



## 5.2 Student Progression

### 5.2.1 Placement – Off Campus -School of Computing Sciences

**Cerulean Information Technology Pvt. Ltd**No.45, 4<sup>th</sup> B Cross, 5<sup>th</sup> Block

Koramangala Industrial Layout

Bangalore - 560 095

Tel: 080 - 41523707 / 41104809 / 25526307

Date : 20-Sep-2021

Ref: CITPL/HR/EMP/2021/09/001

Mr.Micheal Joshva  
S/o Vincent Pal,  
63/F, 4th Street, Alagapuri Nagar,  
Ram Nagar, Devakottai, Sivaganga District,  
Tamil Nadu – 630303

Dear Mr. Micheal Joshva,

We would like to take this opportunity to extend an Offer of Employment to you as **Junior Developer**.

The terms and conditions of your Employment with Cerulean Information Technology Pvt. Ltd. ("Company") are enclosed to this letter as Schedule 'A' that forms a part of this letter. Over and above the said Terms and Conditions, it would be obligatory on your part to sign and execute Schedule 'B' with regard to Proprietary Information and Non-Disclosure taking into account the nature of position, which you will be holding in the Company.

This letter together with Schedule 'A' and 'B' shall form a part of your employment terms.

Please sign below indicating that you have read, understood and agree to the Terms and Conditions contained in Schedule 'A' and 'B'. You may retain a copy for your records and return the other duly signed not later than Seven (7) days from the date of receipt of this letter. If you have any concerns, please feel free to contact us.

We hope you will make valuable contributions to the Company and look forward in welcoming you as an employee of the Company.

Sincerely,  
For Cerulean Information Technology Pvt. Ltd.,

for CERULEAN INFORMATION TECHNOLOGY PVT. LTD.

Authorised Signatory

ESS/HR/IN-APPT/2021-16  
24-Oct-2021

**Ms. Dhivya Dharshini R**  
No.3, Bandhegana Street,  
Tiruchirappalli - 620 008.

Dear Dhivya Dharshini,

This has reference to your test and the subsequent discussion you had with us, we are pleased to appoint you as a **Project Intern** for a period of 6 months from **25-Oct-2021**.

Your place of working will be at our office in any of our facilities in Chennai. You will be provided with a desktop, internet facilities, necessary table and chair for comfortable working.

You shall report to Mr. Sundararajan Varadarajan, Vice President - Technology 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.

Your services are governed by the "Service Rules and Regulations" of the company. You will execute a confidentiality agreement.

You are required to provide your services as per the requirement of the organization and in turn you may be required to extend your services in shift if required based on project requirements.

During the period of your contract 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 all 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 contract with us or thereafter.

All inventions, improvements and discoveries made solely by you or jointly while on contract, shall be disclosed to the company and the company has the sole intellectual and proprietary rights on the inventions, improvements, discoveries and titles.

Your **Monthly stipend will be Rs.8,000/- (Rupees Eight Thousand Only)**. You will be covered under ESI and liable to ESI deductions. In addition to your monthly stipend, the employer contribution of 3.25% (ie Rs.260/- ) will also include in your stipend which will be paid by the company as Employer's ESI contribution. Your contribution of 0.75% (Rs.60/-) will be deducted from your monthly stipend every month. In addition to stipend, you will be eligible for conveyance reimbursement subject to the max of **Rs. 7,000** per month.

Please note that you are not entitled to any other benefits, which are available to other permanent employees.

This is a contract at will. Either party can terminate this contract by giving 2 months' notice in advance. However, should your termination be due to non-performance, misconduct, fraud, negligence, theft, willful violation of the company rules, misappropriation, imprisonment or censure by a court of law or it may deem fit in the instant case, you are not eligible for any advance notice.

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.

Please submit the following documents at the time of joining for verification and records.

- a) Mark Sheet & Degree Certificate
- b) ID Proof (PAN card) & Address Proof (Aadhar Card)

Please sign and return the duplicate copy of this contract as a confirmation of acceptance.

**Yours Sincerely,**  
**For Entrust Software & Services Pvt. Ltd.**

**Accepted the Terms of offer**

A handwritten signature in blue ink, appearing to read 'Suresh'.

**Suresh Narayanasamy**  
**Assistant Manager – HR**

**Dhivya Dharshini R**

Date – 25<sup>th</sup> June 2021

Dear Ranjith,

We thank you for your interest in seeking career opportunity with Race2Cloud. Further to our discussions, Race2Cloud Technologies Private Limited, (herein referred to as the “Company”), is pleased to make you an offer of employment with effect from 1<sup>st</sup> July 2021 on the terms and conditions as outlined below.

**1. Designation & Responsibilities:**

- You shall be designated as “Trainee Consultant”. Your principal responsibilities shall include
  - Active participation in all the training sessions and completing the assignments.
  - Timely participation in all the internal assessments like quiz, test, orals etc. and clearing them as per defined cut off.
  - Completing individual and group projects that will be assigned time to time
- Your place of posting shall be Bengaluru, India. You shall be on probation for an initial period of 6 months, from the date of your joining. Your confirmation shall be subject to satisfactory performance, at the end of your probation period. The Company reserves the right to extend your probation period, at its sole discretion.

In addition to your principal responsibilities, you may be called upon to discharge any other duties, which in the opinion of the Company are substantially within your capability and capacity; and you undertake to discharge these duties with necessary diligence, sincerity and care.

- In view of the nature of the Company’s business, you may also be called upon to provide your services for any division, associate companies, subsidiaries, joint ventures, entities, concerns, offices etc. which may be located outside the municipal limits of Bengaluru, India.
- You shall adhere to all instructions, guidelines etc. as explained to you by your supervisor / the Company, in respect of discharge of your duties.

**2. Compensation:**

The breakup of your compensation is provided as Annexure 1. Variable pay, or bonus, and / or any other form of compensation may be offered, based on your performance, as well as the performance of the Company. However, such variable pay or bonus shall be offered at the sole discretion of the Company. All compensation including any variable pay or bonus shall be subject to tax deduction at source, as applicable. You shall not be entitled to any other benefits / reimbursements or emoluments from the Company, unless explicitly provided for. The salary shall be paid to you, monthly, in arrears, by 7<sup>th</sup> day of the subsequent month.

Kindly note that currently there is no deduction proposed for Provident Fund / Gratuity / Group Medical Insurance and such other similar schemes. If in the future, the Company decides to introduce any such scheme, then the appropriate deductions for the same will be applicable on the above annual compensation.

**3. Termination without Notice:**

In the event of your direct or indirect involvement in any serious misconduct, misdemeanour or any offence, which may or may not be directly connected with the Company, the Company, at its sole discretion, and notwithstanding

your employment, as defined above, reserves the right to immediately terminate your employment without any notice, or compensation, in lieu.

**5. Notice Period:**

The notice period shall be 2 weeks, during the probation period, and 8 weeks, after the completion of the probation period. The Company, at its behest, and sole discretion, reserves the right to release you earlier than the completion of the notice period. However, if you want the Company to release you, prior to the completion of the notice period, against payment of notice pay, the Company may accede to your request, at its sole discretion.

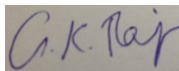
The above offer of employment automatically expires after a period of 7 days, from the date of issuance of this offer letter. Please accept the offer, by signing a duplicate copy of the same and commence with your services latest by the “with effect date” mentioned in the first paragraph of this letter.

Detailed appointment letter will be issued to you after your acceptance of this offer letter.

We look forward to your joining Race2Cloud Technologies Private Limited, and wish you all success in your career.

Sincerely,

For Race2Cloud Technologies Pvt. Ltd.



G.K. Raju  
Director



**Acceptance:**

I confirm having read and understood the terms and conditions of the offer letter for employment dated 25<sup>th</sup> June 2021 and agree to abide by the same. I also agree to read, understand and expeditiously execute the Company's Code of conduct for employees, and undertake to abide by the same in letter and spirit.

