your date of joining. This Agreement will automatically expire upon the completion of this term unless terminated earlier as per the provisions of Clause 12 of this Agreement.

4. Extension of Agreement: In case of a business requirement, this agreement may be extended by another 2 weeks (over above the 1.5 months) as mentioned in Clause 3. You shall be intimated by suitable means, as the Company deems fit. The decision of the Company, in this matter shall be final.

5. Background Check: The Company may, at its discretion, conduct background verification, prior to or at any time after commencement of this Agreement, to verify, including but not limited to, your professional certifications, designations or licenses, educational background, identity, proof of age, address, past work experience (if any) and criminal records. You hereby provide your express consent to the Company for conducting such background checks. This Agreement is subject to validation of any information provided by you to the Company and to the satisfactory outcome of the pre-employment screening activities (including background verification and criminal history check).

6. Offer of Permanent Position: It shall not be obligatory on the part of the Company to offer a permanent position to you on expiry of this



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Agreement. This offer of employment will be subject to the satisfactory performance during training and also subject to production of necessary documents including educational and professional certificates and may be rescinded in the event such necessary documents are not provided to the Company. Upon satisfying the above conditions, conversion to the role of BDA will be done with a compensation of 10LPA (7LPA fixed + 3LPA variable) for the role of BDA - Direct Sales. However, the Company may at its sole discretion and its business requirements may decide not to extend an offer of employment. Moreover, if the Company finds that you have achieved your training target through improper means resulting in the reduction of your achieved revenue, the Company will have the right to terminate your employment even after the permanent position has been offered.

7. Cost to the Company: Your compensation is INR 25000 per month. You are also eligible for a performance pay up to INR 2,00,000/- based on your individual targets and performance numbers during your training period.

8. Deductions: The Company shall be entitled to deduct from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

- (a) Provident Fund;
- (b) Income tax deducted at source at the rates applicable;
- (c) Employment / professional taxes;
- (d) Dues to Company including loans and advances; or
- (e) Any other applicable statutory deductions

The income tax liability with regards to your salary and perks will be your liability, and will be governed by the applicable tax laws of the country as applicable from time to time.

9. Expense Reimbursement: In addition to the aforementioned salary, you shall be paid the expenses incurred by you on behalf of the Company or its clients as authorized, in connection with the duties executed by you, and upon presenting supporting vouchers/documents. The Expense Policy applicable to you will be shared with you on joining.

10. Company Policies: You will be governed by the Company's policies, regulations and procedures on the office timings, anti-sexual harassment, leave, travel, transfers, misconduct, etc., presently in force or as introduced/amended from time to time. You are eligible for leave as per the Company's leave policy, which can be viewed under 'Policies' tab in your 'Employee Service Platform Account' and/or the 'Employee's Handbook' provided to you.

11. Leaves: You will be entitled to get 1 casual leave/sick leave per month. Employees whose date of joining service falls between 1st to the 15th of a month are entitled to get the leave credit for that month. Employees whose date of joining service falls between 16th to the end of the month are not entitled for the leave credit for that month.

12. Absence from duty: When an employee takes off from duty without prior leave approval or proper intimation under certain unavoidable circumstances, then those day/days will be treated as absence from duty. The days of absence will be treated under loss of pay. The employee has to report to his / her department head on rejoining duty from absence and provide valid reasons for absence in writing before taking up work again. If an employee is absent from duty for more than 2* days (including paid and unpaid leaves / consecutive or cumulative), training will be discontinued without any notice.

(*In case, where this agreement is extended, as per Clause 4 of this agreement, need to be read as 3 days, with no change to terms and conditions of Clause 12.)

13. Termination: Subject to Clause 3, your services may be terminated in the following manner:

a) The Company will be entitled to terminate your services by giving you 48 hours' notice in writing, or by payment of 48 hours' salary in lieu of such notice. In the event you desire to leave the services of the Company, you will be required to give the Company 48 hours' notice in writing or 48 hours' salary in lieu of such notice.

b) In the event of termination on disciplinary grounds including but not limited to embezzlement, fraud, gross negligence, willful misconduct, or a material violation of Company policies or you are found to be absconding from the services of the Company or for any other reasons causing grievous loss / damage / disrepute to the Company / associates, your termination will be immediate and without any notice or compensation.

c) In the event of your resignation from the services of the Company, you will be required to give the Company 48 hours' written notice. The notice period has to be served in full, unless otherwise agreed by the Company in writing. In case of failure to give the above notice period, the Company shall have the right to deduct the salary in lieu of the notice period and you will not be eligible to be hired by the Company in



future. You shall, on ceasing to be an employee of the Company for any reason and in addition to the obligations under the Non-Disclosure and Confidential Information Agreement, forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession or prepared in connection with your employment with the Company.

14. Confidential Information: As an employee, you may come in to possession of information confidential to the Company and agree to keep confidential, Company's proprietary and confidential information obtained at any time during the period of your employment in the Company. Confidential information includes, and is not limited to; course materials, videos, financial documents and other relevant documents. You shall not disclose such Confidential Information to any person. You shall not make any copies of the Confidential Information. You shall not disclose, reproduce or use any Confidential Information for any purpose except solely in connection with your performance in company. Your obligations with respect to confidentiality shall be more fully detailed under the Non-Disclosure and Confidential Information Agreement executed by you with the Company and you shall at all times be bound by the provisions laid therein.

15. Intellectual Property Rights: All the intellectual property rights in the material developed by you, class material and related documents shall at all times remain the property of the Company. You shall provide all assistance and execute all deeds and documents required to vest the intellectual property rights with the Company. In the event any of the intellectual property rights are not assignable under applicable laws, you shall provide exclusive, transferable, assignable, royalty-free right in such intellectual property in perpetuity to the Company. You shall not assert any right, title and interest over such intellectual property rights.

16. Indemnity: You hereby agree to indemnify and keep indemnified and hold the Company harmless from and against any loss, claim, damage, costs, taxes, duties, additions, penalties, interest thereon or expenses of any kind, including reasonable attorney's fees, incurred/sustained or caused to be incurred/sustained by the Company on account of:

- a. Any act or omission by you;
- b. Contravention of any of the terms, conditions, covenants of this letter or the Non-Disclosure and Confidential Information Agreement;
- c. Any representation or warranty or information furnished to the Company found to be false;
- d. Violation/non-compliance with any laws/rules/regulations while rendering the services; and/or
- e. Failure to adhere to the standards/specifications/policies of the Company.

17. General Provisions:

a. You are required to devote your entire time, attention and effort to the furtherance of the business of the Company and to continually develop your professional skills in the interest of the Company and yourself. You shall not, during your employment with the Company, directly or indirectly engage yourself in or devote any time or attention to any part-time employment or business or position of monetary interest, other than that of the Company. Further, you shall not divulge, communicate or pass any information in any form, related to any aspect of the Company to anyone outside the Company.

b. You shall endeavor to uphold the good image of the Company and shall not by your conduct adversely affect the reputation of the Company and bring disrepute to the Company, in any manner whatsoever. You shall not conduct yourself in any manner amounting to breach of confidence reposed in you or inconsistent with the position of responsibility occupied by you. You shall at all times deal with the Company's money, material and documents with utmost honesty and professional ethics.

c. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of our specific background and professional merit. The Company expects that you maintain this information and any future changes to your remuneration, as strictly personal and confidential.

d. During the course of your employment, if you, at any time render yourself incompetent to perform your duties or if you should misconduct yourself or be disobedient, intemperate, irregular in attendance, commit breach of the terms of your employment or of any of the stipulations herein contained, the Company shall without prejudice to any of its rights under the terms herein contained, be entitled to terminate your employment forthwith without notice or payment in lieu of notice and deduct from your salary or other emoluments, if any, then due to you, including the amount of any damage that the Company may have sustained.

e. You will keep the Company informed of any change in your residential address, your family status or any other personal particulars relevant to your employment, as and when the change occurs.

f. You are required to sign a 'Non-Disclosure and Confidential Information Agreement' with the Company, prior to joining the services of the Company. Your employment with the Company shall be contingent upon you executing the said agreement.

g. You will be subject to the Company's rules and regulations for the time being in force and as varied from time to time.



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Thirupachur, Thiruvallur - 631 203

h. The Company will deduct taxes as appropriate and consistent with applicable tax laws and regulations. You will be responsible for your tax liabilities under all applicable tax laws and regulations.

i. This letter constitutes the complete understanding between you and the Company regarding the terms of your employment with the Company. This supersedes any and all other agreements, either written or oral, between you and the Company regarding your employment. Any modification of this letter will be effective only if it is in writing, signed by both parties.

j. All disputes arising herein shall be governed by the laws of India and the jurisdiction to entertain and try such dispute shall vest exclusively in the courts of Bangalore, Karnataka

The terms of your employment contract detailed above are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately.

You are requested to signify your acceptance of the terms and conditions by signing and returning to us the duplicate copy of this letter.

We look forward to you joining us at the earliest. We are certain that you will find challenge, satisfaction and opportunity in your association with the Company.

You are requested to carry the below mentioned documents on your joining date


1. 10th Mark sheet
2. 12th Mark sheet
3. Graduation/Post Graduation Mark sheet–All semester mark sheet
4. Graduation/Post Graduation–Provisional Certificate/Course Completion Certificate
5. Resume
6. BYJU'S Offer Letter
7. Pan Card
8. Aadhaar Card
9. Voter ID/Passport/Driving License
10. Cancelled Cheque/Bank Statement/Bank Passbook
11. Passport Size Photograph
12. All current & previous companies relieving/experience letter(Only for experienced candidate)
13. Current/Last company's last three months' pay slips (Only for experienced candidate)

Yours sincerely,

Think & Learn Pvt. Ltd.

Human Resource

Accept Job Offer by signing below

Signature: 

This is system generated offer letter and does not require authorized signature.




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: 26-March-2021

Dear **Revanth Raj 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 June 26, 2021** 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



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



Date: Jun 30, 2021
Offer No : QS2683425

SAMSON VEDAKARAN S

CHENNAI 123456
TAMIL NADU

FIXED TERM EMPLOYMENT CONTRACT

Dear **SAMSON VEDAKARAN S**,

We are pleased to offer you employment at QUESS Corp Limited for a fixed period of employment as per the following terms:

DEPUTATION:

You are deputed to client site under this Contract. The terms of employment is exclusively with QUESS, the employee shall never be deemed to be the employee of the client, where you have been deputed under this Contract.

You will with effect from JUL 01, 2021 be deputed by QUESS, to work at client's office / premises at any of their locations.

During the course of your contract, you can be transferred to a location within the territory of indiaas and required by Quess for rendering the services under this contract

TENURE:

The term of your Contract shall be valid from JUL 01, 2021 to MAY 31, 2022.

COTERMINOUS:

Notwithstanding the Tenure of this Contract, in the event of the project / work / deputation for which you are being employed terminates before your Contract end period, this Contract shall be

Quess Confidential
This is a system generated letter

Offer No : QS2682664

QUESS Corp Ltd

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quescorp.com> | Toll Free No: 1800-572-3333

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Thirupachur, Thiruvallur - 631 203



TO CHECK IF YOUR OFFER LETTER IS GENUINE.
Open the camera on your smart phone and scan.

Compensation Sheet

Offer No: **QS2683425**
Designation: **Customer Support Executive**

Associate Name: **SAMSON VEDAKARAN S**
Location: **CHENNAI**

Pay Heads	Rs. Monthly Pay	Rs. Annual Pay
Basic	10205	122460
House Rent Allowance	5103	61236
City Compensatory Allowance	2329	27948
Gross Salary	17637	211644

Employer's Contribution		
Employer_esi	574	6888
Employer Provident Fund	1629	19548
Gratuity_contribution	491	5892
Bonus_contribution	850	10200
Total Contribution	3544	42528
Cost to Company: (CTC)	21181	254172

Deduction: (Subjected to change)		
Employee Esi	133	1596
Provident Fund	1504	18048
Total Deduction	1637	19644
Net Take Home	16000	192000

Dear Associate,

Please download the WorQ App on your mobile for a host of benefits

- Access all your HR Documents (PaySlip, Offer Letter, PF/ESIC/Insurance Nos, Form 16
- Get Digital ID Card

Quess Confidential
This is a system generated letter

Offer No : QS2682664

QUESS Corp Ltd

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India

<http://www.quescorp.com> | Toll Free No: 1800-572-3333

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Open the camera on your smart phone and scan.

271



2nd Floor, 15th Avenue, Jawaharlal Nehru Road,
Opp. to Bsnl Off. Above IOB, Jafferkanpet,
Ashoknagar, Chennai - 83
hr@imperium.asia
www.imperium.asia
044 - 2471 7329

Letter of Offer

Dear

Date 30th - March - 2021

SARAN RAJ .S,

With reference to your application and the subsequent interview you had with us, we take pleasure in offering you a position with the following details and on the terms and condition discussed and agreed upon by you at the time of interview and as embodied in as separate letter of appointment which will be given to you after 6 days from the date of joining.

Designation: BUSINESS ASSOCIATE,

Date of Joining: On your date of joining, you are required to submit the following documents of the HR department:

- 1. Graduation degree or Third year mark sheets.
- 2. Proof of residence (Copy of passport, ration card, bank statement, license or electricity /telephone bill.

If employed earlier, then: You are required to submit the above mentioned documents within 3 days from the date of joining, failure to which this offer will stand automatically withdrawn or cancelled.

Your compensation is INR 25000 per month. You are also eligible for a performance pay up to INR 2,00,000/- basedon your individual targets and performance numbers during your training period.

IMPERIUM reserves the right to terminate your services in event of any absenteeism during the Training Period. Business Associate shall ensure that IMPERIUM intellectual property is protected at all times and not do anything to sabotage the company's reputation. Company is not liable for any payments, in case Business Associate leaves within 1Month. The candidate shall not divulge (through any mode of correspondence) any of company's details to anyone who is not working with IMPERIUM, misrepresenting Company or company's channel partners or giving incorrect product information or not complying with any of the above mentioned rules will attract a penalty and termination of contract. If anybody were found to be under the influence of alcohol during the business hours would be immediately terminated without payment and might be liable for prosecution.

Please signify your acceptance by signing and returning the duplicate copy of this letter. We look forward to your Joining our team for a long and successful association.

Accepted.....Saranraj

Mr.Alex
Hiring Manager



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18-Nov-2020

Dear Sarath Kumar P,

With reference to the discussions that we had with you; we are pleased to offer you the role of "Counsellor" at our office based out of Chennai.

Your Annual Total Compensation will be ₹ 324,096/-.

We would be happy to have you with us on or before 24-Nov-2020 and you will be on probation period of 6 months which may be extended or reduced depending on your performance and other parameters as defined by the management. On completion of the probation period, and subject to your services being found up to Company's expectation, you will be intimated in writing about your confirmation and change in package (if any).

The other detail about your compensation is presented in Annexure A.

Your compensation is highly confidential and if the need arises, you may discuss it only with your line manager.

We are excited to have you join our team!

Yours Sincerely,
For Edvoy.,

Honey Dev
Senior Manager-HR



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EC Abroad Consulting Services Pvt Ltd
Iabeeb Centre, No 51, TT Krishnamachari Road
Iwarpet, Chennai - 600018
www.edvoy.com

Sarath Kumar



Offer Letter

Name: Saravanan J
Date: January 25, 2021

Dear Mr. Saravanan ,

We are glad to inform you that you have been selected for the position of **Business Development Trainee - Sales** in our organization with the Business Development Team for a **period of 6 weeks**, with an opportunity to be offered a permanent position of Business Development Associate at the end of the training period, based upon the following terms and conditions.

The first 2 weeks of this training will be classroom training at the Joining Location itself. It will then be followed by 4 weeks of "On-the-Job Training (OJT)", to be conducted at the OJT Training Location. Upon successful completion of the training and post your conversion, you will be posted in the Role Location as a Business Development Associate.

1. Employment Details:

Department: Business Development
Designation: Business Development Trainee - Sales
Reporting Manager: Rahul Raj (TNL201605108)
Reporting Time: 9:30 AM
Joining Location: Byjus Coimbatore - 2nd floor, Senthil Towers, 1078, East Wing, Avinashi Road, P.N Palayam, Coimbatore-641018, Tamil Nadu
OJT Training Location: Byjus - Coimbatore
Role Location: Coimbatore

2. Date of Joining: Your appointment becomes effective from the date of joining the services of the Company, which date shall be no later than **July 01, 2021**. Your work location after conversion to the role of Business Development Associate would be **Coimbatore** or any other location as may be assigned by the Company. The Company reserves the right to transfer you to any location, as the Company may deem fit, from time to time.

3. Term: The term of this Agreement would be for a period of 1.5 months (approximately), commencing from your date of joining. This Agreement will automatically expire upon the completion of this term unless terminated earlier as per the provisions of Clause 12 of this Agreement.

4. Extension of Agreement: In case of a business requirement, this agreement may be extended by another 2 weeks (over above the 1.5 months) as mentioned in Clause 3. You shall be intimated by suitable means, as the Company deems fit. The decision of the Company, in this matter shall be final.

5. Background Check: The Company may, at its discretion, conduct background verification, prior to or at any time after commencement of this Agreement, to verify, including but not limited to, your professional certifications, designations or licenses, educational background, identity, proof of age, address, past work experience (if any) and criminal records. You hereby provide your express consent to the Company for conducting such background checks. This Agreement is subject to validation of any information provided by you to the Company and to the satisfactory outcome of the pre-employment screening activities (including background verification and criminal history check).

6. Offer of Permanent Position: It shall not be obligatory on the part of the Company to offer a permanent position to you on expiry of this



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Agreement. This offer of employment will be subject to the satisfactory performance during training and also subject to production of necessary documents including educational and professional certificates and may be rescinded in the event such necessary documents are not provided to the Company. Upon satisfying the above conditions, conversion to the role of BDA will be done with a compensation of 10LPA (7LPA fixed + 3LPA variable) for the role of BDA - Direct Sales. However, the Company may at its sole discretion and its business requirements may decide not to extend an offer of employment. Moreover, if the Company finds that you have achieved your training target through improper means resulting in the reduction of your achieved revenue, the Company will have the right to terminate your employment even after the permanent position has been offered.

7. Cost to the Company: Your compensation is INR 25000 per month. You are also eligible for a performance pay up to INR 2,00,000/- based on your individual targets and performance numbers during your training period.

8. Deductions: The Company shall be entitled to deduct from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

- (a) Provident Fund;
- (b) Income tax deducted at source at the rates applicable;
- (c) Employment / professional taxes;
- (d) Dues to Company including loans and advances; or
- (e) Any other applicable statutory deductions

The income tax liability with regards to your salary and perks will be your liability, and will be governed by the applicable tax laws of the country as applicable from time to time.

9. Expense Reimbursement: In addition to the aforementioned salary, you shall be paid the expenses incurred by you on behalf of the Company or its clients as authorized, in connection with the duties executed by you, and upon presenting supporting vouchers/documents. The Expense Policy applicable to you will be shared with you on joining.

10. Company Policies: You will be governed by the Company's policies, regulations and procedures on the office timings, anti-sexual harassment, leave, travel, transfers, misconduct, etc., presently in force or as introduced/amended from time to time. You are eligible for leave as per the Company's leave policy, which can be viewed under 'Policies' tab in your 'Employee Service Platform Account' and/or the 'Employee's Handbook' provided to you.

11. Leaves: You will be entitled to get 1 casual leave/sick leave per month. Employees whose date of joining service falls between 1st to the 15th of a month are entitled to get the leave credit for that month. Employees whose date of joining service falls between 16th to the end of the month are not entitled for the leave credit for that month.

12. Absence from duty: When an employee takes off from duty without prior leave approval or proper intimation under certain unavoidable circumstances, then those day/days will be treated as absence from duty. The days of absence will be treated under loss of pay. The employee has to report to his / her department head on rejoining duty from absence and provide valid reasons for absence in writing before taking up work again. If an employee is absent from duty for more than 2* days (including paid and unpaid leaves / consecutive or cumulative), training will be discontinued without any notice.

(*In case, where this agreement is extended, as per Clause 4 of this agreement, need to be read as 3 days, with no change to terms and conditions of Clause 12.)

13. Termination: Subject to Clause 3, your services may be terminated in the following manner:

a) The Company will be entitled to terminate your services by giving you 48 hours' notice in writing, or by payment of 48 hours' salary in lieu of such notice. In the event you desire to leave the services of the Company, you will be required to give the Company 48 hours' notice in writing or 48 hours' salary in lieu of such notice.

b) In the event of termination on disciplinary grounds including but not limited to embezzlement, fraud, gross negligence, willful misconduct, or a material violation of Company policies or you are found to be absconding from the services of the Company or for any other reasons causing grievous loss / damage / disrepute to the Company / associates, your termination will be immediate and without any notice or compensation.

c) In the event of your resignation from the services of the Company, you will be required to give the Company 48 hours' written notice. The notice period has to be served in full, unless otherwise agreed by the Company in writing. In case of failure to give the above notice period, the Company shall have the right to deduct the salary in lieu of the notice period and you will not be eligible to be hired by the Company in



future. You shall, on ceasing to be an employee of the Company for any reason and in addition to the obligations under the Non-Disclosure and Confidential Information Agreement, forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession or prepared in connection with your employment with the Company.

14. Confidential Information: As an employee, you may come in to possession of information confidential to the Company and agree to keep confidential, Company's proprietary and confidential information obtained at any time during the period of your employment in the Company. Confidential information includes, and is not limited to; course materials, videos, financial documents and other relevant documents. You shall not disclose such Confidential Information to any person. You shall not make any copies of the Confidential Information. You shall not disclose, reproduce or use any Confidential Information for any purpose except solely in connection with your performance in company. Your obligations with respect to confidentiality shall be more fully detailed under the Non-Disclosure and Confidential Information Agreement executed by you with the Company and you shall at all times be bound by the provisions laid therein.

15. Intellectual Property Rights: All the intellectual property rights in the material developed by you, class material and related documents shall at all times remain the property of the Company. You shall provide all assistance and execute all deeds and documents required to vest the intellectual property rights with the Company. In the event any of the intellectual property rights are not assignable under applicable laws, you shall provide exclusive, transferable, assignable, royalty-free right in such intellectual property in perpetuity to the Company. You shall not assert any right, title and interest over such intellectual property rights.

16. Indemnity: You hereby agree to indemnify and keep indemnified and hold the Company harmless from and against any loss, claim, damage, costs, taxes, duties, additions, penalties, interest thereon or expenses of any kind, including reasonable attorney's fees, incurred/sustained or caused to be incurred/sustained by the Company on account of:

- a. Any act or omission by you;
- b. Contravention of any of the terms, conditions, covenants of this letter or the Non-Disclosure and Confidential Information Agreement;
- c. Any representation or warranty or information furnished to the Company found to be false;
- d. Violation/non-compliance with any laws/rules/regulations while rendering the services; and/or
- e. Failure to adhere to the standards/specifications/policies of the Company.

17. General Provisions:

a. You are required to devote your entire time, attention and effort to the furtherance of the business of the Company and to continually develop your professional skills in the interest of the Company and yourself. You shall not, during your employment with the Company, directly or indirectly engage yourself in or devote any time or attention to any part-time employment or business or position of monetary interest, other than that of the Company. Further, you shall not divulge, communicate or pass any information in any form, related to any aspect of the Company to anyone outside the Company.

b. You shall endeavor to uphold the good image of the Company and shall not by your conduct adversely affect the reputation of the Company and bring disrepute to the Company, in any manner whatsoever. You shall not conduct yourself in any manner amounting to breach of confidence reposed in you or inconsistent with the position of responsibility occupied by you. You shall at all times deal with the Company's money, material and documents with utmost honesty and professional ethics.

c. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of our specific background and professional merit. The Company expects that you maintain this information and any future changes to your remuneration, as strictly personal and confidential.

d. During the course of your employment, if you, at any time render yourself incompetent to perform your duties or if you should misconduct yourself or be disobedient, intemperate, irregular in attendance, commit breach of the terms of your employment or of any of the stipulations herein contained, the Company shall without prejudice to any of its rights under the terms herein contained, be entitled to terminate your employment forthwith without notice or payment in lieu of notice and deduct from your salary or other emoluments, if any, then due to you, including the amount of any damage that the Company may have sustained.

e. You will keep the Company informed of any change in your residential address, your family status or any other personal particulars relevant to your employment, as and when the change occurs.

f. You are required to sign a 'Non-Disclosure and Confidential Information Agreement' with the Company, prior to joining the services of the Company. Your employment with the Company shall be contingent upon you executing the said agreement.

g. You will be subject to the Company's rules and regulations for the time being in force and as varied from time to time.



h. The Company will deduct taxes as appropriate and consistent with applicable tax laws and regulations. You will be responsible for your tax liabilities under all applicable tax laws and regulations.

i. This letter constitutes the complete understanding between you and the Company regarding the terms of your employment with the Company. This supersedes any and all other agreements, either written or oral, between you and the Company regarding your employment. Any modification of this letter will be effective only if it is in writing, signed by both parties.

j. All disputes arising herein shall be governed by the laws of India and the jurisdiction to entertain and try such dispute shall vest exclusively in the courts of Bangalore, Karnataka

The terms of your employment contract detailed above are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately.