Accepted by:

|             |            |
|-------------|------------|
| Name: _____ | Signature: |
| Place:      | Date:      |

### Annexure 1: Break up of Compensation

|  |   |                       |
|--|---|-----------------------|
| Trainee Name                                 |   | Ranjith S             |
| <b>Details of the Compensation structure</b> |   |                       |
| <b>Stipend</b>                               |   | <b>Monthly (P.M.)</b> |
| 1  | Stipend – first 6 months from the date of joining     | Rs.15,000             |
|  | ESI Contribution                                      | Rs. 620               |
| 2  | Salary from 7 <sup>th</sup> to 12 <sup>th</sup> month | Rs.18,000             |

All compensation shall be subject to tax deduction at source, as applicable. You shall not be entitled to any other benefits / reimbursements or emoluments from the Company, unless explicitly provided for. The stipend/salary shall be paid to you, monthly, in arrears, by 7<sup>th</sup> day of the subsequent month.

Kindly note that currently there is no deduction proposed for Group Medical Insurance and such other similar schemes.

#### **Accepted by:**

|        |            |
|--------|------------|
| Name:  | Signature: |
| Place: | Date:      |



**Date:** May 26, 2021

**Sub: Offer of Employment**

Dear ALBERT VINCENT,

We are pleased to make you an offer of employment at Firstsource Solutions Limited("Company"), for the position of **CSA**, H2 at the company's Trichy office.

The break-up of the salary offered is provided below.

| COMPONENT                               | AMOUNT (Rs)    |
|---|----------------|
| Basic                                   | 5,000.00       |
| House Rent Allowance                    | 2,000          |
| Special Allowance                       | 2,492          |
| Statutory Bonus/ Incentive/ Ex-Gratia * | 2,398          |
| <b>GROSS SALARY</b>                     | <b>11,890</b>  |
| PF (12% of Basic) – Co. Contribution    | 600            |
| Gratuity(4.8% of Basic)*                | 240            |
| ESI (3.25% of Gross) - Co. Contribution | 383            |
| <b>RETIRALS</b>                         | <b>1,223</b>   |
| <b>Conduct Incentive p.m</b>            | <b>387</b>     |
| <b>SALARY (p.m.)</b>                    | <b>13,500</b>  |
| <b>SALARY (p.a.)</b>                    | <b>162,000</b> |

**A. Statutory Applicability and other Allowances:**

- Gratuity will be paid in accordance with the Payment of Gratuity Act, 1972;
- Provident Fund contribution will be in accordance with the Employees' Provident Fund and Miscellaneous Provisions Act, 1952;
- Statutory bonus will be paid in accordance with the Payment of Bonus Act, 1965;
- Taxes as per the Income Tax Act, 1961 will be deducted in each month's salary. Please provide proof of income earned and tax computation sheet of your previous employment so that the same can be considered and appropriate adjustments made.

**B. Appointment Details:**

|                        |              |
|------------------------|--------------|
| <b>Date of joining</b> | June 4, 2021 |
| <b>Time of joining</b> | 9:30:00 AM   |

Statutory deductions & payments will be applicable in accordance with your eligibility under law, Any incentive / performance / variable, pay will be applicable as per your eligibility under company policies. You will be given an appointment letter with the terms and conditions of your employment if you accept this offer and are appointed in the Company.

Your appointment in the Company is subject to the submission of documents as requested and a successful background verification check which will be conducted by the Company.

This offer is valid till June 4, 2021 from the date of issue for your acceptance and will be rescinded by the Company in the absence of acceptance by you.

We hope that your association with the Company will be a long and fruitful one.

Thanking You,

**For Firstsource Solutions Limited**



.....  
**Shahul Karim**  
**SVP – Human Resources**

#### **Attachments**

- 
- [Annexure.pdf](#)
- 

Offer electronically accepted by: M, ALBERT VINCENT  
Offer electronically accepted on: May 26, 2021 9:25 AM  
Offer electronically accepted from: 157.49.238.250

17-May-21

**APPOINTMENT LETTER**

Mr. S.Cyril Mathew

Employee No: 1115922

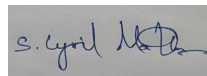
Trichy - Raja Complex

Dear S.Cyril Mathew,

We are pleased to employ you as **Customer Service Associate (Grade H2)** in our company, Firstsource Solutions Limited (**Company**), located at Trichy - Raja Complex or in such other capacity as the Company shall from time to time determine. This letter sets out the terms of your employment and, along with the Company's Policies and procedures, as amended from time to time (**Company Policies**), constitutes your employment agreement with the Company (**Employment Agreement**). In the event of a conflict between any of the terms or conditions contained in this Employment Agreement and those in the Company Policies, the terms of this Employment Agreement shall prevail.

**1. APPOINTMENT**

- a. Your employment by the Company is effective from the date of this Employment Agreement **17-May-21**.
- b. You will be on probation for a period of six months from the Date of Joining (**Probation Period**). Subject to Company Policies, after completion of the Probation Period, your performance will be evaluated, and if found satisfactory, you may be confirmed in the services of the Company. However, during the Probation Period, if your performance is unsatisfactory, (i) the Probation Period maybe extended for a further period as may be decided by the Company; or (ii) the Company may terminate your services.
- c. You shall retire from the services of the Company on completing 60 years of age.
- d. Your employment in Company will be subject to you being and remaining physically and mentally fit and alert to perform your duties. Your services will be liable to be terminated on being found physically and mentally unfit by the Company at any time.



**FIRSTSOURCE SOLUTIONS LTD.**

Raja Complex, 41/2, Bharathiyar Salai, Cantonment, Near Vincet Bakery, Tichy, Tamil Nadu- 620 00. India

Paradigm B, 5th Floor, Mindspace, New Link Road, Malad (W), Mumbai - 400 064. India.

Tel: +91 22 6666 0888 | Fax: +91 22 6666 0887 | Web: [www.firstsource.com](http://www.firstsource.com)

(CIN: L64202MH2001PLC134147)



**Date:** May 26, 2021

**Sub: Offer of Employment**

Dear JENIFER,

We are pleased to make you an offer of employment at Firstsource Solutions Limited("Company"), for the position of **CSA**, H2 at the company's Trichy office.

The break-up of the salary offered is provided below.

| COMPONENT                               | AMOUNT (Rs)    |
|---|----------------|
| Basic                                   | 5,000.00       |
| House Rent Allowance                    | 2,000          |
| Special Allowance                       | 2,492          |
| Statutory Bonus/ Incentive/ Ex-Gratia * | 2,398          |
| <b>GROSS SALARY</b>                     | <b>11,890</b>  |
| PF (12% of Basic) – Co. Contribution    | 600            |
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| ESI (3.25% of Gross) - Co. Contribution | 383            |
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- Statutory bonus will be paid in accordance with the Payment of Bonus Act, 1965;
- Taxes as per the Income Tax Act, 1961 will be deducted in each month's salary. Please provide proof of income earned and tax computation sheet of your previous employment so that the same can be considered and appropriate adjustments made.

**B. Appointment Details:**

|                        |              |
|------------------------|--------------|
| <b>Date of joining</b> | June 4, 2021 |
| <b>Time of joining</b> | 9:30:00 AM   |

Statutory deductions & payments will be applicable in accordance with your eligibility under law, Any incentive / performance / variable, pay will be applicable as per your eligibility under company policies. You will be given an appointment letter with the terms and conditions of your employment if you accept this offer and are appointed in the Company.

Your appointment in the Company is subject to the submission of documents as requested and a successful background verification check which will be conducted by the Company.

This offer is valid till June 4, 2021 from the date of issue for your acceptance and will be rescinded by the Company in the absence of acceptance by you.

We hope that your association with the Company will be a long and fruitful one.

Thanking You,

**For Firstsource Solutions Limited**



.....  
**Shahul Karim**  
**SVP – Human Resources**

#### **Attachments**

- 
- [Annexure.pdf](#)
- 

Offer electronically accepted by: V, JENIFER  
Offer electronically accepted on: May 26, 2021 12:45 PM  
Offer electronically accepted from: 157.46.75.155



**Date:** May 26, 2021

**Sub: Offer of Employment**

Dear ARAVINT HAN,

We are pleased to make you an offer of employment at Firstsource Solutions Limited("Company"), for the position of **CSA**, H2 at the company's Trichy office.

The break-up of the salary offered is provided below.

| COMPONENT                               | AMOUNT (Rs)    |
|---|----------------|
| Basic                                   | 5,000.00       |
| House Rent Allowance                    | 2,000          |
| Special Allowance                       | 2,492          |
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- Provident Fund contribution will be in accordance with the Employees' Provident Fund and Miscellaneous Provisions Act, 1952;
- Statutory bonus will be paid in accordance with the Payment of Bonus Act, 1965;
- Taxes as per the Income Tax Act, 1961 will be deducted in each month's salary. Please provide proof of income earned and tax computation sheet of your previous employment so that the same can be considered and appropriate adjustments made.

**B. Appointment Details:**

|                        |              |
|------------------------|--------------|
| <b>Date of joining</b> | June 4, 2021 |
| <b>Time of joining</b> | 9:30:00 AM   |

Statutory deductions & payments will be applicable in accordance with your eligibility under law, Any incentive / performance / variable, pay will be applicable as per your eligibility under company policies. You will be given an appointment letter with the terms and conditions of your employment if you accept this offer and are appointed in the Company.

Your appointment in the Company is subject to the submission of documents as requested and a successful background verification check which will be conducted by the Company.

This offer is valid till June 4, 2021 from the date of issue for your acceptance and will be rescinded by the Company in the absence of acceptance by you.

We hope that your association with the Company will be a long and fruitful one.

Thanking You,

**For Firstsource Solutions Limited**



.....  
**Shahul Karim**  
**SVP – Human Resources**

#### **Attachments**

- 
- [Annexure.pdf](#)
- 

Offer electronically accepted by: T, ARAVINTHAN  
Offer electronically accepted on: May 26, 2021 9:27 AM  
Offer electronically accepted from: 157.51.88.94

August 16, 2021

Ms. Swetha  
Chennai

**Dear Swetha,**

We are pleased to offer you an employment in our company as a “**Trainee Programmer**” on an annual compensation of Rs.4,00,000 (Rupees Four Lakh only) per annum, payable as below:

- a) You will receive a consolidated gross pay of Rs.19,442 per month during the first three months of your tenure.
- b) Thereafter, based on your performance you will be absorbed with an consolidated gross pay of Rs. 37, 964 per month for next nine months of your tenure.

**1. Date of Appointment**

Your appointment is effective from the date of joining which shall be on or before August 18, 2021.

**2. Probationary Period**

You will be on probation for a period of six months from the date of your appointment. If, in the opinion of the company, you are found suitable in the appointed post, you will be confirmed in the services of the organization.

**3. Provident Fund**

You will participate in the company provident fund scheme as applicable to your category of employees.

**4. Salary Review**

Your salary will be reviewed periodically as per the company policy. Your increments are discretionary and will be subject to, and on the basis of, effective performance and results.

**5. Leave**

You will be covered by leave, holidays and the working hours policy as applicable to your category of employees.

**6. Other Work**

Your position is a whole time employment with the company and you shall devote yourself exclusively to the business of the company. You will not take up any other work for remuneration (part-time or otherwise) or work in advisory capacity or be interested directly or indirectly (except as a shareholder or debenture holder) in any other trade or business, during the employment with the company, without permission in writing from the organization.

## **7. Transfer**

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 its affiliates, associate or subsidiary companies. In such case, the terms and conditions of service applicable to the new assignment will govern you.

## **8. Responsibilities**

Your main responsibility would be in the area of Product. As part of the team, you will be expected to adhere to the Information Security Policy requirements, client's contractual needs and any other requirements that may be communicated by the Company from time to time. Non-adherence to company policies on the above fronts could entail disciplinary action against you by the Company. You are expected to effectively perform to ensure you deliver results and may be expected to work extra hours to achieve this, where the situation so requires.

## **9. Confidential Information**

You will not, at any time, without the consent of the President, disclose or divulge or make public any information regarding the company's affairs or administration or research carried out whether the same may be confided to you or become known to you in course of your services or otherwise.

## **10. Protection of Interest**

During the period of your employment with us, all the work done by you as part of your job will automatically be deemed to be the property of Congruent. If you conceive any new or advanced methods of improving processes / systems in relation to the operation of the company, such developments will be fully communicated to the company and will be and remain the sole right / property of the company.

## **11. Past Record**

Please note that this appointment is subject to background checks. If any declaration or information furnished to the company proves to be false or if you are found to have willfully suppressed any material information, you will be liable to removal from services without any notice.

## **12. Notice Period**

It is mandatory to give 3 months advance notice in writing to the Company in the event of your resignation or 3 months pay in lieu thereof. This contract of employment is terminable by either party by giving three months (90 days) notice. Either party is not bound to give any reason thereof. The company reserves the right to pay or recover salary in lieu of notice period. The company may, at its discretion, relieve you from such date as it may deem fit even before the expiry of notice period without compensating for the unexpired period and is not bound to give any reasons thereof. The company may refuse to relieve you by a requested date or extend your date of separation by not more than 90 days, in cases where the projects

entrusted to you is/ are likely to be affected due to your decision to resign by that date. This decision vests solely with the management. If your performance is found to be unsatisfactory, your employment is liable to be terminated with 30 days notice. The company is entitled to levy costs, in case of breach of any of the above terms and conditions, to the extent of the actual loss suffered.

### 13. Arbitration

Any dispute which may arise between you and the Company in connection with the interpretation of this appointment letter with regard to the rights or obligations of either party here under or with regard to the validity or enforceability thereof shall be settled to the mutual satisfaction of the parties within thirty (30) days (or such longer period as may be mutually agreed upon) of the date either party informs the other in writing that such a dispute exists. In case such a mutual agreement is not arrived at, the dispute shall be referred to a sole Arbitrator appointed by the Company. Arbitration shall be governed by the provisions of the Arbitration and Conciliation Act, 1996. The arbitration shall be conducted in English language and be held in Chennai.

### 14. On Separation

On acceptance of the separation notice, you will immediately give up to the company all correspondence, specifications, books, documents, literature, effects or records etc. belonging to the company or relating to its business and shall not make or retain any copies of these items. For a period of one year following your separation, you shall not, directly or indirectly, invite or be instrumental in the recruitment / engagement of any of your former colleagues to employment with your new employer(s).

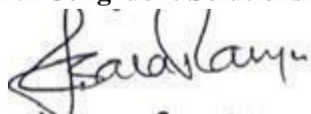
The above terms and conditions are subject to company policy.

The following are required to be furnished by you within one week from the date of joining:

- Stamp size photographs (2 Nos.)
- Your contact phone number if any
- Your blood group
- Copy of your passport (If you do not possess one, please apply for one and intimate us)

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by signing a copy of this letter of appointment.

Yours sincerely,  
For **Congruent Solutions Pvt. Ltd.**

A handwritten signature in black ink, appearing to read 'Balaraman J'.

**BALARAMAN J PRESIDENT**

A handwritten signature in black ink, appearing to read 'J. S. The'.

# 20Cube



**Arun P**

**B+Ve**

**CB974**

[www.20Cube.com](http://www.20Cube.com)

**20Cube Logistics Solutions Pvt Ltd  
9th Floor, Navin's WSS Towers  
107 - 108, Harris Road,  
Pudupet Chennai - 600002.**

**T: +91 44 4393 3000**

**Emergency Contact:  
hr@20Cube.com  
+91 84510 00968**

**EMPLOYMENT OFFER LETTER**

Date: 29<sup>th</sup> September, 2021

**Dear Jerald V,**

We are pleased to offer you a position in our organization M/s **SURVIENCE RESEARCH AND CONSULTING LLP** ("Employer" or "Company") as **Associate Survey Programmer** in our Survey Programming Department and you will report to authority concerned in our Survey Programming Department. This offer takes effect from your date of joining, which shall not be later than **1 months** from the date of issue of this offer

The Registered Office of Our Company is located at **No 5, Prerana, 7th Cross, Abbiyah Reddy Layout Kaggadaspura Bangalore Karnataka- 560093 India**. As per organization policy, the probation period applicable to you shall be 6 months. You would be posted at the above address or under "Work from Home (WFH) arrangement at the option of the LLP in form and manner intimated to you, by the management. However as and when required, you may be transferred to any of the offices in India or abroad.

Your compensation package would be as in **ANNEXURE I** attached. However, the structure of your compensation plan may be altered / changed from time to time in line with the Compensation policy and practices of the Organization. During probation, the period of notice in writing required for resignation by the employee is **30days**. After probation, the period of notice in writing is required for resignation is **60 days** on either side.

As an employee of the company, it is likely that you will work on confidential and or proprietary information related to the operations, products and services of M/s **SURVIENCE RESEARCH AND CONSULTING LLP** and its clients. To protect the interests of both, M/s **SURVIENCE RESEARCH AND CONSULTING LLP** and its clients, all employees are required to read and sign an Employment Agreement prior to beginning of employment.