You are requested to signify your acceptance of the terms and conditions by signing and returning to us the duplicate copy of this letter.

We look forward to you joining us at the earliest. We are certain that you will find challenge, satisfaction and opportunity in your association with the Company.

You are requested to carry the below mentioned documents on your joining date

1. 10th Mark sheet
2. 12th Mark sheet
3. Graduation/Post Graduation Mark sheet--All semester mark sheet
4. Graduation/Post Graduation--Provisional Certificate/Course Completion Certificate
5. Resume
6. BYJU'S Offer Letter
7. Pan Card
8. Aadhaar Card
9. Voter ID/Passport/Driving License
10. Cancelled Cheque/Bank Statement/Bank Passbook
11. Passport Size Photograph
12. All current & previous companies relieving/experience letter(Only for experienced candidate)
13. Current/Last company's last three months' pay slips (Only for experienced candidate)

Yours sincerely,

Think & Learn Pvt. Ltd.


Human Resource

Accept Job Offer by signing below

Signature: 

This is system generated offer letter and does not require authorized signature.




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Sri Venkateswara College of
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Thirupachur, Tiruvannur - 631 203
Page 4 of 4

274



2nd Floor, 15th Avenue, Jawaharlal Nehru Road,
Opp. to Bsnl Off. Above IOB, Jafferkanpet,
Ashoknagar, Chennai - 83
hr@imperium.asia
www.imperium.asia
044 - 2471 7329

Letter of Offer

Dear

Date 30th- March - 2021

SHALINI .B,

With reference to your application and the subsequent interview you had with us, we take pleasure in offering you a position with the following details and on the terms and condition discussed and agreed upon by you at the time of interview and as embodied in as separate letter of appointment which will be given to you after 6 days from the date of joining.

Designation: BUSINESS ASSOCIATE,

Date of Joining: On your date of joining, you are required to submit the following documents of the HR department:

- 1. Graduation degree or Third year mark sheets.
- 2. Proof of residence (Copy of passport, ration card, bank statement, license or electricity /telephone bill.

If employed earlier, then: You are required to submit the above mentioned documents within 3 days from the date of joining, failure to which this offer will stand automatically withdrawn or cancelled.

Your compensation is INR 25000 per month. You are also eligible for a performance pay up to INR 2,00,000/- basedon your individual targets and performance numbers during your training period.

IMPERIUM reserves the right to terminate your services in event of any absenteeism during the Training Period. Business Associate shall ensure that IMPERIUM intellectual property is protected at all times and not do anything to sabotage the company's reputation. Company is not liable for any payments, in case Business Associate leaves within 1Month. The candidate shall not divulge (through any mode of correspondence) any of company's details to anyone who is not working with IMPERIUM, misrepresenting Company or company's channel partners or giving incorrect product information or not complying with any of the above mentioned rules will attract a penalty and termination of contract. If anybody were found to be under the influence of alcohol during the business hours would be immediately terminated without payment and might be liable for prosecution.

Please signify your acceptance by signing and returning the duplicate copy of this letter. We look forward to your Joining our team for a long and successful association.

Accepted *Shalini . B*

Alex
Mr.Alex
Hiring Manager



Alex
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: 26-March-2021

Dear **Shantha Kumar H,**

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, 2021** 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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Appointment Letter

Date: 1st April 21

Ms. Shanthini G S
No.85/714, 3rd Street,
Gandhi Nagar, Redhills
Chennai-600 052.

Dear Shanthini G 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 August 2021.

B) Your Annual compensation would be ₹2, 56,000 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



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ELTA TECHNOLOGIES
THE DATA EXPERTS

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

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 August 2021. We are looking forward to join our company in order to work with you

Hari Krishnan
GENERAL MANAGER
ELTA TECHNOLOGIES



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Offer Letter

Name: Sharmila S
Date: January 25, 2021

Dear Ms. Sharmila,

We are glad to inform you that you have been selected for the position of **Business Development Trainee - Sales** in our organization with the Business Development Team for a **period of 6 weeks**, with an opportunity to be offered a permanent position of Business Development Associate at the end of the training period, based upon the following terms and conditions.

The first 2 weeks of this training will be classroom training at the Joining Location itself. It will then be followed by 4 weeks of "On-the-Job Training (OJT)", to be conducted at the OJT Training Location. Upon successful completion of the training and post your conversion, you will be posted in the Role Location as a Business Development Associate.

1. Employment Details:

Department:	Business Development
Designation:	Business Development Trainee - Sales
Reporting Manager:	Rahul Raj (TNL201605108)
Reporting Time:	9:30 AM
Joining Location:	Byjus Coimbatore - 2nd floor, Senthil Towers, 1078, East Wing, Avinashi Road, P.N Palayam, Coimbatore-641018, Tamil Nadu
OJT Training Location:	Byjus - Coimbatore
Role Location:	Coimbatore

2. Date of Joining: Your appointment becomes effective from the date of joining the services of the Company, which date shall be no later than **July 01, 2021**. Your work location after conversion to the role of Business Development Associate would be **Coimbatore** or any other location as may be assigned by the Company. The Company reserves the right to transfer you to any location, as the Company may deem fit, from time to time.

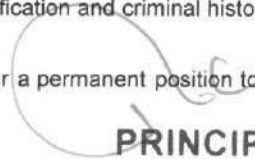
3. Term: The term of this Agreement would be for a period of 1.5 months (approximately), commencing from your date of joining. This Agreement will automatically expire upon the completion of this term unless terminated earlier as per the provisions of Clause 12 of this Agreement.

4. Extension of Agreement: In case of a business requirement, this agreement may be extended by another 2 weeks (over above the 1.5 months) as mentioned in Clause 3. You shall be intimated by suitable means, as the Company deems fit. The decision of the Company, in this matter shall be final.

5. Background Check: The Company may, at its discretion, conduct background verification, prior to or at any time after commencement of this Agreement, to verify, including but not limited to, your professional certifications, designations or licenses, educational background, identity, proof of age, address, past work experience (if any) and criminal records. You hereby provide your express consent to the Company for conducting such background checks. This Agreement is subject to validation of any information provided by you to the Company and to the satisfactory outcome of the pre-employment screening activities (including background verification and criminal history check).

6. Offer of Permanent Position: It shall not be obligatory on the part of the Company to offer a permanent position to you on expiry of this




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Agreement. This offer of employment will be subject to the satisfactory performance during training and also subject to production of necessary documents including educational and professional certificates and may be rescinded in the event such necessary documents are not provided to the Company. Upon satisfying the above conditions, conversion to the role of BDA will be done with a compensation of 10LPA (7LPA fixed + 3LPA variable) for the role of BDA - Direct Sales. However, the Company may at its sole discretion and its business requirements may decide not to extend an offer of employment. Moreover, if the Company finds that you have achieved your training target through improper means resulting in the reduction of your achieved revenue, the Company will have the right to terminate your employment even after the permanent position has been offered.

7. Cost to the Company: Your compensation is INR 25000 per month. You are also eligible for a performance pay up to INR 2,00,000/- based on your individual targets and performance numbers during your training period.

8. Deductions: The Company shall be entitled to deduct from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

- (a) Provident Fund;
- (b) Income tax deducted at source at the rates applicable;
- (c) Employment / professional taxes;
- (d) Dues to Company including loans and advances; or
- (e) Any other applicable statutory deductions

The income tax liability with regards to your salary and perks will be your liability, and will be governed by the applicable tax laws of the country as applicable from time to time.

9. Expense Reimbursement: In addition to the aforementioned salary, you shall be paid the expenses incurred by you on behalf of the Company or its clients as authorized, in connection with the duties executed by you, and upon presenting supporting vouchers/documents. The Expense Policy applicable to you will be shared with you on joining.

10. Company Policies: You will be governed by the Company's policies, regulations and procedures on the office timings, anti-sexual harassment, leave, travel, transfers, misconduct, etc., presently in force or as introduced/amended from time to time. You are eligible for leave as per the Company's leave policy, which can be viewed under 'Policies' tab in your 'Employee Service Platform Account' and/or the 'Employee's Handbook' provided to you.

11. Leaves: You will be entitled to get 1 casual leave/sick leave per month. Employees whose date of joining service falls between 1st to the 15th of a month are entitled to get the leave credit for that month. Employees whose date of joining service falls between 16th to the end of the month are not entitled for the leave credit for that month.

12. Absence from duty: When an employee takes off from duty without prior leave approval or proper intimation under certain unavoidable circumstances, then those day/days will be treated as absence from duty. The days of absence will be treated under loss of pay. The employee has to report to his / her department head on rejoining duty from absence and provide valid reasons for absence in writing before taking up work again. If an employee is absent from duty for more than 2* days (including paid and unpaid leaves / consecutive or cumulative), training will be discontinued without any notice.

(*In case, where this agreement is extended, as per Clause 4 of this agreement, need to be read as 3 days, with no change to terms and conditions of Clause 12.)

13. Termination: Subject to Clause 3, your services may be terminated in the following manner:

a) The Company will be entitled to terminate your services by giving you 48 hours' notice in writing, or by payment of 48 hours' salary in lieu of such notice. In the event you desire to leave the services of the Company, you will be required to give the Company 48 hours' notice in writing or 48 hours' salary in lieu of such notice.

b) In the event of termination on disciplinary grounds including but not limited to embezzlement, fraud, gross negligence, willful misconduct, or a material violation of Company policies or you are found to be absconding from the services of the Company or for any other reasons causing grievous loss / damage / disrepute to the Company / associates, your termination will be immediate and without any notice or compensation.

c) In the event of your resignation from the services of the Company, you will be required to give the Company 48 hours' written notice. The notice period has to be served in full, unless otherwise agreed by the Company in writing. In case of failure to give the above notice period, the Company shall have the right to deduct the salary in lieu of the notice period and you will not be eligible to be hired by the Company in



future. You shall, on ceasing to be an employee of the Company for any reason and in addition to the obligations under the Non-Disclosure and Confidential Information Agreement, forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession or prepared in connection with your employment with the Company.

14. Confidential Information: As an employee, you may come in to possession of information confidential to the Company and agree to keep confidential, Company's proprietary and confidential information obtained at any time during the period of your employment in the Company. Confidential information includes, and is not limited to; course materials, videos, financial documents and other relevant documents. You shall not disclose such Confidential Information to any person. You shall not make any copies of the Confidential Information. You shall not disclose, reproduce or use any Confidential Information for any purpose except solely in connection with your performance in company. Your obligations with respect to confidentiality shall be more fully detailed under the Non-Disclosure and Confidential Information Agreement executed by you with the Company and you shall at all times be bound by the provisions laid therein.

15. Intellectual Property Rights: All the intellectual property rights in the material developed by you, class material and related documents shall at all times remain the property of the Company. You shall provide all assistance and execute all deeds and documents required to vest the intellectual property rights with the Company. In the event any of the intellectual property rights are not assignable under applicable laws, you shall provide exclusive, transferable, assignable, royalty-free right in such intellectual property in perpetuity to the Company. You shall not assert any right, title and interest over such intellectual property rights.

16. Indemnity: You hereby agree to indemnify and keep indemnified and hold the Company harmless from and against any loss, claim, damage, costs, taxes, duties, additions, penalties, interest thereon or expenses of any kind, including reasonable attorney's fees, incurred/sustained or caused to be incurred/sustained by the Company on account of:

- a. Any act or omission by you;
- b. Contravention of any of the terms, conditions, covenants of this letter or the Non-Disclosure and Confidential Information Agreement;
- c. Any representation or warranty or information furnished to the Company found to be false;
- d. Violation/non-compliance with any laws/rules/regulations while rendering the services; and/or
- e. Failure to adhere to the standards/specifications/policies of the Company.

17. General Provisions:

a. You are required to devote your entire time, attention and effort to the furtherance of the business of the Company and to continually develop your professional skills in the interest of the Company and yourself. You shall not, during your employment with the Company, directly or indirectly engage yourself in or devote any time or attention to any part-time employment or business or position of monetary interest, other than that of the Company. Further, you shall not divulge, communicate or pass any information in any form, related to any aspect of the Company to anyone outside the Company.

b. You shall endeavor to uphold the good image of the Company and shall not by your conduct adversely affect the reputation of the Company and bring disrepute to the Company, in any manner whatsoever. You shall not conduct yourself in any manner amounting to breach of confidence reposed in you or inconsistent with the position of responsibility occupied by you. You shall at all times deal with the Company's money, material and documents with utmost honesty and professional ethics.

c. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of our specific background and professional merit. The Company expects that you maintain this information and any future changes to your remuneration, as strictly personal and confidential.

d. During the course of your employment, if you, at any time render yourself incompetent to perform your duties or if you should misconduct yourself or be disobedient, intemperate, irregular in attendance, commit breach of the terms of your employment or of any of the stipulations herein contained, the Company shall without prejudice to any of its rights under the terms herein contained, be entitled to terminate your employment forthwith without notice or payment in lieu of notice and deduct from your salary or other emoluments, if any, then due to you, including the amount of any damage that the Company may have sustained.

e. You will keep the Company informed of any change in your residential address, your family status or any other personal particulars relevant to your employment, as and when the change occurs.

f. You are required to sign a 'Non-Disclosure and Confidential Information Agreement' with the Company, prior to joining the services of the Company. Your employment with the Company shall be contingent upon you executing the said agreement.

g. You will be subject to the Company's rules and regulations for the time being in force and as varied from time to time.



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h. The Company will deduct taxes as appropriate and consistent with applicable tax laws and regulations. You will be responsible for your tax liabilities under all applicable tax laws and regulations.

i. This letter constitutes the complete understanding between you and the Company regarding the terms of your employment with the Company. This supersedes any and all other agreements, either written or oral, between you and the Company regarding your employment. Any modification of this letter will be effective only if it is in writing, signed by both parties.

j. All disputes arising herein shall be governed by the laws of India and the jurisdiction to entertain and try such dispute shall vest exclusively in the courts of Bangalore, Karnataka

The terms of your employment contract detailed above are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately.

You are requested to signify your acceptance of the terms and conditions by signing and returning to us the duplicate copy of this letter.

We look forward to you joining us at the earliest. We are certain that you will find challenge, satisfaction and opportunity in your association with the Company.

You are requested to carry the below mentioned documents on your joining date

1. 10th Mark sheet
2. 12th Mark sheet
3. Graduation/Post Graduation Mark sheet--All semester mark sheet
4. Graduation/Post Graduation--Provisional Certificate/Course Completion Certificate
5. Resume
6. BYJU'S Offer Letter
7. Pan Card
8. Aadhaar Card
9. Voter ID/Passport/Driving License
10. Cancelled Cheque/Bank Statement/Bank Passbook
11. Passport Size Photograph
12. All current & previous companies relieving/experience letter(Only for experienced candidate)
13. Current/Last company's last three months' pay slips (Only for experienced candidate)

Yours sincerely,

Think & Learn Pvt. Ltd.

Human Resource


Accept Job Offer by signing below

Signature:



This is system generated offer letter and does not require authorized signature.




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Offer Letter

Name: Siva Kumar K
Date: January 25, 2021

Dear Mr. Siva Kumar,

We are glad to inform you that you have been selected for the position of **Business Development Trainee - Sales** in our organization with the Business Development Team for a **period of 6 weeks**, with an opportunity to be offered a permanent position of Business Development Associate at the end of the training period, based upon the following terms and conditions.

The first 2 weeks of this training will be classroom training at the Joining Location itself. It will then be followed by 4 weeks of "On-the-Job Training (OJT)", to be conducted at the OJT Training Location. Upon successful completion of the training and post your conversion, you will be posted in the Role Location as a Business Development Associate.

1. Employment Details:

Department: Business Development
Designation: Business Development Trainee - Sales
Reporting Manager: Rahul Raj (TNL201605108)
Reporting Time: 9:30 AM
Joining Location: Byjus Coimbatore - 2nd floor, Senthil Towers, 1078, East Wing, Avinashi Road, P.N Palayam, Coimbatore-641018, Tamil Nadu
OJT Training Location: Byjus - Coimbatore
Role Location: Coimbatore

2. Date of Joining: Your appointment becomes effective from the date of joining the services of the Company, which date shall be no later than **July 1, 2021**. Your work location after conversion to the role of Business Development Associate would be **Coimbatore** or any other location as may be assigned by the Company. The Company reserves the right to transfer you to any location, as the Company may deem fit, from time to time.

3. Term: The term of this Agreement would be for a period of 1.5 months (approximately), commencing from your date of joining. This Agreement will automatically expire upon the completion of this term unless terminated earlier as per the provisions of Clause 12 of this Agreement.

4. Extension of Agreement: In case of a business requirement, this agreement may be extended by another 2 weeks (over above the 1.5 months) as mentioned in Clause 3. You shall be intimated by suitable means, as the Company deems fit. The decision of the Company, in this matter shall be final.

5. Background Check: The Company may, at its discretion, conduct background verification, prior to or at any time after commencement of this Agreement, to verify, including but not limited to, your professional certifications, designations or licenses, educational background, identity, proof of age, address, past work experience (if any) and criminal records. You hereby provide your express consent to the Company for conducting such background checks. This Agreement is subject to validation of any information provided by you to the Company and to the satisfactory outcome of the pre-employment screening activities (including background verification and criminal history check).

6. Offer of Permanent Position: It shall not be obligatory on the part of the Company to offer a permanent position to you on expiry of this



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Agreement. This offer of employment will be subject to the satisfactory performance during training and also subject to production of necessary documents including educational and professional certificates and may be rescinded in the event such necessary documents are not provided to the Company. Upon satisfying the above conditions, conversion to the role of BDA will be done with a compensation of 10LPA (7LPA fixed + 3LPA variable) for the role of BDA - Direct Sales. However, the Company may at its sole discretion and its business requirements may decide not to extend an offer of employment. Moreover, if the Company finds that you have achieved your training target through improper means resulting in the reduction of your achieved revenue, the Company will have the right to terminate your employment even after the permanent position has been offered.

7. Cost to the Company: Your compensation is INR 25000 per month. You are also eligible for a performance pay up to INR 2,00,000/- based on your individual targets and performance numbers during your training period.

8. Deductions: The Company shall be entitled to deduct from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

- (a) Provident Fund;
- (b) Income tax deducted at source at the rates applicable;
- (c) Employment / professional taxes;
- (d) Dues to Company including loans and advances; or
- (e) Any other applicable statutory deductions

The income tax liability with regards to your salary and perks will be your liability, and will be governed by the applicable tax laws of the country as applicable from time to time.

9. Expense Reimbursement: In addition to the aforementioned salary, you shall be paid the expenses incurred by you on behalf of the Company or its clients as authorized, in connection with the duties executed by you, and upon presenting supporting vouchers/documents. The Expense Policy applicable to you will be shared with you on joining.

10. Company Policies: You will be governed by the Company's policies, regulations and procedures on the office timings, anti-sexual harassment, leave, travel, transfers, misconduct, etc., presently in force or as introduced/amended from time to time. You are eligible for leave as per the Company's leave policy, which can be viewed under 'Policies' tab in your 'Employee Service Platform Account' and/or the 'Employee's Handbook' provided to you.

11. Leaves: You will be entitled to get 1 casual leave/sick leave per month. Employees whose date of joining service falls between 1st to the 15th of a month are entitled to get the leave credit for that month. Employees whose date of joining service falls between 16th to the end of the month are not entitled for the leave credit for that month.

12. Absence from duty: When an employee takes off from duty without prior leave approval or proper intimation under certain unavoidable circumstances, then those day/days will be treated as absence from duty. The days of absence will be treated under loss of pay. The employee has to report to his / her department head on rejoining duty from absence and provide valid reasons for absence in writing before taking up work again. If an employee is absent from duty for more than 2* days (including paid and unpaid leaves / consecutive or cumulative), training will be discontinued without any notice.

(*In case, where this agreement is extended, as per Clause 4 of this agreement, need to be read as 3 days, with no change to terms and conditions of Clause 12.)

13. Termination: Subject to Clause 3, your services may be terminated in the following manner:

- a) The Company will be entitled to terminate your services by giving you 48 hours' notice in writing, or by payment of 48 hours' salary in lieu of such notice. In the event you desire to leave the services of the Company, you will be required to give the Company 48 hours' notice in writing or 48 hours' salary in lieu of such notice.
- b) In the event of termination on disciplinary grounds including but not limited to embezzlement, fraud, gross negligence, willful misconduct, or a material violation of Company policies or you are found to be absconding from the services of the Company or for any other reasons causing grievous loss / damage / disrepute to the Company / associates, your termination will be immediate and without any notice or compensation.
- c) In the event of your resignation from the services of the Company, you will be required to give the Company 48 hours' written notice. The notice period has to be served in full, unless otherwise agreed by the Company in writing. In case of failure to give the above notice period, the Company shall have the right to deduct the salary in lieu of the notice period and you will not be eligible to be hired by the Company in



future. You shall, on ceasing to be an employee of the Company for any reason and in addition to the obligations under the Non-Disclosure and Confidential Information Agreement, forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession or prepared in connection with your employment with the Company.

14. Confidential Information: As an employee, you may come in to possession of information confidential to the Company and agree to keep confidential, Company's proprietary and confidential information obtained at any time during the period of your employment in the Company. Confidential information includes, and is not limited to; course materials, videos, financial documents and other relevant documents. You shall not disclose such Confidential Information to any person. You shall not make any copies of the Confidential Information. You shall not disclose, reproduce or use any Confidential Information for any purpose except solely in connection with your performance in company. Your obligations with respect to confidentiality shall be more fully detailed under the Non-Disclosure and Confidential Information Agreement executed by you with the Company and you shall at all times be bound by the provisions laid therein.

15. Intellectual Property Rights: All the intellectual property rights in the material developed by you, class material and related documents shall at all times remain the property of the Company. You shall provide all assistance and execute all deeds and documents required to vest the intellectual property rights with the Company. In the event any of the intellectual property rights are not assignable under applicable laws, you shall provide exclusive, transferable, assignable, royalty-free right in such intellectual property in perpetuity to the Company. You shall not assert any right, title and interest over such intellectual property rights.

16. Indemnity: You hereby agree to indemnify and keep indemnified and hold the Company harmless from and against any loss, claim, damage, costs, taxes, duties, additions, penalties, interest thereon or expenses of any kind, including reasonable attorney's fees, incurred/sustained or caused to be incurred/sustained by the Company on account of:

- a. Any act or omission by you;
- b. Contravention of any of the terms, conditions, covenants of this letter or the Non-Disclosure and Confidential Information Agreement;
- c. Any representation or warranty or information furnished to the Company found to be false;
- d. Violation/non-compliance with any laws/rules/regulations while rendering the services; and/or
- e. Failure to adhere to the standards/specifications/policies of the Company.

17. General Provisions:

a. You are required to devote your entire time, attention and effort to the furtherance of the business of the Company and to continually develop your professional skills in the interest of the Company and yourself. You shall not, during your employment with the Company, directly or indirectly engage yourself in or devote any time or attention to any part-time employment or business or position of monetary interest, other than that of the Company. Further, you shall not divulge, communicate or pass any information in any form, related to any aspect of the Company to anyone outside the Company.

b. You shall endeavor to uphold the good image of the Company and shall not by your conduct adversely affect the reputation of the Company and bring disrepute to the Company, in any manner whatsoever. You shall not conduct yourself in any manner amounting to breach of confidence reposed in you or inconsistent with the position of responsibility occupied by you. You shall at all times deal with the Company's money, material and documents with utmost honesty and professional ethics.

c. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of our specific background and professional merit. The Company expects that you maintain this information and any future changes to your remuneration, as strictly personal and confidential.

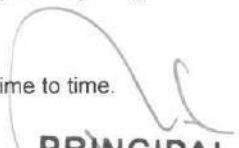
d. During the course of your employment, if you, at any time render yourself incompetent to perform your duties or if you should misconduct yourself or be disobedient, intemperate, irregular in attendance, commit breach of the terms of your employment or of any of the stipulations herein contained, the Company shall without prejudice to any of its rights under the terms herein contained, be entitled to terminate your employment forthwith without notice or payment in lieu of notice and deduct from your salary or other emoluments, if any, then due to you, including the amount of any damage that the Company may have sustained.

e. You will keep the Company informed of any change in your residential address, your family status or any other personal particulars relevant to your employment, as and when the change occurs.

f. You are required to sign a 'Non-Disclosure and Confidential Information Agreement' with the Company, prior to joining the services of the Company. Your employment with the Company shall be contingent upon you executing the said agreement.

g. You will be subject to the Company's rules and regulations for the time being in force and as varied from time to time.




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h. The Company will deduct taxes as appropriate and consistent with applicable tax laws and regulations. You will be responsible for your tax liabilities under all applicable tax laws and regulations.

i. This letter constitutes the complete understanding between you and the Company regarding the terms of your employment with the Company. This supersedes any and all other agreements, either written or oral, between you and the Company regarding your employment. Any modification of this letter will be effective only if it is in writing, signed by both parties.

j. All disputes arising herein shall be governed by the laws of India and the jurisdiction to entertain and try such dispute shall vest exclusively in the courts of Bangalore, Karnataka

The terms of your employment contract detailed above are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately.

You are requested to signify your acceptance of the terms and conditions by signing and returning to us the duplicate copy of this letter.

We look forward to you joining us at the earliest. We are certain that you will find challenge, satisfaction and opportunity in your association with the Company.

You are requested to carry the below mentioned documents on your joining date

1. 10th Mark sheet
2. 12th Mark sheet
3. Graduation/Post Graduation Mark sheet--All semester mark sheet
4. Graduation/Post Graduation--Provisional Certificate/Course Completion Certificate
5. Resume
6. BYJU'S Offer Letter
7. Pan Card
8. Aadhaar Card
9. Voter ID/Passport/Driving License
10. Cancelled Cheque/Bank Statement/Bank Passbook
11. Passport Size Photograph
12. All current & previous companies relieving/experience letter(Only for experienced candidate)
13. Current/Last company's last three months' pay slips (Only for experienced candidate)

Yours sincerely,

Think & Learn Pvt. Ltd.

Human Resource

Accept Job Offer by signing below

Signature:

 . K

This is system generated offer letter and does not require authorized signature.




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Thirupachur, Thiruvallur - 631 203



Appointment Letter

Date: 1st April 21

Ms.Soniya R
No.321/84, Kathiravan Nagar,
Mettupalayam, Morai, Avadi
Chennai-600 055.

Dear Soniya R,

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 August 2021.

B) Your Annual compensation would be ₹2, 56,000 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



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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

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 August 2021. We are looking forward to join our company in order to work with you

Hari Krishnan
GENERAL MANAGER
ELTA TECHNOLOGIES

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**SUTHERLAND****Appointment Letter****College Name:** Sri Venkateswara College Of Engineering and Technology**Date:** 26-March-2021Dear **Sudhandharya 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 June 26, 2021** 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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Offer Letter

Name: Sugantha K
Date: January 25, 2021

Dear Ms. **Sugantha,**

We are glad to inform you that you have been selected for the position of **Business Development Trainee - Sales** in our organization with the Business Development Team for a **period of 6 weeks**, with an opportunity to be offered a permanent position of Business Development Associate at the end of the training period, based upon the following terms and conditions.

The **first 2 weeks** of this training will be **classroom training** at the Joining Location itself. It will then be followed by **4 weeks** of "On-the-Job Training (OJT)", to be conducted at the OJT Training Location. Upon successful completion of the training and post your conversion, you will be posted in the Role Location as a Business Development Associate.

1. Employment Details:

Department: Business Development
Designation: Business Development Trainee - Sales
Reporting Manager: Rahul Raj (TNL201605108)
Reporting Time: 9:30 AM
Joining Location: Byjus Coimbatore - 2nd floor, Senthil Towers, 1078, East Wing, Avinashi Road, P.N Palayam, Coimbatore-641018, Tamil Nadu
OJT Training Location: Byjus - Coimbatore
Role Location: Coimbatore

2. Date of Joining: Your appointment becomes effective from the date of joining the services of the Company, which date shall be no later than **July 01, 2021**. Your work location after conversion to the role of Business Development Associate would be **Coimbatore** or any other location as may be assigned by the Company. The Company reserves the right to transfer you to any location, as the Company may deem fit, from time to time.

3. Term: The term of this Agreement would be for a period of 1.5 months (approximately), commencing from your date of joining. This Agreement will automatically expire upon the completion of this term unless terminated earlier as per the provisions of Clause 12 of this Agreement.

4. Extension of Agreement: In case of a business requirement, this agreement may be extended by another 2 weeks (over above the 1.5 months) as mentioned in Clause 3. You shall be intimated by suitable means, as the Company deems fit. The decision of the Company, in this matter shall be final.

5. Background Check: The Company may, at its discretion, conduct background verification, prior to or at any time after commencement of this Agreement, to verify, including but not limited to, your professional certifications, designations or licenses, educational background, identity, proof of age, address, past work experience (if any) and criminal records. You hereby provide your express consent to the Company for conducting such background checks. This Agreement is subject to validation of any information provided by you to the Company and to the satisfactory outcome of the pre-employment screening activities (including background verification and criminal history check).

6. Offer of Permanent Position: It shall not be obligatory on the part of the Company to offer a permanent position to you on expiry of this



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Agreement. This offer of employment will be subject to the satisfactory performance during training and also subject to production of necessary documents including educational and professional certificates and may be rescinded in the event such necessary documents are not provided to the Company. Upon satisfying the above conditions, conversion to the role of BDA will be done with a compensation of 10LPA (7LPA fixed + 3LPA variable) for the role of BDA - Direct Sales. However, the Company may at its sole discretion and its business requirements may decide not to extend an offer of employment. Moreover, if the Company finds that you have achieved your training target through improper means resulting in the reduction of your achieved revenue, the Company will have the right to terminate your employment even after the permanent position has been offered.

7. Cost to the Company: Your compensation is INR 25000 per month. You are also eligible for a performance pay up to INR 2,00,000/- based on your individual targets and performance numbers during your training period.

8. Deductions: The Company shall be entitled to deduct from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

- (a) Provident Fund;
- (b) Income tax deducted at source at the rates applicable;
- (c) Employment / professional taxes;
- (d) Dues to Company including loans and advances; or
- (e) Any other applicable statutory deductions

The income tax liability with regards to your salary and perks will be your liability, and will be governed by the applicable tax laws of the country as applicable from time to time.

9. Expense Reimbursement: In addition to the aforementioned salary, you shall be paid the expenses incurred by you on behalf of the Company or its clients as authorized, in connection with the duties executed by you, and upon presenting supporting vouchers/documents. The Expense Policy applicable to you will be shared with you on joining.

10. Company Policies: You will be governed by the Company's policies, regulations and procedures on the office timings, anti-sexual harassment, leave, travel, transfers, misconduct, etc., presently in force or as introduced/amended from time to time. You are eligible for leave as per the Company's leave policy, which can be viewed under 'Policies' tab in your 'Employee Service Platform Account' and/or the 'Employee's Handbook' provided to you.

11. Leaves: You will be entitled to get 1 casual leave/sick leave per month. Employees whose date of joining service falls between 1st to the 15th of a month are entitled to get the leave credit for that month. Employees whose date of joining service falls between 16th to the end of the month are not entitled for the leave credit for that month.

12. Absence from duty: When an employee takes off from duty without prior leave approval or proper intimation under certain unavoidable circumstances, then those day/days will be treated as absence from duty. The days of absence will be treated under loss of pay. The employee has to report to his / her department head on rejoining duty from absence and provide valid reasons for absence in writing before taking up work again. If an employee is absent from duty for more than 2* days (including paid and unpaid leaves / consecutive or cumulative), training will be discontinued without any notice.

*(*In case, where this agreement is extended, as per Clause 4 of this agreement, need to be read as 3 days, with no change to terms and conditions of Clause 12.)*

13. Termination: Subject to Clause 3, your services may be terminated in the following manner:

a) The Company will be entitled to terminate your services by giving you 48 hours' notice in writing, or by payment of 48 hours' salary in lieu of such notice. In the event you desire to leave the services of the Company, you will be required to give the Company 48 hours' notice in writing or 48 hours' salary in lieu of such notice.

b) In the event of termination on disciplinary grounds including but not limited to embezzlement, fraud, gross negligence, willful misconduct, or a material violation of Company policies or you are found to be absconding from the services of the Company or for any other reasons causing grievous loss / damage / disrepute to the Company / associates, your termination will be immediate and without any notice or compensation.

c) In the event of your resignation from the services of the Company, you will be required to give the Company 48 hours' written notice. The notice period has to be served in full, unless otherwise agreed by the Company in writing. In case of failure to give the above notice period, the Company shall have the right to deduct the salary in lieu of the notice period and you will not be eligible to be hired by the Company in



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future. You shall, on ceasing to be an employee of the Company for any reason and in addition to the obligations under the Non-Disclosure and Confidential Information Agreement, forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession or prepared in connection with your employment with the Company.

14. Confidential Information: As an employee, you may come in to possession of information confidential to the Company and agree to keep confidential, Company's proprietary and confidential information obtained at any time during the period of your employment in the Company. Confidential information includes, and is not limited to; course materials, videos, financial documents and other relevant documents. You shall not disclose such Confidential Information to any person. You shall not make any copies of the Confidential Information. You shall not disclose, reproduce or use any Confidential Information for any purpose except solely in connection with your performance in company. Your obligations with respect to confidentiality shall be more fully detailed under the Non-Disclosure and Confidential Information Agreement executed by you with the Company and you shall at all times be bound by the provisions laid therein.

15. Intellectual Property Rights: All the intellectual property rights in the material developed by you, class material and related documents shall at all times remain the property of the Company. You shall provide all assistance and execute all deeds and documents required to vest the intellectual property rights with the Company. In the event any of the intellectual property rights are not assignable under applicable laws, you shall provide exclusive, transferable, assignable, royalty-free right in such intellectual property in perpetuity to the Company. You shall not assert any right, title and interest over such intellectual property rights.

16. Indemnity: You hereby agree to indemnify and keep indemnified and hold the Company harmless from and against any loss, claim, damage, costs, taxes, duties, additions, penalties, interest thereon or expenses of any kind, including reasonable attorney's fees, incurred/sustained or caused to be incurred/sustained by the Company on account of:

- a. Any act or omission by you;
- b. Contravention of any of the terms, conditions, covenants of this letter or the Non-Disclosure and Confidential Information Agreement;
- c. Any representation or warranty or information furnished to the Company found to be false;
- d. Violation/non-compliance with any laws/rules/regulations while rendering the services; and/or
- e. Failure to adhere to the standards/specifications/policies of the Company.

17. General Provisions:

a. You are required to devote your entire time, attention and effort to the furtherance of the business of the Company and to continually develop your professional skills in the interest of the Company and yourself. You shall not, during your employment with the Company, directly or indirectly engage yourself in or devote any time or attention to any part-time employment or business or position of monetary interest, other than that of the Company. Further, you shall not divulge, communicate or pass any information in any form, related to any aspect of the Company to anyone outside the Company.

b. You shall endeavor to uphold the good image of the Company and shall not by your conduct adversely affect the reputation of the Company and bring disrepute to the Company, in any manner whatsoever. You shall not conduct yourself in any manner amounting to breach of confidence reposed in you or inconsistent with the position of responsibility occupied by you. You shall at all times deal with the Company's money, material and documents with utmost honesty and professional ethics.

c. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of our specific background and professional merit. The Company expects that you maintain this information and any future changes to your remuneration, as strictly personal and confidential.

d. During the course of your employment, if you, at any time render yourself incompetent to perform your duties or if you should misconduct yourself or be disobedient, intemperate, irregular in attendance, commit breach of the terms of your employment or of any of the stipulations herein contained, the Company shall without prejudice to any of its rights under the terms herein contained, be entitled to terminate your employment forthwith without notice or payment in lieu of notice and deduct from your salary or other emoluments, if any, then due to you, including the amount of any damage that the Company may have sustained.

e. You will keep the Company informed of any change in your residential address, your family status or any other personal particulars relevant to your employment, as and when the change occurs.

f. You are required to sign a 'Non-Disclosure and Confidential Information Agreement' with the Company, prior to joining the services of the Company. Your employment with the Company shall be contingent upon you executing the said agreement.

g. You will be subject to the Company's rules and regulations for the time being in force and as varied from time to time.



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h. The Company will deduct taxes as appropriate and consistent with applicable tax laws and regulations. You will be responsible for your tax liabilities under all applicable tax laws and regulations.

i. This letter constitutes the complete understanding between you and the Company regarding the terms of your employment with the Company. This supersedes any and all other agreements, either written or oral, between you and the Company regarding your employment. Any modification of this letter will be effective only if it is in writing, signed by both parties.

j. All disputes arising herein shall be governed by the laws of India and the jurisdiction to entertain and try such dispute shall vest exclusively in the courts of Bangalore, Karnataka

The terms of your employment contract detailed above are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately.

You are requested to signify your acceptance of the terms and conditions by signing and returning to us the duplicate copy of this letter.

We look forward to you joining us at the earliest. We are certain that you will find challenge, satisfaction and opportunity in your association with the Company.

You are requested to carry the below mentioned documents on your joining date

1. 10th Mark sheet
2. 12th Mark sheet
3. Graduation/Post Graduation Mark sheet--All semester mark sheet
4. Graduation/Post Graduation--Provisional Certificate/Course Completion Certificate
5. Resume
6. BYJU'S Offer Letter
7. Pan Card
8. Aadhaar Card
9. Voter ID/Passport/Driving License
10. Cancelled Cheque/Bank Statement/Bank Passbook
11. Passport Size Photograph
12. All current & previous companies relieving/experience letter(Only for experienced candidate)
13. Current/Last company's last three months' pay slips (Only for experienced candidate)

Yours sincerely,

Think & Learn Pvt. Ltd.

Accept Job Offer by signing below

Human Resource

Signature:

Singh . K.

This is system generated offer letter and does not require authorized signature.



[Handwritten Signature]
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Thirupachur, Thiruvallur - 631 203

Date: Jun 30, 2021
Offer No : QS2683456

SUMITHRA D

CHENNAI 123456
TAMIL NADU

FIXED TERM EMPLOYMENT CONTRACT

Dear **SUMITHRA D**,

We are pleased to offer you employment at QUESS Corp Limited for a fixed period of employment as per the following terms:

DEPUTATION:

You are deputed to client site under this Contract. The terms of employment is exclusively with QUESS, the employee shall never be deemed to be the employee of the client, where you have been deputed under this Contract.

You will with effect from JUL 01, 2021 be deputed by QUESS, to work at client's office / premises at any of their locations.

During the course of your contract, you can be transferred to a location within the territory of indiaas and required by Quess for rendering the services under this contract

TENURE:

The term of your Contract shall be valid from JUL 01, 2021 to MAY 31, 2022.

COTERMINOUS:

Notwithstanding the Tenure of this Contract, in the event of the project / work / deputation for which you are being employed terminates before your Contract end period, this Contract shall be

Quess Confidential
This is a system generated letter

Offer No : QS2682664

QUESS Corp Ltd

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka
<http://www.quesscopy.com> | Toll Free No: 1800-572-3333

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TO CHECK IF YOUR OFFER LETTER IS GENUINE.
Open the camera on your smart phone and scan.

Compensation Sheet

Offer No: **QS2683456**
Designation: **Customer Support Executive**

Associate Name: **SUMITHRA D**
Location: **CHENNAI**

Pay Heads	Rs. Monthly Pay	Rs. Annual Pay
Basic	10205	122460
House Rent Allowance	5103	61236
City Compensatory Allowance	2329	27948
Gross Salary	17637	211644

Employer's Contribution		
Employer_esi	574	6888
Employer Provident Fund	1629	19548
Gratuity contribution	491	5892
Bonus contribution	850	10200
Total Contribution	3544	42528
Cost to Company: (CTC)	21181	254172

Deduction: (Subjected to change)		
Employee Esi	133	1596
Provident Fund	1504	18048
Total Deduction	1637	19644
Net Take Home	16000	192000

Dear Associate,

Please download the WorQ App on your mobile for a host of benefits

- Access all your HR Documents (PaySlip, Offer Letter, PF/ESIC/Insurance Nos, Form 16)
- Get Digital ID Card

Quess Confidential
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Offer No : QS2682664

QUESS Corp Ltd

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India

<http://www.quesscorp.com> | Toll Free No: 1800-572-3333



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Open the camera on your smart phone and scan.



2nd Floor, 15th Avenue, Jawaharlal Nehru Road,
Opp. to Bsnl Off. Above IOB, Jafferkanpet,
Ashoknagar, Chennai - 83
hr@imperium.asia
www.imperium.asia
044 - 2471 7329

Letter of Offer

Dear

Date 30th - March - 2021

SURYA .G,

With reference to your application and the subsequent interview you had with us, we take pleasure in offering you a position with the following details and on the terms and condition discussed and agreed upon by you at the time of interview and as embodied in as separate letter of appointment which will be given to you after 6 days from the date of joining.

Designation: BUSINESS ASSOCIATE,

Date of Joining: On your date of joining, you are required to submit the following documents of the HR department:

- 1. Graduation degree or Third year mark sheets.
- 2. Proof of residence (Copy of passport, ration card, bank statement, license or electricity /telephone bill.

If employed earlier, then: You are required to submit the above mentioned documents within 3 days from the date of joining, failure to which this offer will stand automatically withdrawn or cancelled.

Your compensation is INR 25000 per month. You are also eligible for a performance pay up to INR 2,00,000/- basedon your individual targets and performance numbers during your training period.

IMPERIUM reserves the right to terminate your services in event of any absenteeism during the Training Period. Business Associate shall ensure that IMPERIUM intellectual property is protected at all times and not do anything to sabotage the company's reputation. Company is not liable for any payments, in case Business Associate leaves within 1Month. The candidate shall not divulge (through any mode of correspondence) any of company's details to anyone who is not working with IMPERIUM, misrepresenting Company or company's channel partners or giving incorrect product information or not complying with any of the above mentioned rules will attract a penalty and termination of contract. If anybody were found to be under the influence of alcohol during the business hours would be immediately terminated without payment and might be liable for prosecution.

Please signify your acceptance by signing and returning the duplicate copy of this letter. We look forward to your Joining our team for a long and successful association.

Accepted.....*Surya G*



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Thirupachur, Thiruvallur - 631 203

Alex
Mr. Alex
Hiring Manager



Offer Letter

Name: Swetha T
Date: January 25, 2021

Dear Ms. **Swetha**,

We are glad to inform you that you have been selected for the position of **Business Development Trainee - Sales** in our organization with the Business Development Team for a **period of 6 weeks**, with an opportunity to be offered a permanent position of Business Development Associate at the end of the training period, based upon the following terms and conditions.

The **first 2 weeks of this training will be classroom training** at the Joining Location itself. It will then be followed by **4 weeks of "On-the-Job Training (OJT)"**, to be conducted at the OJT Training Location. Upon successful completion of the training and post your conversion, you will be posted in the Role Location as a Business Development Associate.

1. Employment Details:

Department:	Business Development
Designation:	Business Development Trainee - Sales
Reporting Manager:	Rahul Raj (TNL201605108)
Reporting Time:	9:30 AM
Joining Location:	Byjus Coimbatore - 2nd floor, Senthil Towers, 1078, East Wing, Avinashi Road, P.N Palayam, Coimbatore-641018, Tamil Nadu
OJT Training Location:	Byjus - Coimbatore
Role Location:	Coimbatore

2. Date of Joining: Your appointment becomes effective from the date of joining the services of the Company, which date shall be no later than **July 01, 2021**. Your work location after conversion to the role of Business Development Associate would be **Coimbatore** or any other location as may be assigned by the Company. The Company reserves the right to transfer you to any location, as the Company may deem fit, from time to time.

3. Term: The term of this Agreement would be for a period of 1.5 months (approximately), commencing from your date of joining. This Agreement will automatically expire upon the completion of this term unless terminated earlier as per the provisions of Clause 12 of this Agreement.

4. Extension of Agreement: In case of a business requirement, this agreement may be extended by another 2 weeks (over above the 1.5 months) as mentioned in Clause 3. You shall be intimated by suitable means, as the Company deems fit. The decision of the Company, in this matter shall be final.

5. Background Check: The Company may, at its discretion, conduct background verification, prior to or at any time after commencement of this Agreement, to verify, including but not limited to, your professional certifications, designations or licenses, educational background, identity, proof of age, address, past work experience (if any) and criminal records. You hereby provide your express consent to the Company for conducting such background checks. This Agreement is subject to validation of any information provided by you to the Company and to the satisfactory outcome of the pre-employment screening activities (including background verification and criminal history check).

6. Offer of Permanent Position: It shall not be obligatory on the part of the Company to offer a permanent position to you on expiry of this



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Agreement. This offer of employment will be subject to the satisfactory performance during training and also subject to production of necessary documents including educational and professional certificates and may be rescinded in the event such necessary documents are not provided to the Company. Upon satisfying the above conditions, conversion to the role of BDA will be done with a compensation of 10LPA (7LPA fixed + 3LPA variable) for the role of BDA - Direct Sales. However, the Company may at its sole discretion and its business requirements may decide not to extend an offer of employment. Moreover, if the Company finds that you have achieved your training target through improper means resulting in the reduction of your achieved revenue, the Company will have the right to terminate your employment even after the permanent position has been offered.

7. Cost to the Company: Your compensation is INR 25000 per month. You are also eligible for a performance pay up to INR 2,00,000/- based on your individual targets and performance numbers during your training period.

8. Deductions: The Company shall be entitled to deduct from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

- (a) Provident Fund;
- (b) Income tax deducted at source at the rates applicable;
- (c) Employment / professional taxes;
- (d) Dues to Company including loans and advances; or
- (e) Any other applicable statutory deductions

The income tax liability with regards to your salary and perks will be your liability, and will be governed by the applicable tax laws of the country as applicable from time to time.

9. Expense Reimbursement: In addition to the aforementioned salary, you shall be paid the expenses incurred by you on behalf of the Company or its clients as authorized, in connection with the duties executed by you, and upon presenting supporting vouchers/documents. The Expense Policy applicable to you will be shared with you on joining.

10. Company Policies: You will be governed by the Company's policies, regulations and procedures on the office timings, anti-sexual harassment, leave, travel, transfers, misconduct, etc., presently in force or as introduced/amended from time to time. You are eligible for leave as per the Company's leave policy, which can be viewed under 'Policies' tab in your 'Employee Service Platform Account' and/or the 'Employee's Handbook' provided to you.

11. Leaves: You will be entitled to get 1 casual leave/sick leave per month. Employees whose date of joining service falls between 1st to the 15th of a month are entitled to get the leave credit for that month. Employees whose date of joining service falls between 16th to the end of the month are not entitled for the leave credit for that month.

12. Absence from duty: When an employee takes off from duty without prior leave approval or proper intimation under certain unavoidable circumstances, then those day/days will be treated as absence from duty. The days of absence will be treated under loss of pay. The employee has to report to his / her department head on rejoining duty from absence and provide valid reasons for absence in writing before taking up work again. If an employee is absent from duty for more than 2* days (including paid and unpaid leaves / consecutive or cumulative), training will be discontinued without any notice.

(*In case, where this agreement is extended, as per Clause 4 of this agreement, need to be read as 3 days, with no change to terms and conditions of Clause 12.)

13. Termination: Subject to Clause 3, your services may be terminated in the following manner:

a) The Company will be entitled to terminate your services by giving you 48 hours' notice in writing, or by payment of 48 hours' salary in lieu of such notice. In the event you desire to leave the services of the Company, you will be required to give the Company 48 hours' notice in writing or 48 hours' salary in lieu of such notice.

b) In the event of termination on disciplinary grounds including but not limited to embezzlement, fraud, gross negligence, willful misconduct, or a material violation of Company policies or you are found to be absconding from the services of the Company or for any other reasons causing grievous loss / damage / disrepute to the Company / associates, your termination will be immediate and without any notice or compensation.

c) In the event of your resignation from the services of the Company, you will be required to give the Company 48 hours' written notice. The notice period has to be served in full, unless otherwise agreed by the Company in writing. In case of failure to give the above notice period, the Company shall have the right to deduct the salary in lieu of the notice period and you will not be eligible to be hired by the Company in



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future. You shall, on ceasing to be an employee of the Company for any reason and in addition to the obligations under the Non-Disclosure and Confidential Information Agreement, forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession or prepared in connection with your employment with the Company.

14. Confidential Information: As an employee, you may come in to possession of information confidential to the Company and agree to keep confidential, Company's proprietary and confidential information obtained at any time during the period of your employment in the Company. Confidential information includes, and is not limited to; course materials, videos, financial documents and other relevant documents. You shall not disclose such Confidential Information to any person. You shall not make any copies of the Confidential Information. You shall not disclose, reproduce or use any Confidential Information for any purpose except solely in connection with your performance in company. Your obligations with respect to confidentiality shall be more fully detailed under the Non-Disclosure and Confidential Information Agreement executed by you with the Company and you shall at all times be bound by the provisions laid therein.

15. Intellectual Property Rights: All the intellectual property rights in the material developed by you, class material and related documents shall at all times remain the property of the Company. You shall provide all assistance and execute all deeds and documents required to vest the intellectual property rights with the Company. In the event any of the intellectual property rights are not assignable under applicable laws, you shall provide exclusive, transferable, assignable, royalty-free right in such intellectual property in perpetuity to the Company. You shall not assert any right, title and interest over such intellectual property rights.