You will abide by the rules and regulations of the Company as may be in force from time to time and if any violation made would be subjected to the Disciplinary action. Your appointment is subject to satisfactory reference checks and clearance from any secrecy/ service agreements that you may have executed, which could have a bearing on your working with us.

This letter of offer is based on the information furnished in your application/Resume for employment and during the interviews you had with us. If, at any time in future, it comes to light that any of this information is incorrect or any relevant information has been withheld, then your employment is liable to be terminated without notice. Any disputes arising out of this letter shall be governed by and construed in accordance with the laws of India.

This offer is valid till 15<sup>th</sup> October, 2021 and If you do not confirm the acceptance, M/s **SURVIENCE RESEARCH AND CONSULTING LLP**, has the right to withdraw the offer at any time. We welcome you to our Organisation and look forward to your contribution to the growth of the organization and yourself. On the date of joining, please bring the following documents for verification / submission:

1. Valid Identity Proof and Address Proof including PAN & Aadhaar Card.
2. Copies of Educational Certificates and Mark Sheets.
3. Relieving letter & experience certificate from previous employer[s].
4. Passport Size Photograph
5. Bank Details Containing; Bank Name, Account Number, Branch Address and IFSC
6. If Previous employed, then Payslips from **April 2021 to September 2021** or Income Tax Statement issued by the previous employer(s).

Your signature at the end of this letter confirms that the conditions of your employment and kindly sign and return to us the duplicate copy of this letter and **Annexure** as your Acceptance.

Wish you all the best! Yours Sincerely,

**FOR SURVIENCE RESEARCH AND CONSULTING LLP**

LLPIN: AAW-4818



Duraisamy Karthikeyan  
(Designated Partner)  
DIN: 09124050

Date: 28<sup>th</sup> September, 2021

Place: Bengaluru

**ACCEPTANCE of EMPLOYMENT OFFER BY THE EMPLOYEE**

I **Jerald V**, extend my gratitude to you for offering me the position of **Associate Survey Programmer** in **Survience Research and Consulting LLP**. I am delighted to accept the Company's offer and look forward to commencing work with your company from \_\_\_\_\_ and request the HR to issue the Appointment Letter and Complete the formalities. I also hereby confirm that, I will provide the company with the all-relevant documents as required and I have read and understood the offer letter to fullest extent and hereby accept the Offer and give my full consent for the same.

I will abide by the rules and regulations of the company, and will carry out such duties as are assigned to you from time to time by the company's management. Further as an Employee I agree to maintain strict secrecy regarding all confidential information and transactions, in particular all business and trade secrets of the Employer, affiliated companies of the Employer, which may become known to you. I am also aware that, the obligation of secrecy will continue after the end of employment without any limitation of time frame whatsoever.

I declare that information submitted by me to secure the offer/order is true and correct and failing which this contract shall be liable for termination at any time without our giving any notice or compensation in lieu thereof.

\_\_\_\_\_  
Signature of the Employee

Name: Jerald V

Date:

Place:

## Efficient Works Technologies Private Limited

11. Ganesh Nagar Main Road, Puzhithivakkam, Chennai -600090



**Date :** 11-June-2021

**Place:** Chennai

To,  
STEPHEN JERALD A  
Anganvadi Street, Michaelpuram,  
Sankarapuram Tk,  
Kallachurichi (DT) -605702  
M: 9751132456

### Offer Letter

Dear Mr. Stephen,

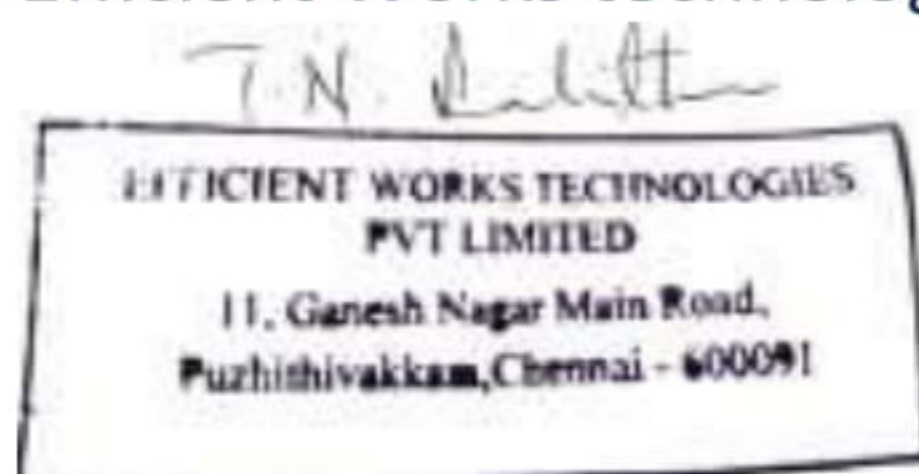
Efficient Works Tech is pleased to extend an offer to you for the position of **Associate Software Developer**. We believe you will be an excellent addition to our team and are very much looking forward to having you on board.

As we discussed, your annual salary will be Rs.1,20,000.00 and will be paid on a monthly basis. Your starting date will be June 14<sup>Th</sup>, 2021.

If you choose to accept this job offer, please sign this letter and return it to us at your earliest convenience.

We look forward to welcoming you to our team!

Sincerely,  
Lalitha TN,  
Director,  
Efficient Works technologies Private Limited



HRD: TAT: TRG: 1351: 2021-22

DATE: 29.10.2021

MR. LEO AARON M  
S/o MESIYA ROBIN C  
8E,  
NORTH MUTHURAJA STREET, KALATHUMEDU,  
PUTHUR, TRICHY, TIRUCHIRAPALLI- 620017  
TAMIL NADU

Dear Mr. Leo Aaron M,

**Offer for Appointment in the Bank as Probationary Clerk**

In continuation to the Online Test and Personal Interview, we are glad to offer you appointment in the Bank as Probationary Clerk. advised to report at the below mentioned Office for the **completion of joining formalities and commencement of duty on 15.11.2021:**

**THE SOUTH INDIAN BANK LTD.**

**BRANCH: CHENGALPATTU (0457)**

DO.NO.1, WARD NO.1, KRISHNA COMPLEX- GROUND FLOOR,  
T.B ROAD, OPP. TO ST:JOSEPH'S CATHEDRAL, NATHAM POST OFFICE,  
CHENGALPET, KANCHEEPURAM 603002, TAMIL NADU

**Contact No.:** 044-27424970

**Email ID:** br0457@sib.co.in

Initially you will be on probation for a period of six months. On successful completion of probation, you will be confirmed in the service of the Bank as Clerk. In case the Bank finds your services unsatisfactory, it reserves the right to extend your probation/ terminate your service at its sole discretion.

**Please note that, as you are allowed to join the service of Bank prior to the declaration of final results of your qualifying course, your appointment will be on provisional basis, in addition to the normal probation period. Further, immediately on publication of final year exam result, you are required to submit the Original Marklist/ Degree Certificate of having qualified the prescribed course in first chance with stipulated percentage of marks.**

Details of remuneration, perquisites payable to you on probation and other terms and conditions of employment are attached herewith.

Please confirm acceptance of the offer to the e-mail ID [careers@sib.co.in](mailto:careers@sib.co.in) on or before **01.11.2021**.

We hope this will be the beginning of a long and rewarding career with us.