16. Indemnity: You hereby agree to indemnify and keep indemnified and hold the Company harmless from and against any loss, claim, damage, costs, taxes, duties, additions, penalties, interest thereon or expenses of any kind, including reasonable attorney's fees, incurred/sustained or caused to be incurred/sustained by the Company on account of:

- a. Any act or omission by you;
- b. Contravention of any of the terms, conditions, covenants of this letter or the Non-Disclosure and Confidential Information Agreement;
- c. Any representation or warranty or information furnished to the Company found to be false;
- d. Violation/non-compliance with any laws/rules/regulations while rendering the services; and/or
- e. Failure to adhere to the standards/specifications/policies of the Company.

17. General Provisions:

a. You are required to devote your entire time, attention and effort to the furtherance of the business of the Company and to continually develop your professional skills in the interest of the Company and yourself. You shall not, during your employment with the Company, directly or indirectly engage yourself in or devote any time or attention to any part-time employment or business or position of monetary interest, other than that of the Company. Further, you shall not divulge, communicate or pass any information in any form, related to any aspect of the Company to anyone outside the Company.

b. You shall endeavor to uphold the good image of the Company and shall not by your conduct adversely affect the reputation of the Company and bring disrepute to the Company, in any manner whatsoever. You shall not conduct yourself in any manner amounting to breach of confidence reposed in you or inconsistent with the position of responsibility occupied by you. You shall at all times deal with the Company's money, material and documents with utmost honesty and professional ethics.

c. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of our specific background and professional merit. The Company expects that you maintain this information and any future changes to your remuneration, as strictly personal and confidential.

d. During the course of your employment, if you, at any time render yourself incompetent to perform your duties or if you should misconduct yourself or be disobedient, intemperate, irregular in attendance, commit breach of the terms of your employment or of any of the stipulations herein contained, the Company shall without prejudice to any of its rights under the terms herein contained, be entitled to terminate your employment forthwith without notice or payment in lieu of notice and deduct from your salary or other emoluments, if any, then due to you, including the amount of any damage that the Company may have sustained.

e. You will keep the Company informed of any change in your residential address, your family status or any other personal particulars relevant to your employment, as and when the change occurs.

f. You are required to sign a 'Non-Disclosure and Confidential Information Agreement' with the Company, prior to joining the services of the Company. Your employment with the Company shall be contingent upon you executing the said agreement.

g. You will be subject to the Company's rules and regulations for the time being in force and as varied from time to time.



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h. The Company will deduct taxes as appropriate and consistent with applicable tax laws and regulations. You will be responsible for your tax liabilities under all applicable tax laws and regulations.

i. This letter constitutes the complete understanding between you and the Company regarding the terms of your employment with the Company. This supersedes any and all other agreements, either written or oral, between you and the Company regarding your employment. Any modification of this letter will be effective only if it is in writing, signed by both parties.

j. All disputes arising herein shall be governed by the laws of India and the jurisdiction to entertain and try such dispute shall vest exclusively in the courts of Bangalore, Karnataka

The terms of your employment contract detailed above are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately.

You are requested to signify your acceptance of the terms and conditions by signing and returning to us the duplicate copy of this letter.

We look forward to you joining us at the earliest. We are certain that you will find challenge, satisfaction and opportunity in your association with the Company.

You are requested to carry the below mentioned documents on your joining date

1. 10th Mark sheet
2. 12th Mark sheet
3. Graduation/Post Graduation Mark sheet--All semester mark sheet
4. Graduation/Post Graduation--Provisional Certificate/Course Completion Certificate
5. Resume
6. BYJU'S Offer Letter
7. Pan Card
8. Aadhaar Card
9. Voter ID/Passport/Driving License
10. Cancelled Cheque/Bank Statement/Bank Passbook
11. Passport Size Photograph
12. All current & previous companies relieving/experience letter(Only for experienced candidate)
13. Current/Last company's last three months' pay slips (Only for experienced candidate)

Yours sincerely,

Think & Learn Pvt. Ltd.

Human Resource

Accept Job Offer by signing below

Signature:

T. Subud

This is system generated offer letter and does not require authorized signature.



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Appointment Letter

Date: 1st April 21

Ms.Varsha J
No.2/62, Poombuhar Nagar,
Thirunindravur,
Chennai-602024.

Dear Varsha J,

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 August 2021.

B) Your Annual compensation would be ₹2, 56,000 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



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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

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 August 2021. We are looking forward to join our company in order to work with you

Hari Krishnan
GENERAL MANAGER
ELTA TECHNOLOGIES



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18-Nov-2020

Dear Venkat P,

With reference to the discussions that we had with you; we are pleased to offer you the role of "Counsellor" at our office based out of Chennai.

Your Annual Total Compensation will be ₹ 324,096/-.

We would be happy to have you with us on or before 24-Nov-2020 and you will be on probation period of 6 months which may be extended or reduced depending on your performance and other parameters as defined by the management. On completion of the probation period, and subject to your services being found up to Company's expectation, you will be intimated in writing about your confirmation and change in package (if any).

The other detail about your compensation is presented in Annexure A.

Your compensation is highly confidential and if the need arises, you may discuss it only with your line manager.

We are excited to have you join our team!

Yours Sincerely,
For Edvoy.,

Honey Dev

Honey Dev
Senior Manager-HR



Anitha Padhakrishnan

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🏠 2nd Floor, 15th Avenue, Jawaharal Nehru Road,
Opp. to Bsnl Off. Above IOB, Jafferkanpet,
Ashoknagar, Chennai - 83

✉ hr@imperium.asia
www.imperium.asia

📞 044 - 2471 7329



Letter of Offer

Dear

Date 30th - March - 2021

VENKATNIRMAL .G,

With reference to your application and the subsequent interview you had with us, we take pleasure in offering you a position with the following details and on the terms and condition discussed and agreed upon by you at the time of interview and as embodied in as separate letter of appointment which will be given to you after 6 days from the date of joining.

Designation: BUSINESS ASSOCIATE,

Date of Joining: On your date of joining, you are required to submit the following documents of the HR department:

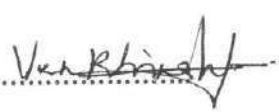
- 1. Graduation degree or Third year mark sheets.
- 2. Proof of residence (Copy of passport, ration card, bank statement, license or electricity /telephone bill.

If employed earlier, then: You are required to submit the above mentioned documents within 3 days from the date of joining, failure to which this offer will stand automatically withdrawn or cancelled.

Your compensation is INR 25000 per month. You are also eligible for a performance pay up to INR 2,00,000/- basedon your individual targets and performance numbers during your training period.

IMPERIUM reserves the right to terminate your services in event of any absenteeism during the Training Period. Business Associate shall ensure that **IMPERIUM** intellectual property is protected at all times and not do anything to sabotage the company's reputation. Company is not liable for any payments, in case Business Associate leaves within 1Month. The candidate shall not divulge (through any mode of correspondence) any of company's details to anyone who is not working with **IMPERIUM**, misrepresenting Company or company's channel partners or giving incorrect product information or not complying with any of the above mentioned rules will attract a penalty and termination of contract. If anybody were found to be under the influence of alcohol during the business hours would be immediately terminated without payment and might be liable for prosecution.

Please signify your acceptance by signing and returning the duplicate copy of this letter. We look forward to your Joining our team for a long and successful association.

Accepted..... 


Mr. Alex
Hiring Manager



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Offer Letter

Name: Vidhya R
Date: January 25, 2021

Dear Ms. Vidhya,

We are glad to inform you that you have been selected for the position of **Business Development Trainee - Sales** in our organization with the Business Development Team for a **period of 6 weeks**, with an opportunity to be offered a permanent position of Business Development Associate at the end of the training period, based upon the following terms and conditions.

The first 2 weeks of this training will be classroom training at the Joining Location itself. It will then be followed by 4 weeks of "On-the-Job Training (OJT)", to be conducted at the OJT Training Location. Upon successful completion of the training and post your conversion, you will be posted in the Role Location as a Business Development Associate.

1. Employment Details:

Department: Business Development
Designation: Business Development Trainee - Sales
Reporting Manager: Rahul Raj (TNL201605108)
Reporting Time: 9:30 AM
Joining Location: Byjus Coimbatore - 2nd floor, Senthil Towers, 1078, East Wing, Avinashi Road, P.N Palayam, Coimbatore-641018, Tamil Nadu
OJT Training Location: Byjus - Coimbatore
Role Location: Coimbatore

2. Date of Joining: Your appointment becomes effective from the date of joining the services of the Company, which date shall be no later than **July 01, 2021**. Your work location after conversion to the role of Business Development Associate would be **Coimbatore** or any other location as may be assigned by the Company. The Company reserves the right to transfer you to any location, as the Company may deem fit, from time to time.

3. Term: The term of this Agreement would be for a period of 1.5 months (approximately), commencing from your date of joining. This Agreement will automatically expire upon the completion of this term unless terminated earlier as per the provisions of Clause 12 of this Agreement.

4. Extension of Agreement: In case of a business requirement, this agreement may be extended by another 2 weeks (over above the 1.5 months) as mentioned in Clause 3. You shall be intimated by suitable means, as the Company deems fit. The decision of the Company, in this matter shall be final.

5. Background Check: The Company may, at its discretion, conduct background verification, prior to or at any time after commencement of this Agreement, to verify, including but not limited to, your professional certifications, designations or licenses, educational background, identity, proof of age, address, past work experience (if any) and criminal records. You hereby provide your express consent to the Company for conducting such background checks. This Agreement is subject to validation of any information provided by you to the Company and to the satisfactory outcome of the pre-employment screening activities (including background verification and criminal history check).

6. Offer of Permanent Position: It shall not be obligatory on the part of the Company to offer a permanent position to you on expiry of this



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Agreement. This offer of employment will be subject to the satisfactory performance during training and also subject to production of necessary documents including educational and professional certificates and may be rescinded in the event such necessary documents are not provided to the Company. Upon satisfying the above conditions, conversion to the role of BDA will be done with a compensation of 10LPA (7LPA fixed + 3LPA variable) for the role of BDA - Direct Sales. However, the Company may at its sole discretion and its business requirements may decide not to extend an offer of employment. Moreover, if the Company finds that you have achieved your training target through improper means resulting in the reduction of your achieved revenue, the Company will have the right to terminate your employment even after the permanent position has been offered.

7. Cost to the Company: Your compensation is INR 25000 per month. You are also eligible for a performance pay up to INR 2,00,000/- based on your individual targets and performance numbers during your training period.

8. Deductions: The Company shall be entitled to deduct from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

- (a) Provident Fund;
- (b) Income tax deducted at source at the rates applicable;
- (c) Employment / professional taxes;
- (d) Dues to Company including loans and advances; or
- (e) Any other applicable statutory deductions

The income tax liability with regards to your salary and perks will be your liability, and will be governed by the applicable tax laws of the country as applicable from time to time.

9. Expense Reimbursement: In addition to the aforementioned salary, you shall be paid the expenses incurred by you on behalf of the Company or its clients as authorized, in connection with the duties executed by you, and upon presenting supporting vouchers/documents. The Expense Policy applicable to you will be shared with you on joining.

10. Company Policies: You will be governed by the Company's policies, regulations and procedures on the office timings, anti-sexual harassment, leave, travel, transfers, misconduct, etc., presently in force or as introduced/amended from time to time. You are eligible for leave as per the Company's leave policy, which can be viewed under 'Policies' tab in your 'Employee Service Platform Account' and/or the 'Employee's Handbook' provided to you.

11. Leaves: You will be entitled to get 1 casual leave/sick leave per month. Employees whose date of joining service falls between 1st to the 15th of a month are entitled to get the leave credit for that month. Employees whose date of joining service falls between 16th to the end of the month are not entitled for the leave credit for that month.

12. Absence from duty: When an employee takes off from duty without prior leave approval or proper intimation under certain unavoidable circumstances, then those day/days will be treated as absence from duty. The days of absence will be treated under loss of pay. The employee has to report to his / her department head on rejoining duty from absence and provide valid reasons for absence in writing before taking up work again. If an employee is absent from duty for more than 2* days (including paid and unpaid leaves / consecutive or cumulative), training will be discontinued without any notice.

*(*In case, where this agreement is extended, as per Clause 4 of this agreement, need to be read as 3 days, with no change to terms and conditions of Clause 12.)*

13. Termination: Subject to Clause 3, your services may be terminated in the following manner:

- a) The Company will be entitled to terminate your services by giving you 48 hours' notice in writing, or by payment of 48 hours' salary in lieu of such notice. In the event you desire to leave the services of the Company, you will be required to give the Company 48 hours' notice in writing or 48 hours' salary in lieu of such notice.
- b) In the event of termination on disciplinary grounds including but not limited to embezzlement, fraud, gross negligence, willful misconduct, or a material violation of Company policies or you are found to be absconding from the services of the Company or for any other reasons causing grievous loss / damage / disrepute to the Company / associates, your termination will be immediate and without any notice or compensation.
- c) In the event of your resignation from the services of the Company, you will be required to give the Company 48 hours' written notice. The notice period has to be served in full, unless otherwise agreed by the Company in writing. In case of failure to give the above notice period, the Company shall have the right to deduct the salary in lieu of the notice period and you will not be eligible to be hired by the Company in



future. You shall, on ceasing to be an employee of the Company for any reason and in addition to the obligations under the Non-Disclosure and Confidential Information Agreement, forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession or prepared in connection with your employment with the Company.

14. Confidential Information: As an employee, you may come in to possession of information confidential to the Company and agree to keep confidential, Company's proprietary and confidential information obtained at any time during the period of your employment in the Company. Confidential information includes, and is not limited to; course materials, videos, financial documents and other relevant documents. You shall not disclose such Confidential Information to any person. You shall not make any copies of the Confidential Information. You shall not disclose, reproduce or use any Confidential Information for any purpose except solely in connection with your performance in company. Your obligations with respect to confidentiality shall be more fully detailed under the Non-Disclosure and Confidential Information Agreement executed by you with the Company and you shall at all times be bound by the provisions laid therein.

15. Intellectual Property Rights: All the intellectual property rights in the material developed by you, class material and related documents shall at all times remain the property of the Company. You shall provide all assistance and execute all deeds and documents required to vest the intellectual property rights with the Company. In the event any of the intellectual property rights are not assignable under applicable laws, you shall provide exclusive, transferable, assignable, royalty-free right in such intellectual property in perpetuity to the Company. You shall not assert any right, title and interest over such intellectual property rights.

16. Indemnity: You hereby agree to indemnify and keep indemnified and hold the Company harmless from and against any loss, claim, damage, costs, taxes, duties, additions, penalties, interest thereon or expenses of any kind, including reasonable attorney's fees, incurred/sustained or caused to be incurred/sustained by the Company on account of:

- a. Any act or omission by you;
- b. Contravention of any of the terms, conditions, covenants of this letter or the Non-Disclosure and Confidential Information Agreement;
- c. Any representation or warranty or information furnished to the Company found to be false;
- d. Violation/non-compliance with any laws/rules/regulations while rendering the services; and/or
- e. Failure to adhere to the standards/specifications/policies of the Company.

17. General Provisions:

a. You are required to devote your entire time, attention and effort to the furtherance of the business of the Company and to continually develop your professional skills in the interest of the Company and yourself. You shall not, during your employment with the Company, directly or indirectly engage yourself in or devote any time or attention to any part-time employment or business or position of monetary interest, other than that of the Company. Further, you shall not divulge, communicate or pass any information in any form, related to any aspect of the Company to anyone outside the Company.

b. You shall endeavor to uphold the good image of the Company and shall not by your conduct adversely affect the reputation of the Company and bring disrepute to the Company, in any manner whatsoever. You shall not conduct yourself in any manner amounting to breach of confidence reposed in you or inconsistent with the position of responsibility occupied by you. You shall at all times deal with the Company's money, material and documents with utmost honesty and professional ethics.

c. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of our specific background and professional merit. The Company expects that you maintain this information and any future changes to your remuneration, as strictly personal and confidential.

d. During the course of your employment, if you, at any time render yourself incompetent to perform your duties or if you should misconduct yourself or be disobedient, intemperate, irregular in attendance, commit breach of the terms of your employment or of any of the stipulations herein contained, the Company shall without prejudice to any of its rights under the terms herein contained, be entitled to terminate your employment forthwith without notice or payment in lieu of notice and deduct from your salary or other emoluments, if any, then due to you, including the amount of any damage that the Company may have sustained.

e. You will keep the Company informed of any change in your residential address, your family status or any other personal particulars relevant to your employment, as and when the change occurs.

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g. You will be subject to the Company's rules and regulations for the time being in force and as varied from time to time.



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h. The Company will deduct taxes as appropriate and consistent with applicable tax laws and regulations. You will be responsible for your tax liabilities under all applicable tax laws and regulations.

i. This letter constitutes the complete understanding between you and the Company regarding the terms of your employment with the Company. This supersedes any and all other agreements, either written or oral, between you and the Company regarding your employment. Any modification of this letter will be effective only if it is in writing, signed by both parties.

j. All disputes arising herein shall be governed by the laws of India and the jurisdiction to entertain and try such dispute shall vest exclusively in the courts of Bangalore, Karnataka

The terms of your employment contract detailed above are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately.

You are requested to signify your acceptance of the terms and conditions by signing and returning to us the duplicate copy of this letter.

We look forward to you joining us at the earliest. We are certain that you will find challenge, satisfaction and opportunity in your association with the Company.

You are requested to carry the below mentioned documents on your joining date

1. 10th Mark sheet
2. 12th Mark sheet
3. Graduation/Post Graduation Mark sheet--All semester mark sheet
4. Graduation/Post Graduation--Provisional Certificate/Course Completion Certificate
5. Resume
6. BYJU'S Offer Letter
7. Pan Card
8. Aadhaar Card
9. Voter ID/Passport/Driving License
10. Cancelled Cheque/Bank Statement/Bank Passbook
11. Passport Size Photograph
12. All current & previous companies relieving/experience letter(Only for experienced candidate)
13. Current/Last company's last three months' pay slips (Only for experienced candidate)

Yours sincerely,

Think & Learn Pvt. Ltd.

Human Resource

Accept Job Offer by signing below

Signature: 

This is system generated offer letter and does not require authorized signature.




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Sri Venkateswara College of
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Thirupachur Thiruvallur - 631 203



284
2nd Floor, 15th Avenue, Jawaharlal Nehru Road,
Opp. to Bsnl Off. Above IOB, Jafferkanpet,
Ashoknagar, Chennai - 83

hr@imperium.asia
www.imperium.asia

044 - 2471 7329

Letter of Offer

Dear

Date 30th - March - 2021

VIGNESH .R,

With reference to your application and the subsequent interview you had with us, we take pleasure in offering you a position with the following details and on the terms and condition discussed and agreed upon by you at the time of interview and as embodied in as separate letter of appointment which will be given to you after 6 days from the date of joining.

Designation: BUSINESS ASSOCIATE,

Date of Joining: On your date of joining, you are required to submit the following documents of the HR department:

1. Graduation degree or Third year mark sheets.
2. Proof of residence (Copy of passport, ration card, bank statement, license or electricity /telephone bill.

If employed earlier, then: You are required to submit the above mentioned documents within 3 days from the date of joining, failure to which this offer will stand automatically withdrawn or cancelled.

Your compensation is INR 25000 per month. You are also eligible for a performance pay up to INR 2,00,000/- basedon your individual targets and performance numbers during your training period.

IMPERIUM reserves the right to terminate your services in event of any absenteeism during the Training Period. Business Associate shall ensure that **IMPERIUM** intellectual property is protected at all times and not do anything to sabotage the company's reputation. Company is not liable for any payments, in case Business Associate leaves within 1Month. The candidate shall not divulge (through any mode of correspondence) any of company's details to anyone who is not working with **IMPERIUM**, misrepresenting Company or company's channel partners or giving incorrect product information or not complying with any of the above mentioned rules will attract a penalty and termination of contract. If anybody were found to be under the influence of alcohol during the business hours would be immediately terminated without payment and might be liable for prosecution.

Please signify your acceptance by signing and returning the duplicate copy of this letter. We look forward to your Joining our team for a long and successful association.

Accepted.....

Mr. Alex
Hiring Manager



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Date: Jun 30, 2021
 Offer No : QS2683493

VIJAY BASKAR .R
 CHENNAI 123456
 TAMIL NADU

FIXED TERM EMPLOYMENT CONTRACT

Dear **VIJAY BASKAR .R,**

We are pleased to offer you employment at QUESS Corp Limited for a fixed period of employment as per the following terms:

DEPUTATION:

You are deputed to client site under this Contract. The terms of employment is exclusively with QUESS, the employee shall never be deemed to be the employee of the client, where you have been deputed under this Contract.

You will with effect from JUL 01, 2021 be deputed by QUESS, to work at client's office / premises at any of their locations.

During the course of your contract, you can be transferred to a location within the territory of indiaas and required by Quess for rendering the services under this contract

TENURE:

The term of your Contract shall be valid from JUL 01, 2021 to MAY 31, 2022.

COTERMINOUS:

Notwithstanding the Tenure of this Contract, in the event of the project / work / deputation for which you are being employed terminates before your Contract end period, this Contract shall be

Quess Confidential
 This is a system generated letter

Offer No : QS2682664

QUESS Corp Ltd

3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quescorp.com> | Toll Free No: 1800-572-3333

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 Thirupachur, Thiruvallur - 631 203**



TO CHECK IF YOUR OFFER LETTER IS GENUINE.
 Open the camera on your smart phone and scan.

Compensation Sheet

Offer No: **QS2683493**
Designation: **Customer Support Executive**

Associate Name: **VIJAY BASKAR .R**
Location: **CHENNAI**

Pay Heads	Rs. Monthly Pay	Rs. Annual Pay
Basic	10205	122460
House Rent Allowance	5103	61236
City Compensatory Allowance	2329	27948
Gross Salary	17637	211644

Employer's Contribution		
Employer_esi	574	6888
Employer Provident Fund	1629	19548
Gratuity_contribution	491	5892
Bonus_contribution	850	10200
Total Contribution	3544	42528
Cost to Company: (CTC)	21181	254172

Deduction: (Subjected to change)		
Employee Esi	133	1596
Provident Fund	1504	18048
Total Deduction	1637	19644
Net Take Home	16000	192000

Dear Associate,

Please download the WorQ App on your mobile for a host of benefits

- Access all your HR Documents (PaySlip, Offer Letter, PF/ESIC/Insurance Nos, Form 16)
- Get Digital ID Card

Quess Confidential
This is a system generated letter

Offer No : *QS2682664*

QUESS Corp Ltd
3/3/2, Bellandur Gate, Sarjapur Road, Bangalore - 560103, Karnataka, India
<http://www.quescorp.com> | Toll Free No: 1800-572-3333

Principal
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Thirupachur, Thiruvallur - 631 203



TO CHECK IF YOUR OFFER LETTER IS GENUINE.
Open the camera on your smart phone and scan.

18-Nov-2020

Dear Vijey Surya J,

With reference to the discussions that we had with you; we are pleased to offer you the role of "Counsellor" at our office based out of Chennai.

Your Annual Total Compensation will be ₹ 324,096/-.

We would be happy to have you with us on or before **24-Nov-2020** and you will be on probation period of **6 months** which may be extended or reduced depending on your performance and other parameters as defined by the management. On completion of the probation period, and subject to your services being found up to Company's expectation, you will be intimated in writing about your confirmation and change in package (if any).

The other detail about your compensation is presented in **Annexure A**.

Your compensation is highly confidential and if the need arises, you may discuss it only with your line manager.

We are excited to have you join our team!

Yours Sincerely,
For Edvoy.,

Honey Dev

Honey Dev
Senior Manager-HR



[Signature]
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Thirupachur, Thiruvallur - 631 203



Offer Letter

Name: Vinoth S S
Date: January 25, 2021

Dear Mr. Vinoth ,

We are glad to inform you that you have been selected for the position of **Business Development Trainee - Sales** in our organization with the Business Development Team for a **period of 6 weeks**, with an opportunity to be offered a permanent position of Business Development Associate at the end of the training period, based upon the following terms and conditions.

The first 2 weeks of this training will be classroom training at the Joining Location itself. It will then be followed by 4 weeks of "On-the-Job Training (OJT)", to be conducted at the OJT Training Location. Upon successful completion of the training and post your conversion, you will be posted in the Role Location as a Business Development Associate.

1. Employment Details:

Department: Business Development
Designation: Business Development Trainee - Sales
Reporting Manager: Rahul Raj (TNL201605108)
Reporting Time: 9:30 AM
Joining Location: Byjus Coimbatore - 2nd floor, Senthil Towers, 1078, East Wing, Avinashi Road, P.N Palayam, Coimbatore-641018, Tamil Nadu
OJT Training Location: Byjus - Coimbatore
Role Location: Coimbatore

2. Date of Joining: Your appointment becomes effective from the date of joining the services of the Company, which date shall be no later than **July 1, 2021**. Your work location after conversion to the role of Business Development Associate would be **Coimbatore** or any other location as may be assigned by the Company. The Company reserves the right to transfer you to any location, as the Company may deem fit, from time to time.