Yours sincerely,



(Anto George T.)  
Senior General Manager (HR & Admin)

Encl: Remuneration, Perquisites and other Terms & Conditions

### **REMUNERATION, PERQUISITES AND OTHER TERMS & CONDITIONS**

**Pay Scale (as per IBA)**

17900 - 1000/3 – 20900 - 1230/3 – 24590 - 1490/4 – 30550 - 1730/7 – 42660 - 3270/1 – 45930 - 1990/1 – 47920

**Monthly Salary (as per IBA)**

|  |   |  |
|--|---|--|
| Basic Pay                              | : | Rs.19,900/-  |
| Special Allowance                      | : | 16.4% of Basic Pay   |
| Dearness Allowance (Quarterly varying) | : | 27.79 % of Basic Pay, Special Allowance and Travel Allowance |
| Special Pay                            | : | Rs. 1,250/-  |
| Transport Allowance                    | : | Rs. 600/-  |

**Monthly Allowance**

|                      |   |                                   |
|----------------------|---|-----------------------------------|
| Canteen Allowance    | : | Rs.300/-                          |
| Newspaper Allowance  | : | Rs.350/-                          |
| Conveyance           | : | Rs.1400/-                         |
| House Rent Allowance | : | 10.25% of Basic Pay + Special Pay |

**Half - Yearly Allowance**

|                   |   |          |
|-------------------|---|----------|
| Closing Allowance | : | Rs.550/- |
|-------------------|---|----------|

**Yearly Allowance**

|             |   |            |
|-------------|---|------------|
| Medical Aid | : | Rs.2,355/- |
|-------------|---|------------|

**Other Benefits**

- a) On confirmation, will be eligible for all allowances and benefits applicable to Clerical cadre which are in existence or may be introduced in the Bank from time to time.
- b) Will be eligible for Performance Linked Incentive Scheme (PLIS) as applicable to Clerical cadre.
- c) Will be eligible for Free Personal Accident Insurance benefits up to ₹ 30,00,000/- and Medical Insurance up to ₹3,00,000/- per annum.
- d) You will also be governed by the “Defined Contributory Pension Scheme” in terms of the Bipartite settlement and amendments thereon from time to time. The said Pension Scheme will be as per the provisions of the New Pension System under Pension Fund Regulatory and Development Authority. 10% of (Basic Pay + D.A thereon) will be deducted monthly from the salary towards the Pension Fund. An equal amount will be contributed by the Bank.
- e) You are eligible for Gratuity as per the provisions of The Payments of Gratuity Act after rendering five years of continuous service in the Bank.

**The South Indian Bank Ltd., Regd. Office: Thrissur, Kerala**

**Head Office: S.I.B House, T.B. Road, P.B. No:28, Thrissur – 680 001, Kerala. (Tel) 0487-2436653**  
**e-mail: careers@sib.co.in, CIN: L65191KL 1929PLC001017 website: www.southindianbank.com**

**Other Terms and Conditions**

- a) Your appointment is subjected to possessing the stipulated qualification/criteria for the selection process as cited below:
- **Under Graduates**
    - ✓ Age not more than 22 years as on 30.04.2021 (i.e. born on or after 01.05.1999)
    - ✓ Should have secured a minimum of 60% marks in X, XII and Graduation in Arts/Science/Commerce stream under regular course.
    - ✓ Should have cleared all semester(s)/ year(s) in first attempt of Graduation with minimum 60% marks
    - ✓ Should pass the remaining semester/year with minimum 60% marks.
  - **Post Graduates**
    - ✓ Age not more than 24 years as on 30.04.2021. (i.e. born on or after 01.05.1997)
    - ✓ Should have secured a minimum of 60% marks in X, XII, Graduation and Post-graduation in Arts/Science/Commerce stream under regular course.
    - ✓ Should have cleared all semester(s)/ year(s) in first attempt of Post-Graduation course with minimum 60% marks
    - ✓ Should pass the remaining semester/year with minimum 60% marks.
- b) Also be informed that original certificates and mark sheets which are yet to be received from the university has to be submitted **on or before 31.12.2021** failing which your appointment is liable to be terminated.
- c) It shall be distinctly understood that this offer for appointment is subject to your passing with the stipulated qualification/criteria cited above in the first chance, submission of original documents/ credentials, medical fitness, police verification and satisfactory background verification, failure to acquire the required base qualification in the first chance, your appointment is liable to be terminated.
- d) You have to execute an agreement to the effect that you will serve the Bank for a continuous period of 3 (three) years active service from the date of your joining the bank. Further, the originals of marklists & Certificates of X, XII, Graduation & Post Graduation (as applicable) will have to be submitted for verification and the same will be returned only after the stipulated active service from the date of joining. In case you leave the service of the Bank before the expiry of the said period, a sum of ₹75,000/- (Rupees Seventy-Five Thousand only) will have to be paid towards expenses incurred by the bank for recruitment, imparting training (both in house and external training including on the job training), compensation/ liquidated damages on account of loss of opportunity for the Bank from deriving anticipated benefits out of the recruitment process, etc.
- e) You shall not leave or discontinue your service in the Bank without first giving a Notice in writing of your intention to leave or discontinue the service or resign. The period of notice required shall be 3 months of continuous service without leave and the same shall be submitted to the Competent Authority.
- f) You shall comply with all the rules and regulations in force from time to time in the Bank as applicable to other employees of the Bank and shall carry out all the other lawful orders/ instructions/ directions of the Bank as are given to you in connection with the day-to-day discharge of your duties and other assignments assigned/ delegated by the Bank from time to time, while in service of the Bank.
- g) All non-public/ price sensitive information obtained/ accessed/ reviewed during your service should be kept as confidential and should not be released/ disclosed either during your service or following cessation (by whatever means) to third parties without prior clearance from the Bank.
- h) The Bank shall be entitled to terminate your service without notice, indemnities and compensation in any of the following events:
- ✓ If you are in the opinion of the Bank, guilty of dishonesty, misconduct or negligence in the performance of your duties.
  - ✓ If you have been found to have committed a serious breach or continual material breach of any of your duties or obligations; made any illegal monetary benefits in cash or in kind out of any of the Bank's affairs.

- i) All information pertaining to your remuneration is to be kept as confidential and should not be disclosed for any reason, other than as required for appropriate financial reporting purposes.
- j) Bank at its discretion will carry out the background checks as per the policy of the bank.
- k) It shall be distinctly understood that your appointment is subject to your medical fitness and satisfactory background verification. If it is later found that, you have made concealment of facts/reported false details in the Personal Statement form/ any other document/ certificate, you will be liable for termination from service without further notice. The medical reports/ fitness certificates submitted by you are liable to be re-examined or scrutinised by the Bank's Doctor at Bank's discretion and your appointment in the Bank is subject to your medical fitness for employment in the Bank as assessed by the Bank's Doctor. You will be required to undergo medical examination by the Doctor of Bank's choice, in case the doctor insists for a detailed medical examination, after analysing the medical reports submitted by you. Also please note that if any information already submitted by you is found to be false or untrue or if any material information is suppressed, your service is liable to be terminated.
- l) Since your appointment is made prior to declaration of results of qualifying examination as prescribed by the Bank, the appointment will be on provisional basis subject to qualifying prescribed course in first chance with stipulated percentage of marks. The Bank in its sole and absolute discretion shall have the right to terminate you without notice if you fail in the qualifying exam or fail to secure the minimum marks stipulated by the Bank or fail to produce the original of Mark list/Degree certificate relating to my qualifying examination as and when same is issued by the institution/university and thereby unable to meet the eligibility criteria for the post of Probationary Clerk. An Undertaking shall be given by you in this regard before joining service of the bank.

I hereby accept the terms and conditions of offer for appointment

Signature :

Place :

Date :

## **DECLARATION**

I hereby accept the offer for appointment as Probationary Clerk from The South Indian Bank Ltd further to the campus recruitment programme held on \_\_\_\_\_ and express my willingness to join the Bank as soon as I receive the intimation letter. I also understand that my selection as Probationary Clerk is provisional in nature and is liable to be cancelled/ terminated in the event of non-compliance with any of the following terms and conditions:

**1) For final year Under Graduate students:**

- Age: Not more than 22 years as on 30.04.2021. (i.e. born on or after 01.05.1999)
- Graduation in Arts/ Science/ Commerce Stream under regular course
- Pass in 10<sup>th</sup> & 12<sup>th</sup> with 60% & above.
- Scoring minimum 60% marks separately in all the semester(s)/ year(s) in first attempt for the Graduation course.
- Also required to pass the remaining semester/year with minimum 60% marks in first attempt

**2) For final year Post Graduate students:**

- Age: Not more than 24 years as on 30.04.2021. (i.e. born on or after 01.05.1997)
- Post-Graduation in Arts/ Science/ Commerce Stream under regular course
- Pass in 10<sup>th</sup> & 12<sup>th</sup> & Graduation with 60% & above.
- Scoring minimum 60% marks separately in all the semester(s)/ year(s) in first attempt for the Post Graduation course.
- Also required to pass the remaining semester/year with minimum 60% marks in first attempt

- 3) Obtaining satisfactory physical fitness certificate as per Bank's norms after conducting a Physical Fitness Test by a Medical Practitioner in a Gazette Rank of a Govt. Hospital
- 4) Obtaining Police Clearance Certificate and satisfactory background verification reports.
- 5) Submitting the original mark lists/ certificates (10<sup>th</sup> Std onwards up to UG/ PG as applicable) for the verification to confirm that I have complied with the norms and eligibility criteria for the selection process.
- 6) Executing the Service Agreement as per Bank's norms.

Name of the Candidate:

Permanent Address:

Name and address of the college/ institution:

Place:

Date:

Signature

18UCS133



Tenpath

AMALA JEROME JAWAHAR

Employee ID : 1016657

Blood Group : B +ve

Emergency : 99449 44324



Tenpath Solutions Pvt. Ltd.,  
No.A/14, 2nd Floor, TRR Towers, 11th Cross,  
Thillai Nagar, Trichy - 620 018, Phone : 0431-2742047

18UCS614



# TIDEL PARK LIMITED IDENTITY CARD



NAME

DEEPAK KUMAR

COMPANY

CONLENTREX

EMP CODE

101864578

Validity From

21/10/21

To

5/12/21

KVB Authorised Signatory

Tidel Issuing Authority



# RadicalStart

Start Simple, Make it Perfect and Grow Big

## Appointment Letter

Dear Aravind Kumar S,

You are being appointed as **"Trainee-FullStack Developer"** effectively from 28th July, 2021. The probationary period of One-year needs to be served in order to avail permanent employee benefits..

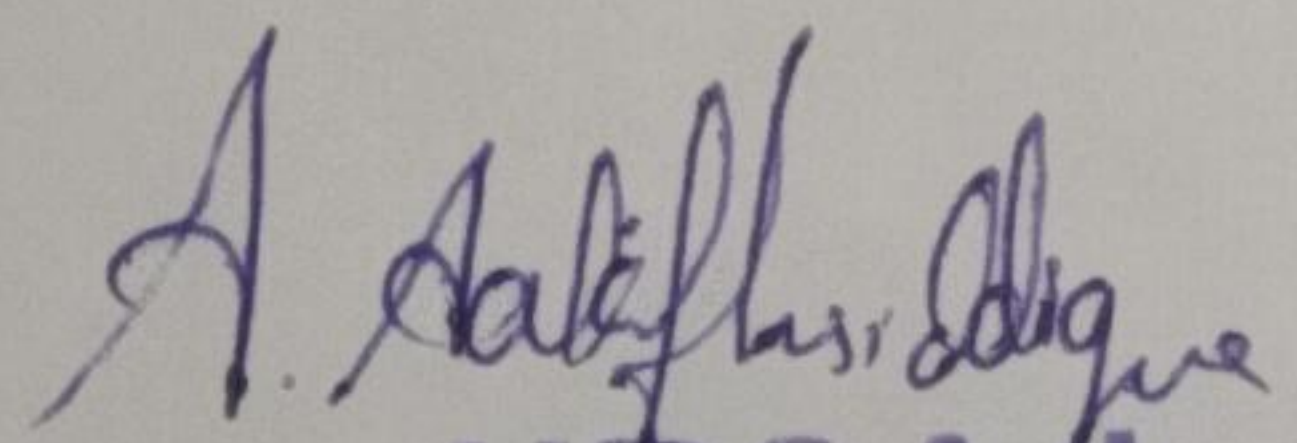
If you desire to leave the company, you need to serve Two months of notice period after the probationary period is completed. Improper relieving will lead the company not to provide Experience certificate and not to respond to any form of background verification.

Consequent to the review of your performance, we take immense pleasure in informing you that you have successfully completed your training effective from 28/08/2021. We thank you for your ongoing contribution to RadicalStart.

The other terms and conditions of your appointment remain unchanged. We look forward to your valuable contribution and wish you all the very best for a rewarding career with RadicalStart.

Sincerely,

For RADICALSTART INFOLAB PVT LTD

  
HR&Admin

For RadicalStart InfoLab Pvt Ltd,

Place: Madurai

Date: 28th August, 2021

RadicalStart InfoLab Pvt Ltd.,

18UCS644



**SANPRA INFOTECH LLP**

"Singhvi Towers", # 9, Nyniappa Naicken Street, 3rd Floor, Park Town, Chennai - 600 003  
Tel: 2535 3254, E-mail : singhvi.sk@gmail.com Website : www.sanpra.com

## OFFER LETTER

October 12, 2021

**Aahash K J**  
22A, Nehru Colony 6<sup>th</sup> Street  
Nanganallur, Chennai-600061

Dear **Mr. Aahash**,

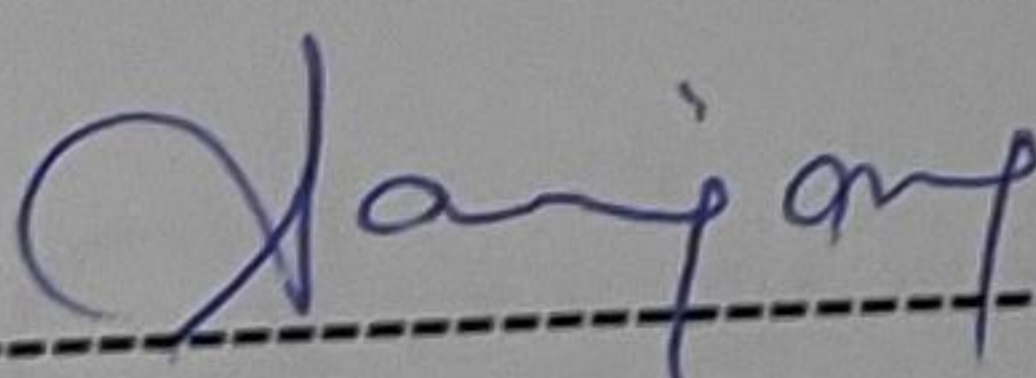
We are pleased to offer you employment at SanPra. We feel that your skills and background will be valuable assets to our team.

SanPra is offering a full/part time position for you as Jr. System Administrator starting on October 12, 2021.

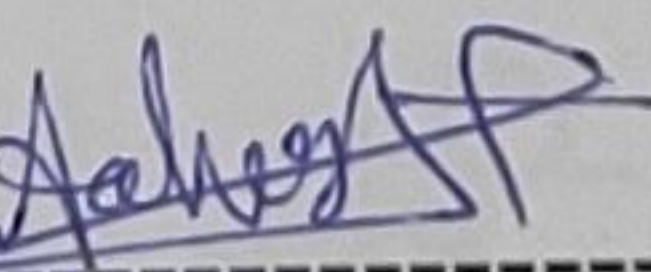
If you choose to accept this offer, please sign the copy of this letter in the space provided and return it to us on or before Oct 14, 2021.

We look forward to welcoming you as a new employee at SanPra.

For **SANPRA INFOTECH LLP**

  
-----  
**Sanjay S Singhvi**  
CEO

**ACCEPTED**

  
-----  
**Aahash K J**

18UCS656

## OFFER LETTER

August 13, 2021

**Raymond Immanuel G**  
7/A, Malligaipuram, 1st Street  
Palakarai, Trichy 620001

Dear **Mr. Immanuel**,

We are pleased to offer you employment at SanPra. We feel that your skills and background will be valuable assets to our team.

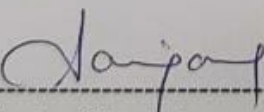
SanPra is offering a full/part time position for you as Jr. System Administrator starting on August 13, 2021.

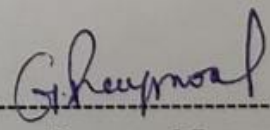
If you choose to accept this offer, please sign the copy of this letter in the space provided and return it to us on or before August 15, 2021.

We look forward to welcoming you as a new employee at SanPra.

For **SANPRA INFOTECH LLP**

**ACCEPTED**

  
-----  
**S. Sanjay Singhvi**  
**CEO**

  
-----  
**Raymond Immanuel G**



March 5, 2021

To

Aishwarya. A  
D/O, V. Arul kumar  
20, Selvizer 1<sup>st</sup> Street  
Thoothukudi-628002

Dear Aishwarya,

With reference to your application and subsequent interview with us, we are pleased to offer you training in our organization on the following terms and conditions. You have to join us on 8th March 2021 .

You will be given training for the Three months. Based on your performance will be offered job with the company in written after three months.