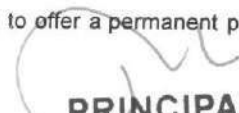
3. Term: The term of this Agreement would be for a period of 1.5 months (approximately), commencing from your date of joining. This Agreement will automatically expire upon the completion of this term unless terminated earlier as per the provisions of Clause 12 of this Agreement.

4. Extension of Agreement: In case of a business requirement, this agreement may be extended by another 2 weeks (over above the 1.5 months) as mentioned in Clause 3. You shall be intimated by suitable means, as the Company deems fit. The decision of the Company, in this matter shall be final.

5. Background Check: The Company may, at its discretion, conduct background verification, prior to or at any time after commencement of this Agreement, to verify, including but not limited to, your professional certifications, designations or licenses, educational background, identity, proof of age, address, past work experience (if any) and criminal records. You hereby provide your express consent to the Company for conducting such background checks. This Agreement is subject to validation of any information provided by you to the Company and to the satisfactory outcome of the pre-employment screening activities (including background verification and criminal history check).

6. Offer of Permanent Position: It shall not be obligatory on the part of the Company to offer a permanent position to you on expiry of this




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Agreement. This offer of employment will be subject to the satisfactory performance during training and also subject to production of necessary documents including educational and professional certificates and may be rescinded in the event such necessary documents are not provided to the Company. Upon satisfying the above conditions, conversion to the role of BDA will be done with a compensation of 10LPA (7LPA fixed + 3LPA variable) for the role of BDA - Direct Sales. However, the Company may at its sole discretion and its business requirements may decide not to extend an offer of employment. Moreover, if the Company finds that you have achieved your training target through improper means resulting in the reduction of your achieved revenue, the Company will have the right to terminate your employment even after the permanent position has been offered.

7. Cost to the Company: Your compensation is INR 25000 per month. You are also eligible for a performance pay up to INR 2,00,000/- based on your individual targets and performance numbers during your training period.

8. Deductions: The Company shall be entitled to deduct from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

- (a) Provident Fund;
- (b) Income tax deducted at source at the rates applicable;
- (c) Employment / professional taxes;
- (d) Dues to Company including loans and advances; or
- (e) Any other applicable statutory deductions

The income tax liability with regards to your salary and perks will be your liability, and will be governed by the applicable tax laws of the country as applicable from time to time.

9. Expense Reimbursement: In addition to the aforementioned salary, you shall be paid the expenses incurred by you on behalf of the Company or its clients as authorized, in connection with the duties executed by you, and upon presenting supporting vouchers/documents. The Expense Policy applicable to you will be shared with you on joining.

10. Company Policies: You will be governed by the Company's policies, regulations and procedures on the office timings, anti-sexual harassment, leave, travel, transfers, misconduct, etc., presently in force or as introduced/amended from time to time. You are eligible for leave as per the Company's leave policy, which can be viewed under 'Policies' tab in your 'Employee Service Platform Account' and/or the 'Employee's Handbook' provided to you.

11. Leaves: You will be entitled to get 1 casual leave/sick leave per month. Employees whose date of joining service falls between 1st to the 15th of a month are entitled to get the leave credit for that month. Employees whose date of joining service falls between 16th to the end of the month are not entitled for the leave credit for that month.

12. Absence from duty: When an employee takes off from duty without prior leave approval or proper intimation under certain unavoidable circumstances, then those day/days will be treated as absence from duty. The days of absence will be treated under loss of pay. The employee has to report to his / her department head on rejoining duty from absence and provide valid reasons for absence in writing before taking up work again. If an employee is absent from duty for more than 2* days (including paid and unpaid leaves / consecutive or cumulative), training will be discontinued without any notice.

(*In case, where this agreement is extended, as per Clause 4 of this agreement, need to be read as 3 days, with no change to terms and conditions of Clause 12.)

13. Termination: Subject to Clause 3, your services may be terminated in the following manner:

a) The Company will be entitled to terminate your services by giving you 48 hours' notice in writing, or by payment of 48 hours' salary in lieu of such notice. In the event you desire to leave the services of the Company, you will be required to give the Company 48 hours' notice in writing or 48 hours' salary in lieu of such notice.

b) In the event of termination on disciplinary grounds including but not limited to embezzlement, fraud, gross negligence, willful misconduct or a material violation of Company policies or you are found to be absconding from the services of the Company or for any other reasons causing grievous loss / damage / disrepute to the Company / associates, your termination will be immediate and without any notice or compensation.

c) In the event of your resignation from the services of the Company, you will be required to give the Company 48 hours' written notice. The notice period has to be served in full, unless otherwise agreed by the Company in writing. In case of failure to give the above notice period, the Company shall have the right to deduct the salary in lieu of the notice period and you will not be eligible to be hired by the Company in



PRINCIPAL Page 2 of 4
Sri Venkateswara College of
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future. You shall, on ceasing to be an employee of the Company for any reason and in addition to the obligations under the Non-Disclosure and Confidential Information Agreement, forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession or prepared in connection with your employment with the Company.

14. Confidential Information: As an employee, you may come in to possession of information confidential to the Company and agree to keep confidential, Company's proprietary and confidential information obtained at any time during the period of your employment in the Company. Confidential information includes, and is not limited to; course materials, videos, financial documents and other relevant documents. You shall not disclose such Confidential Information to any person. You shall not make any copies of the Confidential Information. You shall not disclose, reproduce or use any Confidential Information for any purpose except solely in connection with your performance in company. Your obligations with respect to confidentiality shall be more fully detailed under the Non-Disclosure and Confidential Information Agreement executed by you with the Company and you shall at all times be bound by the provisions laid therein.

15. Intellectual Property Rights: All the intellectual property rights in the material developed by you, class material and related documents shall at all times remain the property of the Company. You shall provide all assistance and execute all deeds and documents required to vest the intellectual property rights with the Company. In the event any of the intellectual property rights are not assignable under applicable laws, you shall provide exclusive, transferable, assignable, royalty-free right in such intellectual property in perpetuity to the Company. You shall not assert any right, title and interest over such intellectual property rights.

16. Indemnity: You hereby agree to indemnify and keep indemnified and hold the Company harmless from and against any loss, claim, damage, costs, taxes, duties, additions, penalties, interest thereon or expenses of any kind, including reasonable attorney's fees, incurred/sustained or caused to be incurred/sustained by the Company on account of:

- a. Any act or omission by you;
- b. Contravention of any of the terms, conditions, covenants of this letter or the Non-Disclosure and Confidential Information Agreement;
- c. Any representation or warranty or information furnished to the Company found to be false;
- d. Violation/non-compliance with any laws/rules/regulations while rendering the services; and/or
- e. Failure to adhere to the standards/specifications/policies of the Company.

17. General Provisions:

a. You are required to devote your entire time, attention and effort to the furtherance of the business of the Company and to continually develop your professional skills in the interest of the Company and yourself. You shall not, during your employment with the Company, directly or indirectly engage yourself in or devote any time or attention to any part-time employment or business or position of monetary interest, other than that of the Company. Further, you shall not divulge, communicate or pass any information in any form, related to any aspect of the Company to anyone outside the Company.

b. You shall endeavor to uphold the good image of the Company and shall not by your conduct adversely affect the reputation of the Company and bring disrepute to the Company, in any manner whatsoever. You shall not conduct yourself in any manner amounting to breach of confidence reposed in you or inconsistent with the position of responsibility occupied by you. You shall at all times deal with the Company's money, material and documents with utmost honesty and professional ethics.

c. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of our specific background and professional merit. The Company expects that you maintain this information and any future changes to your remuneration, as strictly personal and confidential.

d. During the course of your employment, if you, at any time render yourself incompetent to perform your duties or if you should misconduct yourself or be disobedient, intemperate, irregular in attendance, commit breach of the terms of your employment or of any of the stipulations herein contained, the Company shall without prejudice to any of its rights under the terms herein contained, be entitled to terminate your employment forthwith without notice or payment in lieu of notice and deduct from your salary or other emoluments, if any, then due to you, including the amount of any damage that the Company may have sustained.

e. You will keep the Company informed of any change in your residential address, your family status or any other personal particulars relevant to your employment, as and when the change occurs.

f. You are required to sign a 'Non-Disclosure and Confidential Information Agreement' with the Company, prior to joining the services of the Company. Your employment with the Company shall be contingent upon you executing the said agreement.

g. You will be subject to the Company's rules and regulations for the time being in force and as varied from time to time.



PRINCIPAL Page 3 of 4
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h. The Company will deduct taxes as appropriate and consistent with applicable tax laws and regulations. You will be responsible for your tax liabilities under all applicable tax laws and regulations.

i. This letter constitutes the complete understanding between you and the Company regarding the terms of your employment with the Company. This supersedes any and all other agreements, either written or oral, between you and the Company regarding your employment. Any modification of this letter will be effective only if it is in writing, signed by both parties.

j. All disputes arising herein shall be governed by the laws of India and the jurisdiction to entertain and try such dispute shall vest exclusively in the courts of Bangalore, Karnataka

The terms of your employment contract detailed above are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately.

You are requested to signify your acceptance of the terms and conditions by signing and returning to us the duplicate copy of this letter.

We look forward to you joining us at the earliest. We are certain that you will find challenge, satisfaction and opportunity in your association with the Company.

You are requested to carry the below mentioned documents on your joining date

1. 10th Mark sheet
2. 12th Mark sheet
3. Graduation/Post Graduation Mark sheet--All semester mark sheet
4. Graduation/Post Graduation--Provisional Certificate/Course Completion Certificate
5. Resume
6. BYJU'S Offer Letter
7. Pan Card
8. Aadhaar Card
9. Voter ID/Passport/Driving License
10. Cancelled Cheque/Bank Statement/Bank Passbook
11. Passport Size Photograph
12. All current & previous companies relieving/experience letter(Only for experienced candidate)
13. Current/Last company's last three months' pay slips (Only for experienced candidate)

Yours sincerely,

Think & Learn Pvt. Ltd.

Human Resource

Accept Job Offer by signing below

Signature:



This is system generated offer letter and does not require authorized signature.




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2013
2nd Floor, 15th Avenue, Jawaharlal Nehru Road,
Opp. to Bsnl Off. Above IOB, Jafferkanpet,
Ashoknagar, Chennai - 83

hr@imperium.asia
www.imperium.asia

044 - 2471 7329

Letter of Offer

Dear

Date 30th - March - 2021

VIVEKANANDAN .R,

With reference to your application and the subsequent interview you had with us, we take pleasure in offering you a position with the following details and on the terms and condition discussed and agreed upon by you at the time of interview and as embodied in as separate letter of appointment which will be given to you after 6 days from the date of joining.

Designation: BUSINESS ASSOCIATE,

Date of Joining: On your date of joining, you are required to submit the following documents of the HR department:

1. Graduation degree or Third year mark sheets.
2. Proof of residence (Copy of passport, ration card, bank statement, license or electricity /telephone bill.

If employed earlier, then: You are required to submit the above mentioned documents within 3 days from the date of joining, failure to which this offer will stand automatically withdrawn or cancelled.

Your compensation is INR 25000 per month. You are also eligible for a performance pay up to INR 2,00,000/- based on your individual targets and performance numbers during your training period.

IMPERIUM reserves the right to terminate your services in event of any absenteeism during the Training Period. Business Associate shall ensure that **IMPERIUM** intellectual property is protected at all times and not do anything to sabotage the company's reputation. Company is not liable for any payments, in case Business Associate leaves within 1Month. The candidate shall not divulge (through any mode of correspondence) any of company's details to anyone who is not working with **IMPERIUM**, misrepresenting Company or company's channel partners or giving incorrect product information or not complying with any of the above mentioned rules will attract a penalty and termination of contract. If anybody were found to be under the influence of alcohol during the business hours would be immediately terminated without payment and might be liable for prosecution.

Please signify your acceptance by signing and returning the duplicate copy of this letter. We look forward to your Joining our team for a long and successful association.

Accepted.....

Vivekanandan R



Mr. Alex
Hiring Manager

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Thirupachur, Thiruvallur - 631 203

18-Nov-2020

Dear Wesley Sam S,

With reference to the discussions that we had with you; we are pleased to offer you the role of "Counsellor" at our office based out of Chennai.

Your Annual Total Compensation will be ₹ 324,096/-.

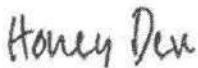
We would be happy to have you with us on or before 24-Nov-2020 and you will be on probation period of 6 months which may be extended or reduced depending on your performance and other parameters as defined by the management. On completion of the probation period, and subject to your services being found up to Company's expectation, you will be intimated in writing about your confirmation and change in package (if any).

The other detail about your compensation is presented in Annexure A.

Your compensation is highly confidential and if the need arises, you may discuss it only with your line manager.

We are excited to have you join our team!

Yours Sincerely,
For Edvoy.,



Honey Dev
Senior Manager-HR



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295



Appointment Letter

Date: 1st April 21

Mr.Yogesh R
No12, Anbu Nagar
Sevwapet,
Thiruvallur-602025.

Dear Yogesh.R,

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 August 2021.

B) Your Annual compensation would be ₹2, 56,000 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



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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

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 isexpressly 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 August 2021. We are looking forward to join our company in order to work with you


Hari Krishnan
GENERAL MANAGER
ELTA TECHNOLOGIES.




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Offer Letter

Name: Ramya D
Date: January 25, 2021

Dear Ms. Ramya ,

We are glad to inform you that you have been selected for the position of **Business Development Trainee - Sales** in our organization with the Business Development Team for a **period of 6 weeks**, with an opportunity to be offered a permanent position of Business Development Associate at the end of the training period, based upon the following terms and conditions.

The **first 2 weeks of this training will be classroom training** at the Joining Location itself. It will then be followed by **4 weeks of "On-the-Job Training (OJT)"**, to be conducted at the OJT Training Location. Upon successful completion of the training and post your conversion, you will be posted in the Role Location as a Business Development Associate.

1. Employment Details:

Department: Business Development
Designation: Business Development Trainee - Sales
Reporting Manager: Rahul Raj (TNL201605108)
Reporting Time: 9:30 AM
Joining Location: Byjus Coimbatore - 2nd floor, Senthil Towers, 1078, East Wing, Avinashi Road, P.N Palayam, Coimbatore-641018, Tamil Nadu
OJT Training Location: Byjus - Coimbatore
Role Location: Coimbatore

2. Date of Joining: Your appointment becomes effective from the date of joining the services of the Company, which date shall be no later than **July 01, 2021**. Your work location after conversion to the role of Business Development Associate would be **Coimbatore** or any other location as may be assigned by the Company. The Company reserves the right to transfer you to any location, as the Company may deem fit, from time to time.

3. Term: The term of this Agreement would be for a period of 1.5 months (approximately), commencing from your date of joining. This Agreement will automatically expire upon the completion of this term unless terminated earlier as per the provisions of Clause 12 of this Agreement.

4. Extension of Agreement: In case of a business requirement, this agreement may be extended by another 2 weeks (over above the 1.5 months) as mentioned in Clause 3. You shall be intimated by suitable means, as the Company deems fit. The decision of the Company, in this matter shall be final.

5. Background Check: The Company may, at its discretion, conduct background verification, prior to or at any time after commencement of this Agreement, to verify, including but not limited to, your professional certifications, designations or licenses, educational background, identity, proof of age, address, past work experience (if any) and criminal records. You hereby provide your express consent to the Company for conducting such background checks. This Agreement is subject to validation of any information provided by you to the Company and to the satisfactory outcome of the pre-employment screening activities (including background verification and criminal history check).

6. Offer of Permanent Position: It shall not be obligatory on the part of the Company to offer a permanent position to you on expiry of this



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Agreement. This offer of employment will be subject to the satisfactory performance during training and also subject to production of necessary documents including educational and professional certificates and may be rescinded in the event such necessary documents are not provided to the Company. Upon satisfying the above conditions, conversion to the role of BDA will be done with a compensation of 10LPA (7LPA fixed + 3LPA variable) for the role of BDA - Direct Sales. However, the Company may at its sole discretion and its business requirements may decide not to extend an offer of employment. Moreover, if the Company finds that you have achieved your training target through improper means resulting in the reduction of your achieved revenue, the Company will have the right to terminate your employment even after the permanent position has been offered.

7. Cost to the Company: Your compensation is INR 25000 per month. You are also eligible for a performance pay up to INR 2,00,000/- based on your individual targets and performance numbers during your training period.

8. Deductions: The Company shall be entitled to deduct from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

- (a) Provident Fund;
- (b) Income tax deducted at source at the rates applicable;
- (c) Employment / professional taxes;
- (d) Dues to Company including loans and advances; or
- (e) Any other applicable statutory deductions

The income tax liability with regards to your salary and perks will be your liability, and will be governed by the applicable tax laws of the country as applicable from time to time.

9. Expense Reimbursement: In addition to the aforementioned salary, you shall be paid the expenses incurred by you on behalf of the Company or its clients as authorized, in connection with the duties executed by you, and upon presenting supporting vouchers/documents. The Expense Policy applicable to you will be shared with you on joining.

10. Company Policies: You will be governed by the Company's policies, regulations and procedures on the office timings, anti-sexual harassment, leave, travel, transfers, misconduct, etc., presently in force or as introduced/amended from time to time. You are eligible for leave as per the Company's leave policy, which can be viewed under 'Policies' tab in your 'Employee Service Platform Account' and/or the 'Employee's Handbook' provided to you.

11. Leaves: You will be entitled to get 1 casual leave/sick leave per month. Employees whose date of joining service falls between 1st to the 15th of a month are entitled to get the leave credit for that month. Employees whose date of joining service falls between 16th to the end of the month are not entitled for the leave credit for that month.

12. Absence from duty: When an employee takes off from duty without prior leave approval or proper intimation under certain unavoidable circumstances, then those day/days will be treated as absence from duty. The days of absence will be treated under loss of pay. The employee has to report to his / her department head on rejoining duty from absence and provide valid reasons for absence in writing before taking up work again. If an employee is absent from duty for more than 2* days (including paid and unpaid leaves / consecutive or cumulative), training will be discontinued without any notice.

*(*In case, where this agreement is extended, as per Clause 4 of this agreement, need to be read as 3 days, with no change to terms and conditions of Clause 12.)*

13. Termination: Subject to Clause 3, your services may be terminated in the following manner:

- a) The Company will be entitled to terminate your services by giving you 48 hours' notice in writing, or by payment of 48 hours' salary in lieu of such notice. In the event you desire to leave the services of the Company, you will be required to give the Company 48 hours' notice in writing or 48 hours' salary in lieu of such notice.
- b) In the event of termination on disciplinary grounds including but not limited to embezzlement, fraud, gross negligence, willful misconduct, or a material violation of Company policies or you are found to be absconding from the services of the Company or for any other reasons causing grievous loss / damage / disrepute to the Company / associates, your termination will be immediate and without any notice or compensation.
- c) In the event of your resignation from the services of the Company, you will be required to give the Company 48 hours' written notice. The notice period has to be served in full, unless otherwise agreed by the Company in writing. In case of failure to give the above notice period, the Company shall have the right to deduct the salary in lieu of the notice period and you will not be eligible to be hired by the Company in



future. You shall, on ceasing to be an employee of the Company for any reason and in addition to the obligations under the Non-Disclosure and Confidential Information Agreement, forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession or prepared in connection with your employment with the Company.

14. Confidential Information: As an employee, you may come in to possession of information confidential to the Company and agree to keep confidential, Company's proprietary and confidential information obtained at any time during the period of your employment in the Company. Confidential information includes, and is not limited to; course materials, videos, financial documents and other relevant documents. You shall not disclose such Confidential Information to any person. You shall not make any copies of the Confidential Information. You shall not disclose, reproduce or use any Confidential Information for any purpose except solely in connection with your performance in company. Your obligations with respect to confidentiality shall be more fully detailed under the Non-Disclosure and Confidential Information Agreement executed by you with the Company and you shall at all times be bound by the provisions laid therein.

15. Intellectual Property Rights: All the intellectual property rights in the material developed by you, class material and related documents shall at all times remain the property of the Company. You shall provide all assistance and execute all deeds and documents required to vest the intellectual property rights with the Company. In the event any of the intellectual property rights are not assignable under applicable laws, you shall provide exclusive, transferable, assignable, royalty-free right in such intellectual property in perpetuity to the Company. You shall not assert any right, title and interest over such intellectual property rights.

16. Indemnity: You hereby agree to indemnify and keep indemnified and hold the Company harmless from and against any loss, claim, damage, costs, taxes, duties, additions, penalties, interest thereon or expenses of any kind, including reasonable attorney's fees, incurred/sustained or caused to be incurred/sustained by the Company on account of:

- a. Any act or omission by you;
- b. Contravention of any of the terms, conditions, covenants of this letter or the Non-Disclosure and Confidential Information Agreement;
- c. Any representation or warranty or information furnished to the Company found to be false;
- d. Violation/non-compliance with any laws/rules/regulations while rendering the services; and/or
- e. Failure to adhere to the standards/specifications/policies of the Company.

17. General Provisions:

a. You are required to devote your entire time, attention and effort to the furtherance of the business of the Company and to continually develop your professional skills in the interest of the Company and yourself. You shall not, during your employment with the Company, directly or indirectly engage yourself in or devote any time or attention to any part-time employment or business or position of monetary interest, other than that of the Company. Further, you shall not divulge, communicate or pass any information in any form, related to any aspect of the Company to anyone outside the Company.

b. You shall endeavor to uphold the good image of the Company and shall not by your conduct adversely affect the reputation of the Company and bring disrepute to the Company, in any manner whatsoever. You shall not conduct yourself in any manner amounting to breach of confidence reposed in you or inconsistent with the position of responsibility occupied by you. You shall at all times deal with the Company's money, material and documents with utmost honesty and professional ethics.

c. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of our specific background and professional merit. The Company expects that you maintain this information and any future changes to your remuneration, as strictly personal and confidential.

d. During the course of your employment, if you, at any time render yourself incompetent to perform your duties or if you should misconduct yourself or be disobedient, intemperate, irregular in attendance, commit breach of the terms of your employment or of any of the stipulations herein contained, the Company shall without prejudice to any of its rights under the terms herein contained, be entitled to terminate your employment forthwith without notice or payment in lieu of notice and deduct from your salary or other emoluments, if any, then due to you, including the amount of any damage that the Company may have sustained.

e. You will keep the Company informed of any change in your residential address, your family status or any other personal particulars relevant to your employment, as and when the change occurs.

f. You are required to sign a 'Non-Disclosure and Confidential Information Agreement' with the Company, prior to joining the services of the Company. Your employment with the Company shall be contingent upon you executing the said agreement.

g. You will be subject to the Company's rules and regulations for the time being in force and as varied from time to time.



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h. The Company will deduct taxes as appropriate and consistent with applicable tax laws and regulations. You will be responsible for your tax liabilities under all applicable tax laws and regulations.

i. This letter constitutes the complete understanding between you and the Company regarding the terms of your employment with the Company. This supersedes any and all other agreements, either written or oral, between you and the Company regarding your employment. Any modification of this letter will be effective only if it is in writing, signed by both parties.

j. All disputes arising herein shall be governed by the laws of India and the jurisdiction to entertain and try such dispute shall vest exclusively in the courts of Bangalore, Karnataka

The terms of your employment contract detailed above are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately.

You are requested to signify your acceptance of the terms and conditions by signing and returning to us the duplicate copy of this letter.

We look forward to you joining us at the earliest. We are certain that you will find challenge, satisfaction and opportunity in your association with the Company.

You are requested to carry the below mentioned documents on your joining date

1. 10th Mark sheet
2. 12th Mark sheet
3. Graduation/Post Graduation Mark sheet--All semester mark sheet
4. Graduation/Post Graduation--Provisional Certificate/Course Completion Certificate
5. Resume
6. BYJU'S Offer Letter
7. Pan Card
8. Aadhaar Card
9. Voter ID/Passport/Driving License
10. Cancelled Cheque/Bank Statement/Bank Passbook
11. Passport Size Photograph
12. All current & previous companies relieving/experience letter(Only for experienced candidate)
13. Current/Last company's last three months' pay slips (Only for experienced candidate)

Yours sincerely,

Think & Learn Pvt. Ltd.

Human Resource

Accept Job Offer by signing below

Signature:



This is system generated offer letter and does not require authorized signature.



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Thirupachur, Thiruvallur - 631 203



6th Floor,
The Great Oasis,
D-13, Street 21, MIDC,
Marol, Andheri (East),
Mumbai - 400093.

297
© 800 407 0106
O +91(22)6666.4700
F +91(22)6666.4701
info@medusind.com

Date: 21st November 2020.