During training period your stipend will be Rs.9000.

**Working Hours:** 9:30 am to 6:30 pm on all days except Sundays and it can be changed according to the need of the company to be fulfilled.

On your first day of training, you will be given additional information about Infario technologies procedures, policies, benefit programs and more.

We welcome you to team of INFARIO and look forward to a fruitful collaboration.

With best wishes,

Infant Rosario J  
Managing Director



Ref: VS/CTS/OL/322

Date: 26<sup>th</sup> April 2021

To,  
Mr. Akil V

**LETTER OF OFFER**

With reference to the interactions, interviews and discussions had with you during the first week of April 2021, we are pleased to offer you a position within our organization. This offer is confirmed, but subject to fulfilment of our organizational record & documentation requirements.

We take this opportunity to welcome you on board of our organization.

The details of the offer are:

1. **Designation** : System Engineer
2. **Date of Commencement of Duties (On or Before)** : 26<sup>th</sup> April 2021.
3. **Period of Contract** : You will be on Contract till 31<sup>st</sup> December 2021.  
The contract is extendable subject to satisfactory performance.
4. **Location of Reporting** : Coimbatore, Tamilnadu.
5. **Assignments & Work** : Anywhere in India.
6. **Relocation** : Subject to administrative convenience and applicable Regulations in force from time to time.
7. **Compensation** : Packaged CTC of **Rs.12,000/-** (Indian Rupees Twelve Thousand Only) Per month, which is all-inclusive.
  - a) This package is inclusive all employer contribution as well as any variable components & incentives.
  - b) The net salary and take home is subject to all statutory deductions including income tax are will be done at source as applicable.

**VertX Solutions**

Old No. 12/New No. 29, Ashok Nagar 9th Avenue, Manthope Colony, Chennai – 600083 Ph- +91-44 22502260 Mobile : +91 9500 003964 Email : [hr@vertxsolutions.net](mailto:hr@vertxsolutions.net), Website : [www.vertxsolutions.net](http://www.vertxsolutions.net)

**PRIVATE AND CONFIDENTIAL**

**13<sup>th</sup> May 2021**

To,  
**Abinaya Krishnan,**  
**Tiruchirappalli, India**

**Dear Abinaya Krishnan,**

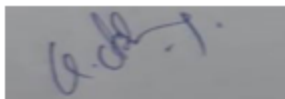
**Subject: Internship Program**

In reference to your application we would like to congratulate you on being selected for internship with **AhaGuru Education Technology Pvt Ltd.** based at Chennai. Your training & Task is scheduled to start effective **17<sup>th</sup> May 2021 for a period of 3 months.** As such, your internship will include training/orientation and focus primarily on learning and developing new skills and gaining a deeper understanding of concepts.

The terms of engagement are as follows:

1. Reporting Time: 10:00am to 7 pm daily through Virtual.
2. Internship Allowance: 15K per month.
3. Period of Engagement: 3 Months.
4. Internship Topic: Python Internship Program.

**For Ahaguru Education Technology Pvt Ltd.**



**Chandru K**  
**Human Resources**

---

I hereby confirm acceptance of the above terms and conditions of AhaGuru Education Technology Pvt Ltd.

Signature:

Name:

Date:



16<sup>th</sup> July 2021

**Sri Harivenkatesh Kumarsubiramanian**  
177C/1 West Street, Iluppaiyurani  
Kovilpatti - 628502

Dear **Sri Harivenkatesh Kumarsubiramanian**

1. Based on your performance in the interview, we are pleased to make you a provisional offer for a career with SK IT Shoulders Private Limited. Your initial assignment would be, as **Software Trainee** and you shall be posted in Chennai. You are required to report to **Mrs. Mahalakshmi** on or 16<sup>th</sup> July 2021 at the address: SK IT Shoulders Private Limited, 2773-2/6, Main road, Kovilpatti 628 502.
2. Your total compensation package will be **INR 1,20,000/-** (Indian Rupees One Lakh Twenty Thousand Only) per annum including all benefits, which will be effect from the date of your joining the company. However, the structure of your compensation plan may be altered / changed from time to time in line with the Compensation Policy and practices of the company.
3. As per company policy, the probation period applicable to you shall be 6 months.
4. You are being provisionally offered on the presumption that the particulars furnished by you in your application and /or Bio-data are correct. In case the said particulars are found to be incorrect or that you have concealed or withheld some other relevant facts, your offer with the company shall stand terminated/ cancelled with you any notice.
5. On the date of joining, please provide the following documents for the verification / submission:
  - a. Original and copies of your educational certificates (Degree/ Professional certificates)
  - b. Date of Birth certificate
  - c. Three passport size colored photographs
  - d. Copy of passport, if any
  - e. Medical Fitness Certificate
  - f. Copy of PAN card

Please sign and return to us the duplicate copy of this letter and Annexure(s) as token of your acceptance.

With best wishes and looking forward to a mutually fruitful association.

For SK IT SHOULDERS PRIVATE LIMITED

  
**KESAVAN SUNDARARAJ**  
GENERAL MANAGER



I accept the above terms and conditions

Signature:

Name: **Sri Harivenkatesh Kumarsubiramanian**



This agreement is between **Maylancer Techios Pvt Ltd** herein referred to as the **EMPLOYER** and **Mr.Mohan R** residing at 4/39, Kuttupannai, Thennampatti, Thoothukkudi - 628714 and herein referred to as the **EMPLOYEE**.

The **EMPLOYER** is willing to hiring the **EMPLOYEE** for the role of **Developer Trainee** on a full-time basis from 14.05.2021. The **EMPLOYEE** will confirm the acceptance of the Agreement upon enrolment by signing this document which also confirms that the **EMPLOYEE** has understood the terms of this Agreement and understand that a legally binding contract is formed between the **EMPLOYEE** and the **EMPLOYER**.

**The Agreement constituted is as follows:**

1. The **EMPLOYER** will provide the **EMPLOYEE** with One-month training [14/5/2021 to 14/6/2021], learning opportunities and other related skill development syllabus, however the subject of successfully fulfilling the requirements of the training program and modules falls solely on the **EMPLOYEE**.
2. The **EMPLOYEE** is expected to be available on the office premise or work from home between 10:00 am and 5.00 pm from Monday to Friday. No Compensation for overtime.



19PCS803

Dear Vaishnavi,

We take great pleasure in welcoming you to the DSM Soft family.

We believe our offer will match your expectations and we hope to strike a mutually rewarding relationship. We are also certain that with your able expertise and capabilities, you would play a vital role in our growth and success. In the course of our working together, we believe DSM Soft can provide you the right opportunities for your personal and professional growth as well.

Here are our offer details:

We would like to offer you a position with us as **Trainee Engineer – Level 1**

Your total Cost To Company (CTC) will be **Rs. 10,200 Per Month** (Ten Thousand and Two Hundred Only) & **Take Home is (7769)**

We would like you to begin employment with us on **03rd August 2021 - Tuesday**.

To,

Mr.Sabarinath Palani,

Subject: Offer Letter



Congratulations and welcome to **Isthara Parks Pvt. Ltd!!!**

It gives us great pleasure to offer you the role of **"IT-Associate" for "Hyderabad"** which you interviewed with us. Your date of joining will be **"September 18<sup>th</sup>, 2021"** (As discussed). Your employment will be confirmed based on the performance and assessment.