To: Allen Fernantez A,
Chennai-600019.

Dear Allen Fernantez,

This has reference to your application and subsequent interview you had with us. We are pleased to offer you the position of **Project Trainee** for our **Chennai Office** at the below address.

8th Floor, Prestige Centre Court, The Forum Vijaya mall, No.183, NSK Salai, Arcot Road, Vadapalani, Chennai, Tamil Nadu 600026.

The first 6 months from the DOJ & your salary for the training period will be Rs. 3,00,000/- **(Three Lakhs Rupees only) per annum.**

You are required to join the Organization for your training starts on or before **2nd Jul 2021**. On joining, please hand over copies of your age proof, qualification certificates, three passport-size photographs, cancelled cheque of your personal bank account, and a letter from your institute for enrolling for the position. You are required to produce a letter from your Supervisor/Head of Department/Principal/ Institute, indicating your status in the Institution and "No Objection" for allowing you to undergo an Internship program for a period of six months.

On completion of the Probation period, your performance will be reviewed by your Supervisor. If the performance is found to be satisfactory, and there are positions vacant for your roles, you will be considered for regular employment with the Company.

You will have to abide by the Company's code of conduct during your probation period.

Kindly sign the duplicate copy of this letter as a token of having received its original and acceptance of the same.

We warmly welcome you and hope that you make this period beneficial. If you are unable to join on the said date, the offer for the job will stand null and void.

***Please ensure to bring your Original Documents on the Date of Joining for the verification.**

Yours sincerely,

FOR MEDUSIND SOLUTIONS INDIA PRIVATE LIMITED

Kranti Munje

Chief Human Resources Officer



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Thirupachur, Thiruvallur - 631 203



OFFER OF EMPLOYMENT

Mr. Amarnath.S.V
Chennai

OCT 26, 2020

Dear Amarnath.S.V,

Further to our discussions, the Management is pleased to appoint you as **Trainee Engineer** of QuEST Global Engineering Services Private Limited. ("QuEST"), on the following terms and conditions;

1. Designation

Trainee Engineer

2. Band

1E

3. Reporting Structure

You will be reporting to the Senior Manager.

4. Emoluments & Leave

Your annual Total Gross Salary (TGS) would be **INR.300000/- (Rupees Three Lakh Only)**. The details of your remuneration are as detailed in Annexure – I. Your annual emolument will be inclusive of Employer's Contribution to Provident Fund. The above emolument may, however, be split up into Basic Salary, and other allowances later, without adversely affecting your total consolidated emoluments. QuEST will deduct from your total emoluments such amounts as are required to be deducted at source under the Income Tax Act or any other applicable law for the time being in force in India

Leave

As per the rules of QuEST in force from time to time.

5. Medical Benefits

You will be entitled to medical insurance coverage as per the rules of QuEST, in force from time to time.



[Signature]
PRINCIPAL

Sri Venkateswara College of Engineering and Technology.

QuEST Global Engineering Services Private Limited Thirupachur, Thiruvallur - 631 203

Reg. off. Address: AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

Communication address: QuEST Towers, Plot No. 73 and 74, Technopark campus, Thiruvanthapuram, Kerala- 695581



Upon joining us, you are required to sign QuEST's standard agreements including Non-competition and Non disclosure agreement, along with 2 Years' Service Agreement. Employee(s), whose spouse(s)/partner(s) or immediate family member(s) is/are part of competitor companies, with QuEST, shall have more obligations to maintain QuEST information in Confidence since they are privy to some highly sensitive business information that shouldn't be shared with competitors. The employee is obligated to keep QuEST informed about the company in which his/her spouse/partner/immediate family member (Parents/Siblings/Children) is/are working, when there is prima facie conflict of interest, by writing to HR-Policy@quest-global.com.

While reporting for duty, you must produce the originals along with certified copies of the following:

- Educational certificates/mark sheets* (X, XII, Diploma, Degree, post-Graduation)
- Passport photo copy
- Three passport size latest photographs
- Service Certificate, if any.
- Relieving letter from your present employer.
- Pan card & Aadhar submission is mandatory
- ID proof containing your signature viz., Driving License, Passport, PAN Card etc.

*In the case of candidates joining the organization before the publication of the results of their qualifying academic program, the required certificates must be submitted within 3 months of the joining date.

In the event of issues found in Background Verification Check or non-obtaining the level of % mentioned hereinabove during final results of relevant specific program, QuEST shall be at liberty revoke this Offer of employment with immediate effect.

If the above conditions are acceptable to you, please note that this offer is effective from **June, 2021**. Kindly confirm acceptance by signing and returning the duplicate of this letter.

This offer to join QuEST will expire if offer acceptance is not confirmed in writing within two (2) working days of offer release and/or in case of not reporting on the offer effective date.

We extend our warm welcome and look forward to a long and successful association between you and QuEST Global Engineering Services Private Limited.

For QuEST Global Engineering Services Private Limited,

Jagadish Kadagatti
Manager - Talent Acquisition



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Thirupachur, Thiruvallur - 631 203

QuEST Global Engineering Services Private Limited

Reg. off. Address: AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA
591245 IN CIN: U74900KA2014PTC076219

Communication address: QuEST Towers, Plot No. 73 and 74, Technopark campus, Thiruvanthapuram, Kerala- 695581

Ph: +91-80-67090000, Fax: +91-80-67093200, Email: info@quest-global.com

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Temenos Offer

September 23, 2020 (MM/DD/YYYY)

Dear Arvind.V
No.1/269,Barathiyar Street,
Perambakkam,Thiruvallur-631402

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: **October 1, 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 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 Comerstone 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

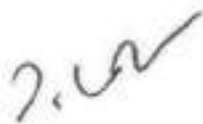
Your salary structure would be as indicated below:

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



300
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
May 20, 2020

Mr. Arun Kumar V
Chennai

Dear Arun Kumar 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



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Thirupachur, Thiruvallur-601 203

| Experience the commitment®

• **Base Compensation Components:**

Designation	: Software Engineer	
Effective	: May 20, 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 Company Contribution	2,580	30,960
Gratuity Fund Contribution	1,034	12,408
Gross Compensation	29,167	358,004

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



Medusind

6th Floor,
The Great Oasis,
D-13, Street 21, MIDC,
Marol, Andheri (East),
Mumbai - 400093.

301
O 800.407.0106
O +91(22)6666.4700
F +91(22)6666.4701
info@medusind.com

Date: 21st November 2020.

To: Banupriya K,
Chennai-601204.

Dear Banupriya,

This has reference to your application and subsequent interview you had with us. We are pleased to offer you the position of **Project Trainee** for our **Chennai Office** at the below address.

8th Floor, Prestige Centre Court, The Forum Vijaya mall, No.183, NSK Salai, Arcot Road, Vadapalani, Chennai, Tamil Nadu 600026.

The first 6 months from the DOJ & your salary for the training period will be Rs. **3,00,000/- (Three Lakhs Rupees only) per annum.**

You are required to join the Organization for your training starts on or before **2nd Jul 2021**. On joining, please hand over copies of your age proof, qualification certificates, three passport-size photographs, cancelled cheque of your personal bank account, and a letter from your institute for enrolling for the position. You are required to produce a letter from your Supervisor/Head of Department/Principal/ Institute, indicating your status in the Institution and "No Objection" for allowing you to undergo an Internship program for a period of six months.

On completion of the Probation period, your performance will be reviewed by your Supervisor. If the performance is found to be satisfactory, and there are positions vacant for your roles, you will be considered for regular employment with the Company.

You will have to abide by the Company's code of conduct during your probation period.

Kindly sign the duplicate copy of this letter as a token of having received its original and acceptance of the same.

We warmly welcome you and hope that you make this period beneficial. If you are unable to join on the said date, the offer for the job will stand null and void.

***Please ensure to bring your Original Documents on the Date of Joining for the verification.**

Yours sincerely,

FOR MEDUSIND SOLUTIONS INDIA PRIVATE LIMITED

Kranti Munje
Chief Human Resources Officer



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



OFFER OF EMPLOYMENT

Ms. Berlin B
Chennai

OCT 26, 2020

Dear Berlin B,

Further to our discussions, the Management is pleased to appoint you as **Trainee Engineer** of QuEST Global Engineering Services Private Limited. ("QuEST"), on the following terms and conditions:

1. Designation

Trainee Engineer

2. Band

1E

3. Reporting Structure

You will be reporting to the **Senior Manager**.

4. Emoluments & Leave

Your annual Total Gross Salary (TGS) would be **INR.300000/- (Rupees Three Lakh Only)**. The details of your remuneration are as detailed in Annexure – I. Your annual emolument will be inclusive of Employer's Contribution to Provident Fund. The above emolument may, however, be split up into Basic Salary, and other allowances later, without adversely affecting your total consolidated emoluments. QuEST will deduct from your total emoluments such amounts as are required to be deducted at source under the Income Tax Act or any other applicable law for the time being in force in India

Leave

As per the rules of QuEST in force from time to time.

5. Medical Benefits

You will be entitled to medical insurance coverage as per the rules of QuEST, in force from time to time.



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Thirupachur, Thiruvallur - 631 203

QuEST Global Engineering Services Private Limited

Reg. off. Address: AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

Communication address: QuEST Towers, Plot No. 73 and 74, Technopark campus, Thiruvanthapuram, Kerala-695581



Upon joining us, you are required to sign QuEST's standard agreements including Non-competition and Non disclosure agreement, along with 2 Years' Service Agreement. Employee(s), whose spouse(s)/partner(s) or immediate family member(s) is/are part of competitor companies, with QuEST, shall have more obligations to maintain QuEST information in Confidence since they are privy to some highly sensitive business information that shouldn't be shared with competitors. The employee is obligated to keep QuEST informed about the company in which his/her spouse/partner/immediate family member (Parents/Siblings/Children) is/are working, when there is prima facie conflict of interest, by writing to HR-Policy@quest-global.com.

While reporting for duty, you must produce the originals along with certified copies of the following:

- a) Educational certificates/mark sheets* (X, XII, Diploma, Degree, post-Graduation)
- b) Passport photo copy
- c) Three passport size latest photographs
- d) Service Certificate, if any.
- e) Relieving letter from your present employer.
- f) Pan card & Aadhar submission is mandatory
- g) ID proof containing your signature viz., Driving License, Passport, PAN Card etc.

*In the case of candidates joining the organization before the publication of the results of their qualifying academic program, the required certificates must be submitted within 3 months of the joining date.

In the event of issues found in Background Verification Check or non-obtaining the level of % mentioned hereinabove during final results of relevant specific program, QuEST shall be at liberty revoke this Offer of employment with immediate effect.

If the above conditions are acceptable to you, please note that this offer is effective from **June, 2021**. Kindly confirm acceptance by signing and returning the duplicate of this letter.

This offer to join QuEST will expire if offer acceptance is not confirmed in writing within two (2) working days of offer release and/or in case of not reporting on the offer effective date.

We extend our warm welcome and look forward to a long and successful association between you and QuEST Global Engineering Services Private Limited.

For QuEST Global Engineering Services Private Limited,

Jagadish Kadagatti
Manager - Talent Acquisition

QuEST Global Engineering Services Private Limited

Reg. off. Address: AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Beigaum KA 591245 IN CIN: U74900KA2014PTC076219

Communication address: QuEST Towers, Plot No. 73 and 74, Technopark campus, Thiruvanthapuram, Kerala- 695581

Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com



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Thirupachur, Thiruvallur - 631 203



Temenos Offer

September 23, 2020 (MM/DD/YYYY)

Dear **Bommi.R**
 No.164, Ellaiyamman Kovil Street,
 Thirupachur-631203

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: **October 1, 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 INDIA, 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 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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Thirupachur, Thiruvallur - 631 203

ANNEXURE I - Salary Structure

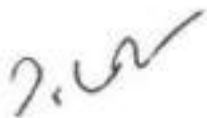
Your salary structure would be as indicated below:

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

Ms. Deepika M
Thirupachur

Dear Deepika M,

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/HR/03/2020



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Handwritten signature

Contid...2...

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• **Base Compensation Components:**

Designation	: Software Engineer	
Effective	: May 20, 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 Company Contribution	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.

Deepika 20.05.2020
Signature & Date

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Shri Venkateswara College
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203





Medusind

5th Floor,
The Great Oasis,
D-13, Street 21, MIDC,
Marol, Ancheri (East),
Mumbai - 400093.

☎ 800 407 0106
☎ +91(22)6666 4700
☎ +91(22)6666 4701
info@medusind.com

305

Date: 21st November 2020.

To: Devika V,
Thiruvallur-631204.

Dear Devika,

This has reference to your application and subsequent interview you had with us. We are pleased to offer you the position of **Project Trainee** for our **Chennai Office** at the below address.

8th Floor, Prestige Centre Court, The Forum Vijaya mall, No.183, NSK Salai, Arcot Road, Vadapalani, Chennai, Tamil Nadu 600026.

The first 6 months from the DOJ & your salary for the training period will be **Rs. 3,00,000/- (Three Lakhs Rupees only) per annum.**

You are required to join the Organization for your training starts on or before **2nd Jul 2021**. On joining, please hand over copies of your age proof, qualification certificates, three passport-size photographs, cancelled cheque of your personal bank account, and a letter from your institute for enrolling for the position. You are required to produce a letter from your Supervisor/Head of Department/Principal/ Institute, indicating your status in the Institution and "No Objection" for allowing you to undergo an Internship program for a period of six months.

On completion of the Probation period, your performance will be reviewed by your Supervisor. If the performance is found to be satisfactory, and there are positions vacant for your roles, you will be considered for regular employment with the Company.

You will have to abide by the Company's code of conduct during your probation period.

Kindly sign the duplicate copy of this letter as a token of having received its original and acceptance of the same.

We warmly welcome you and hope that you make this period beneficial. If you are unable to join on the said date, the offer for the job will stand null and void.

***Please ensure to bring your Original Documents on the Date of Joining for the verification.**

Yours sincerely,

FOR MEDUSIND SOLUTIONS INDIA PRIVATE LIMITED

Kranti Munje
Chief Human Resources Officer



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Engineering and Technology.
Thirupachur, Thiruvallur - 631 203



306
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
May 20, 2020

Ms.Dharani S
Tiruvallur

Dear Dharani 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 350,000/-**

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

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

The terms and conditions governing your employment are as under:

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



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Contd..2...

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• **Base Compensation Components:**

Designation	: Software Engineer	
Effective	: May 20, 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 Company Contribution	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



OFFER OF EMPLOYMENT

Mr.Dinesh .S.R
Chennai

OCT 26, 2020

Dear Dinesh .S.R,

Further to our discussions, the Management is pleased to appoint you as **Trainee Engineer** of QuEST Global Engineering Services Private Limited, ("QuEST"), on the following terms and conditions:

1. Designation

Trainee Engineer

2. Band

1E

3. Reporting Structure

You will be reporting to the **Senior Manager**.

4. Emoluments & Leave

Your annual Total Gross Salary (TGS) would be **INR.300000/- (Rupees Three Lakh Only)**. The details of your remuneration are as detailed in Annexure – I. Your annual emolument will be inclusive of Employer's Contribution to Provident Fund. The above emolument may, however, be split up into Basic Salary, and other allowances later, without adversely affecting your total consolidated emoluments. QuEST will deduct from your total emoluments such amounts as are required to be deducted at source under the Income Tax Act or any other applicable law for the time being in force in India

Leave

As per the rules of QuEST in force from time to time.

5. Medical Benefits

You will be entitled to medical insurance coverage as per the rules of QuEST, in force from time to time.



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QuEST Global Engineering Services Private Limited

Reg. off. Address: AEQU Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

Communication address: QuEST Towers, Plot No. 73 and 74, Technopark campus, Thiruvanthapuram, Kerala-695581



Upon joining us, you are required to sign QuEST's standard agreements including Non-competition and Non disclosure agreement, along with 2 Years' Service Agreement. Employee(s), whose spouse(s)/partner(s) or immediate family member(s) is/are part of competitor companies, with QuEST, shall have more obligations to maintain QuEST information in Confidence since they are privy to some highly sensitive business information that shouldn't be shared with competitors. The employee is obligated to keep QuEST informed about the company in which his/her spouse/partner/immediate family member (Parents/Siblings/Children) is/are working, when there is prima facie conflict of interest, by writing to HR-Policy@quest-global.com.

While reporting for duty, you must produce the originals along with certified copies of the following:

- a) Educational certificates/mark sheets* (X, XII, Diploma, Degree, post-Graduation)
- b) Passport photo copy
- c) Three passport size latest photographs
- d) Service Certificate, if any.
- e) Relieving letter from your present employer.
- f) Pan card & Aadhar submission is mandatory
- g) ID proof containing your signature viz., Driving License, Passport, PAN Card etc.

*In the case of candidates joining the organization before the publication of the results of their qualifying academic program, the required certificates must be submitted within 3 months of the joining date.

In the event of issues found in Background Verification Check or non-obtaining the level of % mentioned hereinabove during final results of relevant specific program, QuEST shall be at liberty revoke this Offer of employment with immediate effect.

If the above conditions are acceptable to you, please note that this offer is effective from **June, 2021**. Kindly confirm acceptance by signing and returning the duplicate of this letter.

This offer to join QuEST will expire if offer acceptance is not confirmed in writing within two (2) working days of offer release and/or in case of not reporting on the offer effective date.

We extend our warm welcome and look forward to a long and successful association between you and QuEST Global Engineering Services Private Limited.

For QuEST Global Engineering Services Private Limited,

Jagadish Kadagatti
Manager - Talent Acquisition

QuEST Global Engineering Services Private Limited

Reg. off. Address: AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

Communication address: QuEST Towers, Plot No. 73 and 74, Technopark campus, Thiruvanthapuram, Kerala- 695581

Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com



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Thirupachur, Thiruvallur - 631 203

Ms. Gayathri Y
Tiruvallur.

Personal and Confidential
May 20, 2020

Dear Gayathri Y,

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.

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- 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	: May 20, 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 Company Contribution	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.

Gyanjyoti 20/5/20
Signature & Date



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



Medusind

6th Floor,
The Great Oasis,
D-13, Street 21, MIDC,
Marol, Andheri (East),
Mumbai - 400093.

0 800 407 0106
0 +91(22)6666 4700
F +91(22)6666 4701
info@medusind.com

309

Date: 21st November 2020.

To: Haripriya M,
Chennai-600028.

Dear Haripriya,

This has reference to your application and subsequent interview you had with us. We are pleased to offer you the position of **Project Trainee** for our **Chennai Office** at the below address.

8th Floor, Prestige Centre Court, The Forum Vijaya mall, No.183, NSK Salai, Arcot Road, Vadapalani, Chennai, Tamil Nadu 600026.

The first 6 months from the DOJ & your salary for the training period will be **Rs. 3,00,000/- (Three Lakhs Rupees only) per annum.**

You are required to join the Organization for your training starts on or before **2nd Jul 2021**. On joining, please hand over copies of your age proof, qualification certificates, three passport-size photographs, cancelled cheque of your personal bank account, and a letter from your institute for enrolling for the position. You are required to produce a letter from your Supervisor/Head of Department/Principal/ Institute, indicating your status in the Institution and "No Objection" for allowing you to undergo an Internship program for a period of six months.

On completion of the Probation period, your performance will be reviewed by your Supervisor. If the performance is found to be satisfactory, and there are positions vacant for your roles, you will be considered for regular employment with the Company.

You will have to abide by the Company's code of conduct during your probation period.

Kindly sign the duplicate copy of this letter as a token of having received its original and acceptance of the same.

We warmly welcome you and hope that you make this period beneficial. If you are unable to join on the said date, the offer for the job will stand null and void.

***Please ensure to bring your Original Documents on the Date of Joining for the verification.**

Yours sincerely,

FOR MEDUSIND SOLUTIONS INDIA PRIVATE LIMITED

Kranti Munje
Chief Human Resources Officer



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Thirupachur, Thiruvallur - 631 203



OFFER OF EMPLOYMENT

Mr. Imran A
Chennai

OCT 26, 2020

Dear Imran A,

Further to our discussions, the Management is pleased to appoint you as **Trainee Engineer** of QuEST Global Engineering Services Private Limited. ("QuEST"), on the following terms and conditions:

1. Designation

Trainee Engineer

2. Band

1E

3. Reporting Structure

You will be reporting to the **Senior Manager**.

4. Emoluments & Leave

Your annual Total Gross Salary (TGS) would be **INR.300000/- (Rupees Three Lakh Only)**. The details of your remuneration are as detailed in Annexure – I. Your annual emolument will be inclusive of Employer's Contribution to Provident Fund. The above emolument may, however, be split up into Basic Salary, and other allowances later, without adversely affecting your total consolidated emoluments. QuEST will deduct from your total emoluments such amounts as are required to be deducted at source under the Income Tax Act or any other applicable law for the time being in force in India

Leave

As per the rules of QuEST in force from time to time.

5. Medical Benefits

You will be entitled to medical insurance coverage as per the rules of QuEST, in force from time to time.



[Signature]
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Thirupachur, Thiruvallur - 631 203

QuEST Global Engineering Services Private Limited Thirupachur, Thiruvallur - 631 203

Reg. off. Address: AÉQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA
591245 IN CIN: U74900KA2014PTC076219

Communication address: QuEST Towers, Plot No. 73 and 74, Technopark campus, Thiruvanthapuram, Kerala- 695581



Upon joining us, you are required to sign QuEST's standard agreements including Non-competition and Non disclosure agreement, along with 2 Years' Service Agreement. Employee(s), whose spouse(s)/partner(s) or immediate family member(s) is/are part of competitor companies, with QuEST, shall have more obligations to maintain QuEST information in Confidence since they are privy to some highly sensitive business information that shouldn't be shared with competitors. The employee is obligated to keep QuEST informed about the company in which his/her spouse/partner/immediate family member (Parents/Siblings/Children) is/are working, when there is prima facie conflict of interest, by writing to HR-Policy@quest-global.com.

While reporting for duty, you must produce the originals along with certified copies of the following:

- a) Educational certificates/mark sheets* (X, XII, Diploma, Degree, post-Graduation)
- b) Passport photo copy
- c) Three passport size latest photographs
- d) Service Certificate, if any.
- e) Relieving letter from your present employer.
- f) Pan card & Aadhar submission is mandatory
- g) ID proof containing your signature viz., Driving License, Passport, PAN Card etc.

*In the case of candidates joining the organization before the publication of the results of their qualifying academic program, the required certificates must be submitted within 3 months of the joining date.

In the event of issues found in Background Verification Check or non-obtaining the level of % mentioned hereinabove during final results of relevant specific program, QuEST shall be at liberty revoke this Offer of employment with immediate effect.

If the above conditions are acceptable to you, please note that this offer is effective from **June, 2021**. Kindly confirm acceptance by signing and returning the duplicate of this letter.

This offer to join QuEST will expire if offer acceptance is not confirmed in writing within two (2) working days of offer release and/or in case of not reporting on the offer effective date.

We extend our warm welcome and look forward to a long and successful association between you and QuEST Global Engineering Services Private Limited.

For QuEST Global Engineering Services Private Limited,

Jagadish Kadagatti
Manager - Talent Acquisition

QuEST Global Engineering Services Private Limited

Reg. off. Address: AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

Communication address: QuEST Towers, Plot No. 73 and 74, Technopark campus, Thiruvanthapuram, Kerala- 695581

Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com



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Temenos Offer

September 23, 2020 (MM/DD/YYYY)

Dear Janani.R
No,12 Arumbakkam,
Thiruvallur-602023

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: **October 1, 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".

h. 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

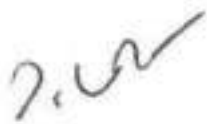
Your salary structure would be as indicated below:

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 OF EMPLOYMENT

312

Ms.Kamatchi S
Chennai

OCT 26, 2020

Dear Kamatchi S,

Further to our discussions, the Management is pleased to appoint you as **Trainee Engineer** of QuEST Global Engineering Services Private Limited. ("QuEST"), on the following terms and conditions:

1. Designation

Trainee Engineer

2. Band

1E

3. Reporting Structure

You will be reporting to the **Senior Manager**.

4. Emoluments & Leave

Your annual Total Gross Salary (TGS) would be **INR.300000/- (Rupees Three Lakh Only)**. The details of your remuneration are as detailed in Annexure - I. Your annual emolument will be inclusive of Employer's Contribution to Provident Fund. The above emolument may, however, be split up into Basic Salary, and other allowances later, without adversely affecting your total consolidated emoluments. QuEST will deduct from your total emoluments such amounts as are required to be deducted at source under the Income Tax Act or any other applicable law for the time being in force in India

Leave

As per the rules of QuEST in force from time to time.

5. Medical Benefits

You will be entitled to medical insurance coverage as per the rules of QuEST, in force from time to time.




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QuEST Global Engineering Services Private Limited

Reg. off. Address: AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

Communication address: QuEST Towers, Plot No. 73 and 74, Technopark campus, Thiruvanthapuram, Kerala- 695581



Upon joining us, you are required to sign QuEST's standard agreements including Non-competition and Non disclosure agreement, along with 2 Years' Service Agreement. Employee(s), whose spouse(s)/partner(s) or immediate family member(s) is/are part of competitor companies, with QuEST, shall have more obligations to maintain QuEST information in Confidence since they are privy to some highly sensitive business information that shouldn't be shared with competitors. The employee is obligated to keep QuEST informed about the company in which his/her spouse/partner/immediate family member (Parents/Siblings/Children) is/are working, when there is prima facie conflict of interest, by writing to HR-Policy@quest-global.com.

While reporting for duty, you must produce the originals along with certified copies of the following:

- Educational certificates/mark sheets* (X, XII, Diploma, Degree, post-Graduation)
- Passport photo copy
- Three passport size latest photographs
- Service Certificate, if any.
- Relieving letter from your present employer.
- Pan card & Aadhar submission is mandatory
- ID proof containing your signature viz., Driving License, Passport, PAN Card etc.

*In the case of candidates joining the organization before the publication of the results of their qualifying academic program, the required certificates must be submitted within 3 months of the joining date.

In the event of issues found in Background Verification Check or non-obtaining the level of % mentioned hereinabove during final results of relevant specific program, QuEST shall be at liberty revoke this Offer of employment with immediate effect.

If the above conditions are acceptable to you, please note that this offer is effective from **June, 2021**. Kindly confirm acceptance by signing and returning the duplicate of this letter.

This offer to join QuEST will expire if offer acceptance is not confirmed in writing within two (2) working days of offer release and/or in case of not reporting on the offer effective date.

We extend our warm welcome and look forward to a long and successful association between you and QuEST Global Engineering Services Private Limited.

For QuEST Global Engineering Services Private Limited,

Jagadish Kadagatti
Manager - Talent Acquisition



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Marol, Andheri (East),
Mumbai - 400093.

Q 800.407.0108
O +91(22)6666.4700
F +91(22)6666.4701
info@medusind.com

313

Date: 21st November 2020.

To: Kotteeswaran V,
Chennai-600082.

Dear Kotteeswaran,

This has reference to your application and subsequent interview you had with us. We are pleased to offer you the position of **Project Trainee** for our **Chennai Office** at the below address.

8th Floor, Prestige Centre Court, The Forum Vijaya mall, No.183, NSK Salai, Arcot Road, Vadapalani, Chennai, Tamil Nadu 600026.

The first 6 months from the DOJ & your salary for the training period will be **Rs. 3,00,000/- (Three Lakhs Rupees only) per annum.**

You are required to join the Organization for your training starts on or before **2nd Jul 2021**. On joining, please hand over copies of your age proof, qualification certificates, three passport-size photographs, cancelled cheque of your personal bank account, and a letter from your institute for enrolling for the position. You are required to produce a letter from your Supervisor/Head of Department/Principal/ Institute, indicating your status in the Institution and "No Objection" for allowing you to undergo an internship program for a period of six months.

On completion of the Probation period, your performance will be reviewed by your Supervisor. If the performance is found to be satisfactory, and there are positions vacant for your roles, you will be considered for regular employment with the Company.

You will have to abide by the Company's code of conduct during your probation period.

Kindly sign the duplicate copy of this letter as a token of having received its original and acceptance of the same.

We warmly welcome you and hope that you make this period beneficial. If you are unable to join on the said date, the offer for the job will stand null and void.

***Please ensure to bring your Original Documents on the Date of Joining for the verification.**

Yours sincerely,

FOR MEDUSIND SOLUTIONS INDIA PRIVATE LIMITED

Kranti Munje

Chief Human Resources Officer



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Engineering and Technology,
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Marol Andheri (East),
Mumbai - 400093.

D 000.407.0105
O +91(22)6666.4700
F +91(22)6666.4701
info@medusind.com

314

Date: 21st November 2020.

To: Kurothana Gandhi V P R,
Chennai-600079.

Dear Kurothana Gandhi,

This has reference to your application and subsequent interview you had with us. We are pleased to offer you the position of **Project Trainee** for our **Chennai Office** at the below address.

8th Floor, Prestige Centre Court, The Forum Vijaya mall, No.183, NSK Salai, Arcot Road, Vadapalani, Chennai, Tamil Nadu 600026.

The first 6 months from the DOJ & your salary for the training period will be **Rs. 3,00,000/- (Three Lakhs Rupees only) per annum.**

You are required to join the Organization for your training starts on or before **2nd Jul 2021**. On joining, please hand over copies of your age proof, qualification certificates, three passport-size photographs, cancelled cheque of your personal bank account, and a letter from your institute for enrolling for the position. You are required to produce a letter from your Supervisor/Head of Department/Principal/ Institute, indicating your status in the Institution and "No Objection" for allowing you to undergo an Internship program for a period of six months.

On completion of the Probation period, your performance will be reviewed by your Supervisor. If the performance is found to be satisfactory, and there are positions vacant for your roles, you will be considered for regular employment with the Company.

You will have to abide by the Company's code of conduct during your probation period.

Kindly sign the duplicate copy of this letter as a token of having received its original and acceptance of the same.

We warmly welcome you and hope that you make this period beneficial. If you are unable to join on the said date, the offer for the job will stand null and void.

***Please ensure to bring your Original Documents on the Date of Joining for the verification.**


Yours sincerely,

FOR MEDUSIND SOLUTIONS INDIA PRIVATE LIMITED

Kranti Munje

Chief Human Resources Officer




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



OFFER OF EMPLOYMENT

315

Ms.Lalitha B
Tiruvallur

OCT 26, 2020

Dear Lalitha B,

Further to our discussions, the Management is pleased to appoint you as **Trainee Engineer** of QuEST Global Engineering Services Private Limited. ("QuEST"), on the following terms and conditions:

1. Designation

Trainee Engineer

2. Band

1E

3. Reporting Structure

You will be reporting to the **Senior Manager**.

4. Emoluments & Leave

Your annual Total Gross Salary (TGS) would be **INR.300000/- (Rupees Three Lakh Only)**. The details of your remuneration are as detailed in Annexure – I. Your annual emolument will be inclusive of Employer's Contribution to Provident Fund. The above emolument may, however, be split up into Basic Salary, and other allowances later, without adversely affecting your total consolidated emoluments. QuEST will deduct from your total emoluments such amounts as are required to be deducted at source under the Income Tax Act or any other applicable law for the time being in force in India.

Leave

As per the rules of QuEST in force from time to time.

5. Medical Benefits

You will be entitled to medical insurance coverage as per the rules of QuEST, in force from time to time.




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QuEST Global Engineering Services Private Limited

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591245 IN CIN: U74900KA2014PTC076219

Communication address: QuEST Towers, Plot No. 73 and 74, Technopark campus, Thiruvanthapuram, Kerala- 695581



Upon joining us, you are required to sign QuEST's standard agreements including Non-competition and Non disclosure agreement, along with 2 Years' Service Agreement. Employee(s), whose spouse(s)/partner(s) or immediate family member(s) is/are part of competitor companies, with QuEST, shall have more obligations to maintain QuEST information in Confidence since they are privy to some highly sensitive business information that shouldn't be shared with competitors. The employee is obligated to keep QuEST informed about the company in which his/her spouse/partner/immediate family member (Parents/Siblings/Children) is/are working, when there is prima facie conflict of interest, by writing to HR-Policy@quest-global.com.

While reporting for duty, you must produce the originals along with certified copies of the following:

- Educational certificates/mark sheets* (X, XII, Diploma, Degree, post-Graduation)
- Passport photo copy
- Three passport size latest photographs
- Service Certificate, if any.
- Relieving letter from your present employer.
- Pan card & Aadhar submission is mandatory
- ID proof containing your signature viz., Driving License, Passport, PAN Card etc.

*In the case of candidates joining the organization before the publication of the results of their qualifying academic program, the required certificates must be submitted within 3 months of the joining date.

In the event of issues found in Background Verification Check or non-obtaining the level of % mentioned hereinabove during final results of relevant specific program, QuEST shall be at liberty revoke this Offer of employment with immediate effect.

If the above conditions are acceptable to you, please note that this offer is effective from **June, 2021**. Kindly confirm acceptance by signing and returning the duplicate of this letter.

This offer to join QuEST will expire if offer acceptance is not confirmed in writing within two (2) working days of offer release and/or in case of not reporting on the offer effective date.

We extend our warm welcome and look forward to a long and successful association between you and QuEST Global Engineering Services Private Limited.

For QuEST Global Engineering Services Private Limited,

Jagadish Kadagatti
Manager - Talent Acquisition


QuEST Global Engineering Services Private Limited

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Temenos Offer

September 23, 2020 (MM/DD/YYYY)

Dear **Lionel Mathew.E**
No,132 Perummal Kovil Street,
Kovam,Thiruvallur-631402

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: **October 1, 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 City 2 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 Mediciam (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.

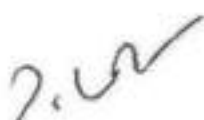
20. **Validity of the Offer:** Offer of employment is subject to the following

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 Comerstone 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

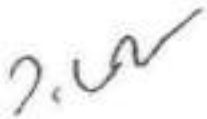
Your salary structure would be as indicated below:

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 OF EMPLOYMENT

317

Ms.Mageshwari V
Tirutani

OCT 26, 2020

Dear Mageshwari V,

Further to our discussions, the Management is pleased to appoint you as **Trainee Engineer** of QuEST Global Engineering Services Private Limited. ("QuEST"), on the following terms and conditions:

1. Designation

Trainee Engineer

2. Band

1E

3. Reporting Structure

You will be reporting to the Senior Manager.

4. Emoluments & Leave

Your annual Total Gross Salary (TGS) would be **INR.300000/- (Rupees Three Lakh Only)**. The details of your remuneration are as detailed in Annexure – I. Your annual emolument will be inclusive of Employer's Contribution to Provident Fund. The above emolument may, however, be split up into Basic Salary, and other allowances later, without adversely affecting your total consolidated emoluments. QuEST will deduct from your total emoluments such amounts as are required to be deducted at source under the Income Tax Act or any other applicable law for the time being in force in India.


Leave

As per the rules of QuEST in force from time to time.

5. Medical Benefits

You will be entitled to medical insurance coverage as per the rules of QuEST, in force from time to time.




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QuEST Global Engineering Services Private Limited

Reg. off. Address: AECUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA
591245 IN CIN: U74900KA2014PTC076219

Communication address: QuEST Towers, Plot No. 73 and 74, Technopark campus, Thiruvanthapuram, Kerala- 695581



Upon joining us, you are required to sign QuEST's standard agreements including Non-competition and Non disclosure agreement, along with 2 Years' Service Agreement. Employee(s), whose spouse(s)/partner(s) or immediate family member(s) is/are part of competitor companies, with QuEST, shall have more obligations to maintain QuEST information in Confidence since they are privy to some highly sensitive business information that shouldn't be shared with competitors. The employee is obligated to keep QuEST informed about the company in which his/her spouse/partner/immediate family member (Parents/Siblings/Children) is/are working, when there is prima facie conflict of interest, by writing to HR-Policy@quest-global.com.

While reporting for duty, you must produce the originals along with certified copies of the following:

- Educational certificates/mark sheets* (X, XII, Diploma, Degree, post-Graduation)
- Passport photo copy
- Three passport size latest photographs
- Service Certificate, if any.
- Relieving letter from your present employer.
- Pan card & Aadhar submission is mandatory
- ID proof containing your signature viz., Driving License, Passport, PAN Card etc.

*In the case of candidates joining the organization before the publication of the results of their qualifying academic program, the required certificates must be submitted within 3 months of the joining date.

In the event of issues found in Background Verification Check or non-obtaining the level of % mentioned hereinabove during final results of relevant specific program, QuEST shall be at liberty revoke this Offer of employment with immediate effect.

If the above conditions are acceptable to you, please note that this offer is effective from **June, 2021**. Kindly confirm acceptance by signing and returning the duplicate of this letter.

This offer to join QuEST will expire if offer acceptance is not confirmed in writing within two (2) working days of offer release and/or in case of not reporting on the offer effective date.

We extend our warm welcome and look forward to a long and successful association between you and QuEST Global Engineering Services Private Limited.

For QuEST Global Engineering Services Private Limited,

Jagadish Kadagatti
Manager - Talent Acquisition

QuEST Global Engineering Services Private Limited

Reg. off. Address: AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

Communication address: QuEST Towers, Plot No. 73 and 74, Technopark campus, Thiruvanthapuram, Kerala- 695581

Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com



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Ms. Mahalakshmi M
Chennai

Dear Mahalakshmi M,

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 350,000/-**

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

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

The terms and conditions governing your employment are as under:

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



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• **Base Compensation Components:**

Designation	: Software Engineer	
Effective	: May 20, 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 Company Contribution	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.



M. H. 20/5/20
Signature & Date



PRINCIPAL

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

Date: 21st November 2020.

To: Malarvizhi M,
Chennai-600054.

Dear Malarvizhi,

This has reference to your application and subsequent interview you had with us. We are pleased to offer you the position of **Project Trainee** for our **Chennai Office** at the below address.

8th Floor, Prestige Centre Court, The Forum Vijaya mall, No.183, NSK Salai, Arcot Road, Vadapalani, Chennai, Tamil Nadu 600026.

The first 6 months from the DOJ & your salary for the training period will be **Rs. 3,00,000/- (Three Lakhs Rupees only) per annum.**

You are required to join the Organization for your training starts on or before **2nd Jul 2021**. On joining, please hand over copies of your age proof, qualification certificates, three passport-size photographs, cancelled cheque of your personal bank account, and a letter from your institute for enrolling for the position. You are required to produce a letter from your Supervisor/Head of Department/Principal/ Institute, indicating your status in the Institution and "No Objection" for allowing you to undergo an Internship program for a period of six months.

On completion of the Probation period, your performance will be reviewed by your Supervisor. If the performance is found to be satisfactory, and there are positions vacant for your roles, you will be considered for regular employment with the Company.

You will have to abide by the Company's code of conduct during your probation period.

Kindly sign the duplicate copy of this letter as a token of having received its original and acceptance of the same.

We warmly welcome you and hope that you make this period beneficial. If you are unable to join on the said date, the offer for the job will stand null and void.

***Please ensure to bring your Original Documents on the Date of Joining for the verification.**

Yours sincerely,

FOR MEDUSIND SOLUTIONS INDIA PRIVATE LIMITED


Kranti Murje

Chief Human Resources Officer




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Thirupachur, Thiruvallur - 631 203



OFFER OF EMPLOYMENT

Mr. Manikandan S
Tiruvallur

OCT 26, 2020

Dear Manikandan S,

Further to our discussions, the Management is pleased to appoint you as Trainee Engineer of QuEST Global Engineering Services Private Limited. ("QuEST"), on the following terms and conditions:

1. Designation

Trainee Engineer

2. Band

1E

3. Reporting Structure

You will be reporting to the **Senior Manager**.

4. Emoluments & Leave

Your annual Total Gross Salary (TGS) would be **INR.300000/- (Rupees Three Lakh Only)**. The details of your remuneration are as detailed in Annexure – I. Your annual emolument will be inclusive of Employer's Contribution to Provident Fund. The above emolument may, however, be split up into Basic Salary, and other allowances later, without adversely affecting your total consolidated emoluments. QuEST will deduct from your total emoluments such amounts as are required to be deducted at source under the Income Tax Act or any other applicable law for the time being in force in India.

Leave

As per the rules of QuEST in force from time to time.

5. Medical Benefits

You will be entitled to medical insurance coverage as per the rules of QuEST, in force from time to time.



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Thirupachur, Tiruvallur - 631 203

QuEST Global Engineering Services Private Limited

Reg. off. Address: AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA
591245 IN CIN: U74900KA2014PTC076219

Communication address: QuEST Towers, Plot No. 73 and 74, Technopark campus, Thiruvanthapuram, Kerala- 695581



Upon joining us, you are required to sign QuEST's standard agreements including Non-competition and Non disclosure agreement, along with 2 Years' Service Agreement. Employee(s), whose spouse(s)/partner(s) or immediate family member(s) is/are part of competitor companies, with QuEST, shall have more obligations to maintain QuEST information in Confidence since they are privy to some highly sensitive business information that shouldn't be shared with competitors. The employee is obligated to keep QuEST informed about the company in which his/her spouse/partner/immediate family member (Parents/Siblings/Children) is/are working, when there is prima facie conflict of interest, by writing to HR-Policy@quest-global.com.

While reporting for duty, you must produce the originals along with certified copies of the following:

- Educational certificates/mark sheets* (X, XII, Diploma, Degree, post-Graduation)
- Passport photo copy
- Three passport size latest photographs
- Service Certificate, if any.
- Relieving letter from your present employer.
- Pan card & Aadhar submission is mandatory
- ID proof containing your signature viz., Driving License, Passport, PAN Card etc.

*In the case of candidates joining the organization before the publication of the results of their qualifying academic program, the required certificates must be submitted within 3 months of the joining date.

In the event of issues found in Background Verification Check or non-obtaining the level of % mentioned hereinabove during final results of relevant specific program, QuEST shall be at liberty revoke this Offer of employment with immediate effect.

If the above conditions are acceptable to you, please note that this offer is effective from **June, 2021**. Kindly confirm acceptance by signing and returning the duplicate of this letter.

This offer to join QuEST will expire if offer acceptance is not confirmed in writing within two (2) working days of offer release and/or in case of not reporting on the offer effective date.

We extend our warm welcome and look forward to a long and successful association between you and QuEST Global Engineering Services Private Limited.

For QuEST Global Engineering Services Private Limited,

Jagadish Kadagatti
Manager - Talent Acquisition

QuEST Global Engineering Services Private Limited

Reg. off. Address: AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

Communication address: QuEST Towers, Plot No. 73 and 74, Technopark campus, Thiruvanthapuram, Kerala- 695581

Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com



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Temenos Offer

September 23, 2020 (MM/DD/YYYY)

Dear Mathiyazhagi.K
N0.85,Mrh Road, Madhavaram,
Chennai-600060

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: **October 1, 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).

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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.

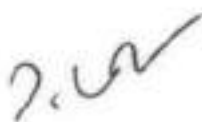
20. Validity of the Offer: Offer of employment is subject to the following

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

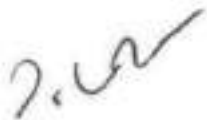
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Basic	180,000.00
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Total (A)	290,000.00
B - Other benefits	
Employer's contribution to Provident Fund (12% on Basic) as per law	33,000.00
Contribution to Gratuity as per law	13,221.00
Superannuation*	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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Sri Venkateswara College o
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

Ms.Nishali N
Chennai

Dear Nishali N,

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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• **Base Compensation Components:**

Designation	: Software Engineer	
Effective	: May 20, 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 Company Contribution	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 Plan²: 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.

N. Venkateswara 20-05-2020
Signature & Date



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Engineering and Technology
Thirupachur, Thiruvallur - 631 203



OFFER OF EMPLOYMENT

Ms.Prathiba B
Tiruvallur

OCT 26, 2020

Dear Prathiba B,

Further to our discussions, the Management is pleased to appoint you as **Trainee Engineer** of QuEST Global Engineering Services Private Limited. ("QuEST"), on the following terms and conditions:

1. Designation

Trainee Engineer

2. Band

1E

3. Reporting Structure

You will be reporting to the **Senior Manager**.

4. Emoluments & Leave

Your annual Total Gross Salary (TGS) would be **INR.300000/- (Rupees Three Lakh Only)**. The details of your remuneration are as detailed in Annexure – I. Your annual emolument will be inclusive of Employer's Contribution to Provident Fund. The above emolument may, however, be split up into Basic Salary, and other allowances later, without adversely affecting your total consolidated emoluments. QuEST will deduct from your total emoluments such amounts as are required to be deducted at source under the Income Tax Act or any other applicable law for the time being in force in India

Leave

As per the rules of QuEST in force from time to time.

5. Medical Benefits

You will be entitled to medical insurance coverage as per the rules of QuEST, in force from time to time.



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QuEST Global Engineering Services Private Limited

Reg. off. Address: AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

Communication address: QuEST Towers, Plot No. 73 and 74, Technopark campus, Thiruvanthapuram, Kerala- 695581



Upon joining us, you are required to sign QuEST's standard agreements including Non-competition and Non disclosure agreement, along with 2 Years' Service Agreement. Employee(s), whose spouse(s)/partner(s) or immediate family member(s) is/are part of competitor companies, with QuEST, shall have more obligations to maintain QuEST information in Confidence since they are privy to some highly sensitive business information that shouldn't be shared with competitors. The employee is obligated to keep QuEST informed about the company in which his/her spouse/partner/immediate family member (Parents/Siblings/Children) is/are working, when there is prima facie conflict of interest, by writing to HR-Policy@quest-global.com.

While reporting for duty, you must produce the originals along with certified copies of the following:

- Educational certificates/mark sheets* (X, XII, Diploma, Degree, post-Graduation)
- Passport photo copy
- Three passport size latest photographs
- Service Certificate, if any.
- Relieving letter from your present employer.
- Pan card & Aadhar submission is mandatory
- ID proof containing your signature viz., Driving License, Passport, PAN Card etc.

*In the case of candidates joining the organization before the publication of the results of their qualifying academic program, the required certificates must be submitted within 3 months of the joining date.

In the event of issues found in Background Verification Check or non-obtaining the level of % mentioned hereinabove during final results of relevant specific program, QuEST shall be at liberty revoke this Offer of employment with immediate effect.

If the above conditions are acceptable to you, please note that this offer is effective from **June, 2021**. Kindly confirm acceptance by signing and returning the duplicate of this letter.

This offer to join QuEST will expire if offer acceptance is not confirmed in writing within two (2) working days of offer release and/or in case of not reporting on the offer effective date.

We extend our warm welcome and look forward to a long and successful association between you and QuEST Global Engineering Services Private Limited.

For QuEST Global Engineering Services Private Limited,

Jagadish Kadagatti
Manager - Talent Acquisition



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591245 IN CIN: U74900KA2014PTC076219

Communication address: QuEST Towers, Plot No. 73 and 74, Technopark campus, Thiruvanthapuram, Kerala- 695581

Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com

Date: 21st November 2020.

To: Preetha B,
Chennai-600102.

Dear Preetha,

This has reference to your application and subsequent interview you had with us. We are pleased to offer you the position of **Project Trainee** for our **Chennai Office** at the below address.

8th Floor, Prestige Centre Court, The Forum Vijaya mall, No.183, NSK Salai, Arcot Road, Vadapalani, Chennai, Tamil Nadu 600026.

The first 6 months from the DOJ & your salary for the training period will be **Rs. 3,00,000/- (Three Lakhs Rupees only) per annum.**

You are required to join the Organization for your training starts on or before **2nd Jul 2021**. On joining, please hand over copies of your age proof, qualification certificates, three passport-size photographs, cancelled cheque of your personal bank account, and a letter from your institute for enrolling for the position. You are required to produce a letter from your Supervisor/Head of Department/Principal/ Institute, indicating your status in the Institution and "No Objection" for allowing you to undergo an Internship program for a period of six months.

On completion of the Probation period, your performance will be reviewed by your Supervisor. If the performance is found to be satisfactory, and there are positions vacant for your roles, you will be considered for regular employment with the Company.

You will have to abide by the Company's code of conduct during your probation period.

Kindly sign the duplicate copy of this letter as a token of having received its original and acceptance of the same.

We warmly welcome you and hope that you make this period beneficial. If you are unable to join on the said date, the offer for the job will stand null and void.

***Please ensure to bring your Original Documents on the Date of Joining for the verification.**

Yours sincerely,

FOR MEDUSIND SOLUTIONS INDIA PRIVATE LIMITED



Kranti Munje
Chief Human Resources Officer



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Thirupachur, Thiruvallur - 631 203.



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OFFER OF EMPLOYMENT

Ms.Premalatha V
Thirupachur

OCT 26, 2020

Dear Premalatha V,

Further to our discussions, the Management is pleased to appoint you as **Trainee Engineer** of QuEST Global Engineering Services Private Limited, ("QuEST"), on the following terms and conditions:

1. Designation

Trainee Engineer

2. Band

1E

3. Reporting Structure

You will be reporting to the **Senior Manager**.

4. Emoluments & Leave

Your annual Total Gross Salary (TGS) would be **INR.300000/- (Rupees Three Lakh Only)**. The details of your remuneration are as detailed in Annexure – I. Your annual emolument will be inclusive of Employer's Contribution to Provident Fund. The above emolument may, however, be split up into Basic Salary, and other allowances later, without adversely affecting your total consolidated emoluments. QuEST will deduct from your total emoluments such amounts as are required to be deducted at source under the Income Tax Act or any other applicable law for the time being in force in India

Leave

As per the rules of QuEST in force from time to time.

5. Medical Benefits

You will be entitled to medical insurance coverage as per the rules of QuEST, in force from time to time.



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QuEST Global Engineering Services Private Limited

Reg. off. Address: AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA
591245 IN CIN: U74900KA2014PTC076219

Communication address: QuEST Towers, Plot No. 73 and 74, Technopark campus, Thiruvanthapuram, Kerala- 695581



Upon joining us, you are required to sign QuEST's standard agreements including Non-competition and Non disclosure agreement, along with 2 Years' Service Agreement. Employee(s), whose spouse(s)/partner(s) or immediate family member(s) is/are part of competitor companies, with QuEST, shall have more obligations to maintain QuEST information in Confidence since they are privy to some highly sensitive business information that shouldn't be shared with competitors. The employee is obligated to keep QuEST informed about the company in which his/her spouse/partner/immediate family member (Parents/Siblings/Children) is/are working, when there is prima facie conflict of interest, by writing to HR-Policy@quest-global.com.

While reporting for duty, you must produce the originals along with certified copies of the following:

- Educational certificates/mark sheets* (X, XII, Diploma, Degree, post-Graduation)
- Passport photo copy
- Three passport size latest photographs
- Service Certificate, if any.
- Relieving letter from your present employer.
- Pan card & Aadhar submission is mandatory
- ID proof containing your signature viz., Driving License, Passport, PAN Card etc.

*In the case of candidates joining the organization before the publication of the results of their qualifying academic program, the required certificates must be submitted within 3 months of the joining date.

In the event of issues found in Background Verification Check or non-obtaining the level of % mentioned hereinabove during final results of relevant specific program, QuEST shall be at liberty revoke this Offer of employment with immediate effect.

If the above conditions are acceptable to you, please note that this offer is effective from **June, 2021**. Kindly confirm acceptance by signing and returning the duplicate of this letter.

This offer to join QuEST will expire if offer acceptance is not confirmed in writing within two (2) working days of offer release and/or in case of not reporting on the offer effective date.

We extend our warm welcome and look forward to a long and successful association between you and QuEST Global Engineering Services Private Limited.

For QuEST Global Engineering Services Private Limited,

Jagadish Kadagatti
Manager - Talent Acquisition

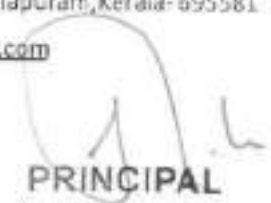
QuEST Global Engineering Services Private Limited

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Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com




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Thirupachur, Thiruvallur - 631 203



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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
May 20, 2020

Mr.Saikumar M
Kaancheepuram

Dear Saikumar M,

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	: May 20, 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 Company Contribution	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

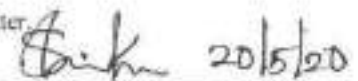
For CGI Information Systems and
Management Consultants Pvt. Ltd.,



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.

 20/5/20

Signature & Date


PRINCIPAL

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Engineering and Technology,
Thirupachur, Thiruvallur - 631 203





Temenos Offer

September 23, 2020 (MM/DD/YYYY)

Dear Saikumar.S
No.26/1,Marriyapan Street,
Chennai-600018

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: **October 1, 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.

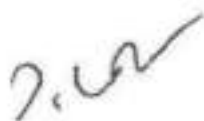
20. Validity of the Offer: Offer of employment is subject to the following

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

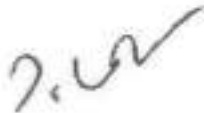
Your salary structure would be as indicated below:

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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Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

Mr. Sarathkumar B
Thiruvallur

Dear Sarathkumar 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 egirecruitment.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



• **Base Compensation Components:**

Designation	: Software Engineer	
Effective	: May 20, 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

Notes:

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 OF EMPLOYMENT

Mr.Saravanan D
Kadambatur

OCT 26, 2020

Dear Saravanan D,

Further to our discussions, the Management is pleased to appoint you as **Trainee Engineer** of QuEST Global Engineering Services Private Limited. ("QuEST"), on the following terms and conditions:

1. Designation

Trainee Engineer

2. Band

1E

3. Reporting Structure

You will be reporting to the **Senior Manager**.

4. Emoluments & Leave

Your annual Total Gross Salary (TGS) would be **INR.300000/- (Rupees Three Lakh Only)**. The details of your remuneration are as detailed in Annexure – I. Your annual emolument will be inclusive of Employer's Contribution to Provident Fund. The above emolument may, however, be split up into Basic Salary, and other allowances later, without adversely affecting your total consolidated emoluments. QuEST will deduct from your total emoluments such amounts as are required to be deducted at source under the Income Tax Act or any other applicable law for the time being in force in India

Leave

As per the rules of QuEST in force from time to time.

5. Medical Benefits

You will be entitled to medical insurance coverage as per the rules of QuEST, in force from time to time.



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

QuEST Global Engineering Services Private Limited

Reg. off. Address AEQUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

Communication address: QuEST Towers, Plot No. 73 and 74, Technopark campus, Thiruvanthapuram, Kerala-695581



Upon joining us, you are required to sign QuEST's standard agreements including Non-competition and Non disclosure agreement, along with 2 Years' Service Agreement. Employee(s), whose spouse(s)/partner(s) or immediate family member(s) is/are part of competitor companies, with QuEST, shall have more obligations to maintain QuEST information in Confidence since they are privy to some highly sensitive business information that shouldn't be shared with competitors. The employee is obligated to keep QuEST informed about the company in which his/her spouse/partner/immediate family member (Parents/Siblings/Children) is/are working, when there is prima facie conflict of interest, by writing to HR-Policy@quest-global.com.

While reporting for duty, you must produce the originals along with certified copies of the following:

- a) Educational certificates/mark sheets* (X, XII, Diploma, Degree, post-Graduation)
- b) Passport photo copy
- c) Three passport size latest photographs
- d) Service Certificate, if any.
- e) Relieving letter from your present employer.
- f) Pan card & Aadhar submission is mandatory
- g) ID proof containing your signature viz., Driving License, Passport, PAN Card etc.

*In the case of candidates joining the organization before the publication of the results of their qualifying academic program, the required certificates must be submitted within 3 months of the joining date.

In the event of issues found in Background Verification Check or non-obtaining the level of % mentioned hereinabove during final results of relevant specific program, QuEST shall be at liberty revoke this Offer of employment with immediate effect.

If the above conditions are acceptable to you, please note that this offer is effective from **June, 2021**. Kindly confirm acceptance by signing and returning the duplicate of this letter.

This offer to join QuEST will expire if offer acceptance is not confirmed in writing within two (2) working days of offer release and/or in case of not reporting on the offer effective date.

We extend our warm welcome and look forward to a long and successful association between you and QuEST Global Engineering Services Private Limited.

For QuEST Global Engineering Services Private Limited,

Jagadish Kadagatti
Manager - Talent Acquisition

QuEST Global Engineering Services Private Limited

Reg. off. Address: AEQUUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

Communication address: QuEST Towers, Plot No. 73 and 74, Technopark campus, Thiruvanthapuram, Kerala- 695581

Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com



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



Medusind

6th Floor,
The Great Oasis,
D-13, Street 21, MIDC,
Marol, Andheri (East),
Mumbai - 400093.

0 800 407 0106
0 +91(22)6666 4700
F +91(22)6666 4701
info@medusind.com

330

Date: 21st November 2020.

To: Selvaganapathy K.,
Chennai-600062.

Dear Selvaganapathy,

This has reference to your application and subsequent interview you had with us. We are pleased to offer you the position of **Project Trainee** for our **Chennai Office** at the below address.

8th Floor, Prestige Centre Court, The Forum Vijaya mall, No.183, NSK Salai, Arcot Road, Vadapalani, Chennai, Tamil Nadu 600026.

The first 6 months from the DOJ & your salary for the training period will be **Rs. 3,00,000/- (Three Lakhs Rupees only) per annum.**

You are required to join the Organization for your training starts on or before **2nd Jul 2021**. On joining, please hand over copies of your age proof, qualification certificates, three passport-size photographs, cancelled cheque of your personal bank account, and a letter from your institute for enrolling for the position. You are required to produce a letter from your Supervisor/Head of Department/Principal/ Institute, indicating your status in the Institution and "No Objection" for allowing you to undergo an Internship program for a period of six months.

On completion of the Probation period, your performance will be reviewed by your Supervisor. If the performance is found to be satisfactory, and there are positions vacant for your roles, you will be considered for regular employment with the Company.

You will have to abide by the Company's code of conduct during your probation period.

Kindly sign the duplicate copy of this letter as a token of having received its original and acceptance of the same.

We warmly welcome you and hope that you make this period beneficial. If you are unable to join on the said date, the offer for the job will stand null and void.

***Please ensure to bring your Original Documents on the Date of Joining for the verification.**

Yours sincerely,

FOR MEDUSIND SOLUTIONS INDIA PRIVATE LIMITED

Kranti Munje

Chief Human Resources Officer



PRINCIPAL

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

Mr. Sudharshan S
Chennai

Personal and Confidential
May 20, 2020

Dear Sudharshan 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 **Associate Software Engineer** and your Gross Compensation is **INR 350,000/-**

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

- To confirm your acceptance of this offer, you are required to communicate via email to your assigned Recruiter's CGI e-mail id and confirm your joining date. If you have questions, write to cgirecruitment.india@cgil.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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Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

• **Base Compensation Components:**

Designation	: Software Engineer	
Effective	: May 20, 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:

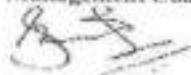
Flexible Compensation Plan¹: Option includes components like Meal vouchers, conveyance, NPS, LTA, etc.

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.

Sudhresh 20-05-20

Signature & Date




PRINCIPAL

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



OFFER OF EMPLOYMENT

Ms. Tamilselvi G
Kadambatur

OCT 26, 2020

Dear Tamilselvi G,

Further to our discussions, the Management is pleased to appoint you as Trainee Engineer of QuEST Global Engineering Services Private Limited. ("QuEST"), on the following terms and conditions:

1. Designation

Trainee Engineer

2. Band

1E

3. Reporting Structure

You will be reporting to the Senior Manager.

4. Emoluments & Leave

Your annual Total Gross Salary (TGS) would be INR.300000/- (Rupees Three Lakh Only). The details of your remuneration are as detailed in Annexure – I. Your annual emolument will be inclusive of Employer's Contribution to Provident Fund. The above emolument may, however, be split up into Basic Salary, and other allowances later, without adversely affecting your total consolidated emoluments. QuEST will deduct from your total emoluments such amounts as are required to be deducted at source under the Income Tax Act or any other applicable law for the time being in force in India

Leave

As per the rules of QuEST in force from time to time.

5. Medical Benefits

You will be entitled to medical insurance coverage as per the rules of QuEST, in force from time to time.




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

QuEST Global Engineering Services Private Limited
Reg. off. Address: AECUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA
591245 IN CIN: U74900KA2014PTC076219

Communication address: QuEST Towers, Plot No. 73 and 74, Technopark campus, Thiruvanthapuram, Kerala- 695581



Upon joining us, you are required to sign QuEST's standard agreements including Non-competition and Non disclosure agreement, along with 2 Years' Service Agreement. Employee(s), whose spouse(s)/partner(s) or immediate family member(s) is/are part of competitor companies, with QuEST, shall have more obligations to maintain QuEST information in Confidence since they are privy to some highly sensitive business information that shouldn't be shared with competitors. The employee is obligated to keep QuEST informed about the company in which his/her spouse/partner/immediate family member (Parents/Siblings/Children) is/are working, when there is prima facie conflict of interest, by writing to HR-Policy@quest-global.com.

While reporting for duty, you must produce the originals along with certified copies of the following:

- Educational certificates/mark sheets* (X, XII, Diploma, Degree, post-Graduation)
- Passport photo copy
- Three passport size latest photographs
- Service Certificate, if any.
- Relieving letter from your present employer.
- Pan card & Aadhar submission is mandatory
- ID proof containing your signature viz., Driving License, Passport, PAN Card etc.

*In the case of candidates joining the organization before the publication of the results of their qualifying academic program, the required certificates must be submitted within 3 months of the joining date.

In the event of issues found in Background Verification Check or non-obtaining the level of % mentioned hereabove during final results of relevant specific program, QuEST shall be at liberty revoke this Offer of employment with immediate effect.

If the above conditions are acceptable to you, please note that this offer is effective from **June, 2021**. Kindly confirm acceptance by signing and returning the duplicate of this letter.

This offer to join QuEST will expire if offer acceptance is not confirmed in writing within two (2) working days of offer release and/or in case of not reporting on the offer effective date.

We extend our warm welcome and look forward to a long and successful association between you and QuEST Global Engineering Services Private Limited.

For QuEST Global Engineering Services Private Limited,

Jagadish Kadagatti
Manager - Talent Acquisition

QuEST Global Engineering Services Private Limited

Reg. off. Address: AEQUUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

Communication address: QuEST Towers, Plot No. 73 and 74, Technopark campus, Thiruvanthapuram, Kerala - 695581

Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com




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



Medusind

6th Floor,
The Great Oasis,
D-13, Street 21, MIDC,
Marol, Andheri (East),
Mumbai - 400093.

O 800.407.0106
C +91(22)6666.4700
F +91(22)6666.4701
info@medusind.com

333

Date: 21st November 2020.

To: Uma V,
Thiruvallur-602026.

Dear Uma,

This has reference to your application and subsequent interview you had with us. We are pleased to offer you the position of **Project Trainee** for our **Chennai Office** at the below address.

8th Floor, Prestige Centre Court, The Forum Vijaya mall, No.183, NSK Salai, Arcot Road, Vadapalani, Chennai, Tamil Nadu 600026.

The first 6 months from the DOJ & your salary for the training period will be **Rs. 3,00,000/- (Three Lakhs Rupees only) per annum.**

You are required to join the Organization for your training starts on or before **2nd Jul 2021**. On joining, please hand over copies of your age proof, qualification certificates, three passport-size photographs, cancelled cheque of your personal bank account, and a letter from your institute for enrolling for the position. You are required to produce a letter from your Supervisor/Head of Department/Principal/Institute, indicating your status in the Institution and "No Objection" for allowing you to undergo an Internship program for a period of six months.

On completion of the Probation period, your performance will be reviewed by your Supervisor. If the performance is found to be satisfactory, and there are positions vacant for your roles, you will be considered for regular employment with the Company.

You will have to abide by the Company's code of conduct during your probation period.

Kindly sign the duplicate copy of this letter as a token of having received its original and acceptance of the same.

We warmly welcome you and hope that you make this period beneficial. If you are unable to join on the said date, the offer for the job will stand null and void.

***Please ensure to bring your Original Documents on the Date of Joining for the verification.**

Yours sincerely,

FOR MEDUSIND SOLUTIONS INDIA PRIVATE LIMITED

Kranti Munje

Chief Human Resources Officer



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

Personal and Confidential
May 20, 2020

Mr. Venkataravi N
Chennai

Dear Venkataravi N,

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..



| Experience the commitment*


PRINCIPAL

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

• **Base Compensation Components:**

Designation	: Software Engineer	
Effective	: May 20, 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 Company Contribution	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.

Venka 20/5/20
Signature & Date



(Handwritten Signature)
PRINCIPAL

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



OFFER OF EMPLOYMENT

Mr.Venkatesh S
Arakonam

OCT 16, 2020

Dear Venkatesh S,

Further to our discussions, the Management is pleased to appoint you as **Trainee Engineer** of QuEST Global Engineering Services Private Limited. ("QuEST"), on the following terms and conditions;

1. Designation

Trainee Engineer

2. Band

1E

3. Reporting Structure

You will be reporting to the **Senior Manager**.

4. Emoluments & Leave

Your annual Total Gross Salary (TGS) would be **INR.300000/- (Rupees Three Lakh Only)**. The details of your remuneration are as detailed in Annexure – I. Your annual emolument will be inclusive of Employer's Contribution to Provident Fund. The above emolument may, however, be split up into Basic Salary, and other allowances later, without adversely affecting your total consolidated emoluments. QuEST will deduct from your total emoluments such amounts as are required to be deducted at source under the Income Tax Act or any other applicable law for the time being in force in India.

Leave

As per the rules of QuEST in force from time to time.

5. Medical Benefits

You will be entitled to medical insurance coverage as per the rules of QuEST, in force from time to time.



[Signature]
PRINCIPAL

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

QuEST Global Engineering Services Private Limited

Reg. off. Address: AEOUS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

Communication address: QuEST Towers, Plot No. 73 and 74, Technopark campus, Thiruvanthapuram, Kerala- 695581



Upon joining us, you are required to sign QuEST's standard agreements including Non-competition and Non disclosure agreement, along with 2 Years' Service Agreement. Employee(s), whose spouse(s)/partner(s) or immediate family member(s) is/are part of competitor companies, with QuEST, shall have more obligations to maintain QuEST information in Confidence since they are privy to some highly sensitive business information that shouldn't be shared with competitors. The employee is obligated to keep QuEST informed about the company in which his/her spouse/partner/immediate family member (Parents/Siblings/Children) is/are working, when there is prima facie conflict of interest, by writing to HR-Policy@quest-global.com.

While reporting for duty, you must produce the originals along with certified copies of the following:

- Educational certificates/mark sheets* (X, XII, Diploma, Degree, post-Graduation)
- Passport photo copy
- Three passport size latest photographs
- Service Certificate, if any.
- Relieving letter from your present employer.
- Pan card & Aadhar submission is mandatory
- ID proof containing your signature viz., Driving License, Passport, PAN Card etc.

*In the case of candidates joining the organization before the publication of the results of their qualifying academic program, the required certificates must be submitted within 3 months of the joining date.

In the event of issues found in Background Verification Check or non-obtaining the level of % mentioned hereinabove during final results of relevant specific program, QuEST shall be at liberty revoke this Offer of employment with immediate effect.

If the above conditions are acceptable to you, please note that this offer is effective from **June, 2021**. Kindly confirm acceptance by signing and returning the duplicate of this letter.

This offer to join QuEST will expire if offer acceptance is not confirmed in writing within two (2) working days of offer release and/or in case of not reporting on the offer effective date.

We extend our warm welcome and look forward to a long and successful association between you and QuEST Global Engineering Services Private Limited.

For QuEST Global Engineering Services Private Limited,

Jagadish Kadagatti
Manager - Talent Acquisition

QuEST Global Engineering Services Private Limited

Reg. off. Address: AEQUIS Special Economic Zone, No.437/A, Plot No.2 Hattaragi Village, Hukkeri Taluk, Belgaum KA 591245 IN CIN: U74900KA2014PTC076219

Communication address: QuEST Towers, Plot No. 73 and 74, Technopark campus, Thiruvanthapuram, Kerala- 695581

Ph: +91-80-67090000; Fax: +91-80-67093200; Email: info@quest-global.com



PRINCIPAL

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



Medusind

6th floor,
The Great Oasis,
D-13, Street 21, MIDC,
Marol, Andheri (East),
Mumbai - 400093.

336
O 800.407.0506
C +91(22)6666.4700
F +91(22)6666.4701
info@medusind.com

Date: 21st November 2020.

To: Yuvaraj V,
Chennai-600002.

Dear Yuvaraj,

This has reference to your application and subsequent interview you had with us. We are pleased to offer you the position of **Project Trainee** for our **Chennai Office** at the below address.

8th Floor, Prestige Centre Court, The Forum Vijaya mall, No.183, NSK Salai, Arcot Road, Vadapalani, Chennai, Tamil Nadu 600026.

The first 6 months from the DOJ & your salary for the training period will be **Rs. 3,00,000/- (Three Lakhs Rupees only) per annum.**

You are required to join the Organization for your training starts on or before **2nd Jul 2021**. On joining, please hand over copies of your age proof, qualification certificates, three passport-size photographs, cancelled cheque of your personal bank account, and a letter from your institute for enrolling for the position. You are required to produce a letter from your Supervisor/Head of Department/Principal/ Institute, indicating your status in the Institution and "No Objection" for allowing you to undergo an Internship program for a period of six months.

On completion of the Probation period, your performance will be reviewed by your Supervisor. If the performance is found to be satisfactory, and there are positions vacant for your roles, you will be considered for regular employment with the Company.

You will have to abide by the Company's code of conduct during your probation period.

Kindly sign the duplicate copy of this letter as a token of having received its original and acceptance of the same.

We warmly welcome you and hope that you make this period beneficial. If you are unable to join on the said date, the offer for the job will stand null and void.

***Please ensure to bring your Original Documents on the Date of Joining for the verification.**

Yours sincerely,

FOR MEDUSIND SOLUTIONS INDIA PRIVATE LIMITED

Kindly

Kranti Munje

Chief Human Resources Officer



[Signature]
PRINCIPAL

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

Offer Letter

Date: 08-Jul-2021

Name :Rashmi O D

Address: NO 122/7 RAMAR KOVIL STREET, SBI BANK OPPOSITE, THIRUVALLUR-602001.

Dear Rashmi,

We are pleased to confirm your acceptance as a Software Developer with our Company. Please report to the Human Resources Department 08-Jul-2021 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,
Gutti Sevasi Road, Gotti, 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,

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

Authorised Signatory




PRINCIPAL
Sri Venkateswara College o
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-2021

Name : Soniya R

Address: NO 12/97, SARAVANA PETAI, VALLUVAR STREET, CHINNAI-600088.

Dear Soniya,

We are pleased to confirm your acceptance as a Software Developer with our Company. Please report to the Human Resources Department 08-Jul-2021 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 - 331 203

COLLABERA TECHNOLOGIES PVT. LTD.
(CIN: U74200GJ1998PTC035036)
Regd. office: Collabera House, 3rd Floor,
Gotri Savasi 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,

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

Authorised Signatory

A handwritten signature in black ink, appearing to be "Sri Venkateswara".

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

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Temenos Offer

September 23, 2020 (MM/DD/YYYY)

Dear Vinothini A
No:212/74 Perumal kovil street,
Thandalam,Sriperambudur-602190

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: **October 5, 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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Thirupachur (Tamil Nadu) - 631 203

ANNEXURE I - Salary Structure

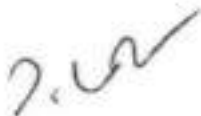
Your salary structure would be as indicated below:

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




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

340



Temenos Offer

September 23, 2020 (MM/DD/YYYY)

Dear Vinoth Kumar K
No:45/435 Bajanai kovil street,
Thirupachur,Tiruvallur-602105

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: **October 5, 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 City/2 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 Mediclaim (GMC), Personal Accident (PAC) and Group Term Life (GTL).

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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.

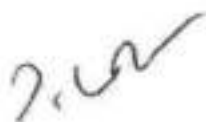
19. Background Checks: The company at its sole discretion may conduct background checks, prior to or after your joining service in Temenos, verify your identity, the address you reside in, your educational qualifications and details to your prior employment's, if any, as mentioned in your application 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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Engineering and Technology,
Thirupachur, Thiruvallur - 631 203

ANNEXURE I - Salary Structure

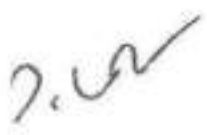
Your salary structure would be as indicated below:

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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Engineering and Technology
Thirupachur, Thiruvallur - 631 203

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October 30, 2020

To,

Anitha S
No 59/33, Dharmarayareddy Street,
Arakkonam, Tamil Nadu-631001.

Dear Anitha,

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 **November 01, 2021** 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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Engineering and Technology,
Thirupachur, Thirupachur - 631 203

1

Prodapt Solutions Private Limited
Prince Infocity II, 4th Floor, No 283/6, Rajiv Gandhi
Salai (OMR), Kandanchavadi, Chennai - 600095 (INDIA)
CIN: U30007TN1999PTC047938

T: +91 44 49033000 | F: +91 44 49033010
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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**Sri Venkateswara College of
Engineering and Technology,
Thirupachur, Thiruvallur - 631 203**

Prodapt Class
Extraordinary

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
FE42F5E2C0004F

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



A handwritten signature in black ink, appearing to be "Sri Venkateswara".

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

October 30, 2020

To,

Monisha C
No 52/32, Kanthan Nagar, Old Chennai,
Bypass Road, Thiruttani-631209.

Dear Monisha,

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 **November 01, 2021** 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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Engineering and Technology,
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Prodapt Solutions Private Limited
Prince Infacity II, 4th Floor, No. 283/A, Rajiv Gandhi
Salai (CMR), Kandanchavadi, Chennai - 600096 IN/CA,
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-cba@prodapt.com.



PRINCIPAL
Sri Venkateswara College of
Engineering and Technology,
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
E42F55E043D46F

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




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Engineering and Technology
Thirupachur, Thiruvallur - 631 203

Prodapt

343.

October 30, 2020

To,

Suganya J
No 59/33, Dharmarayareddy Street,
Arakkonam, Tamil Nadu-631001.

Dear Suganya,

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 **November 01, 2021** 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: U30007TN1999PTCO47588

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Yours sincerely,

DocuSigned by:
Pradeep Jumani
BE42F558D41D4F...

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



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