The salary (CTC) details are enclosed for your reference. ( as per policies and discussions)

| SALARY DETAILS                       | PER MONTH    | PER ANNUM           | COMMENTS          |
|--------------------------------------|--------------|---------------------|-------------------|
| <b>A.MONTHLY SALARY</b>              |              |                     |                   |
| BASIC                                | 5000         | 60000               |                   |
| HOUSE RENT ALLOWANCE                 | 2000         | 24000               |                   |
| CONVEYANCE ALLOWANCE                 | 2000         | 24000               |                   |
| SPECIAL ALLOWANCE                    | 1000         | 12000               |                   |
| <b>FIXED GROSS SALARY</b>            | <b>10000</b> | <b>120000</b>       |                   |
| VARIABLE PAY                         | 0            | 0                   |                   |
| PETROL ALLOWANCE                     | 0            | 0                   |                   |
| <b>TOTAL GROSS SALARY</b>            | <b>10000</b> | <b>120000</b>       |                   |
| <b>B.EMPLOYER BENEFITS</b>           |              |                     |                   |
| PROVIDENT FUND                       | 0            | 0                   | As per the policy |
| GROUP MEDICAL INSURANCE/ESIC         | 0            | 0                   | As per the policy |
| TOTAL                                | 0            | 0                   |                   |
| <b>TOTAL COST TO COMPANY (A+B)</b>   | <b>10000</b> | <b>120000</b>       |                   |
|                                      |              |                     |                   |
| <b>C. DEDUCTIONS</b>                 |              | <b>AMOUNT IN RS</b> |                   |
| EMPLOYEE'S PF CONTRIBUTION           |              | 0                   | As per the policy |
| EMPLOYEE'S ESIC CONTRIBUTION         |              | 0                   | As per the policy |
| TDS                                  |              | 0                   | As applicable     |
| PROFESSIONAL TAX                     |              | 0                   | As applicable     |
| TOTAL DEDUCTIONS                     |              | 0                   | As per the policy |
| <b>D.TAKE HOME(NET) SALARY (A-C)</b> |              | <b>10000</b>        | Per month         |

Dear Ms Innocentia C

Greetings!!!

We are very happy to extend you a warm Welcome to **ITTI** and to **our ITES Practice, Bangalore**

- Your ID: **2793**
- ITTI webmail: <http://mail.itti.com>
- Corporate E-mail ID: [Innocentia.c@itti.com](mailto:Innocentia.c@itti.com)
- E-Mail Password: GcAh08G

You may please reset the password accessing the **Options -> Change Password** to a new password.

---

**Access to Corporate Intranet - ITTI Inside:** <https://inside.itti.com>

- Timesheet access User ID: **2793**
- Intranet Password: **2793**

Please reset the password immediately accessing the **Options -> Change Password** to a new password.

---

Dear Lavanya,

We take great pleasure in welcoming you to the DSM Soft family.

We believe our offer will match your expectations and we hope to strike a mutually rewarding relationship. We are also certain that with your able expertise and capabilities, you would play a vital role in our growth and success. In the course of our working together, we believe DSM Soft can provide you the right opportunities for your personal and professional growth as well.

Here are our offer details:

We would like to offer you a position with us as **Trainee Engineer – Level 1**

Your total Cost To Company (CTC) will be **Rs. 10,200 Per Month** (Ten Thousand and Two Hundred Only) & **Take Home Is (7769)**

We would like you to begin employment with us on **31st July 2021 - Saturday.**

**Reporting Time : 9.00am**

Please let us know if the offer terms are agreeable to you. Please note that these offer details are 'confidential' and I will 'solely represent DSM Soft' in any of your discussions around this offer. We once again welcome you to share a mutually rewarding experience at DSM Soft. Kindly contact me for any clarifications.

I look forward to hearing from you.

**Documents to be submit:**

- 10th & 12th Mark sheets - Original and Photocopies
- Graduation Degree / Consolidated Mark sheet / Provisional certificate - Original and Photocopies
- PAN card - Original and Photocopy
- Proof of Adhar :
  - a) Hard copy of Aadhar card - DD/MM/YYYY.
  - b) Latest downloaded hard copy of E-Aadhar before date of joining.
- Proof of Bank Account :
  - a) First page of Bank pass book.

Ms. Judishia H

67, Sethu Raja, Street

67, Sethu Raja, Street

Thoothukudi-628001

India

Ph: +91-9629480236

DearJudishia,

Welcome to Infosys!

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

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

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

Warm regards,

**RICHARD LOBO**

**EVP and Head Human Resources - Infosys Limited**

Signature Not Verified

Digitally signed by Richard Lobo  
Date: 2021.09.15 11:05:21 IST

Reason: Digitally signed  
Location: Bangalore



## RUBIX TECHNOLOGIES

Ishwarya Shanmugam,  
19/B Jeeva street, Indracolony,  
28,2021Samayapuram,  
Trichy- 621112.

Doc Id: 0033  
September

### OFFER LETTER

Dear Venkatachalam Seetharaman,

Welcome to **Rubix Technologies**.

Based on the discussion, we are very pleased to make you an offer for the position of **Software Developer -Trainee**.

Your basic salary will be **Rs.7,000** (Seven Thousand Rupees only) per month. You will be on probation for a period of 6 months from the date of joining.

As accepted and committed by you during the discussion, you will join us on **October 4, 2021**. This offer will be automatically ceased if you are not joining us by the said date.

You are requested to produce a proof of age, relieving letter from previous employer, educational certificates, Pan card, Aadhar card, 4 passport size photo and proof of last drawn salary with true copy of the same at the time of your joining.

You are requested to issue a signed scan copy in acknowledgement of having accepted the offer with terms and conditions.

We trust that you will have many happy and mutually beneficial years of services with the

company. Yours truly,  
For **Rubix Technologies**

Director

**EMPLOYMENT OFFER LETTER**

Capgemini Ref: 4877561

/935439,08/30/2021,

Nirmal Nishanth Bilavendran

H.No- 315,,Philomina Nagar, 4th Street, N.K Road,,  
Thanjavur ,Tamil Nadu,  
India

**Confidential**

Dear Nirmal Nishanth Bilavendran,

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 **09/07/2021** (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 **Chennai-PCT**

**C)** On joining you will be under probation for 0(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:

**OFFER  
LETTER**

**TO**

**ANANDHAPATHMANAPAN**

We are happy to issue the career program letter. You will be appointed as sales officer and during the training period we will evaluate you on knowledge, skills and attitude. We are very excited about the potential of you and your experience being brought to our table.

In order to work in insurance industry initial step would be clearance of IC 38 EXAM. For that Insurance Basic training with exam you have to pay Rs. 600/- as DD or cash in favor of SURETI IMF - EXAM payable @ COIMBATORE.

A sales officer needs to achieve the target of Rs. 2,00,000/- premium through direct source to get promoted as a Business Development officer.

A BUSINESS DEVELOPMENT OFFICER (BDO/SBDO/BI) will be eligible for,

1. Fixed Salary.(3 LAKHS P.A INCL. BONUSES)
2. Quarterly Productivity Bonus.
3. Annual Productivity Bonus.
4. Self-Sourced business payout.

During the training we train you on Learning Corporate work culture and Skills Development

- |                                    |   |   |
|------------------------------------|---|---|
| <b>A) Training Functional Area</b> | : | HR/Finance/Operations/Sales & Marketing.  |
| <b>B) Training Period</b>          | : | 60 days.  |
| <b>C) Training</b>                 | : | IC 38 for IRDA Licensing exam,<br>Insurance basics, Our Company<br>Products, KYC & AML<br>Sales & Marketing activities. |
| <b>D) Developing Skills</b>        | : | Communication Interpersonal skills.<br>Corporate Working Culture.   |
| <b>E) Stipend</b>                  | : | Rs. 15,000/- (only on achievement target)   |

SIMPL has pleasure in welcoming you on board. We wish you to have a long and mutually beneficial association with us.



**BRANCH HEAD,**



**OFFICIAL SEAL**





Date: 04-10-2021

Training Confirmation Letter

PERSONAL AND CONFIDENTIAL

Mr. Moses Pastin

Sub. Training Confirmation Letter

Dear Moses Pastin

I am pleased to offer you an appointment to the position of "IT Recruiter Trainee" with S2SSOFT. This training position is for a month term from the date of joining **04-10-2021**. You will be on probation for 6 months and your continued participation in the training position will be dependent upon successful completion of learning objectives as scheduled in the training plan. If you successfully complete the training program, you will be offered a permanent position as IT Recruiter.

Your starting salary will be Rs 10,000 / Month. Upon successful completion of training objectives, and when verified by your trainer, your salary will be increased to the target position.

By accepting this offer you agree that you:

- intend to successfully complete the training program and stay in the target position for a period of time equal to 2 Years.
- understand that lack of success at any stage of the training program, or lack of acceptance into a required course due to an inability to meet the minimum requirements will be reason for removal from the position; and
- will take responsibility for gaining the skills required for the target position, participate in ongoing planning and evaluation of your training plan, actively participate in completing your appraisals and setting your objectives, discuss and resolve problems with your trainer as they arise.
- If you agree with the above conditions, please indicate your acceptance by signing a copy of this letter and returning it in person.

Congratulations on your appointment. Should you have any questions concerning this job offer, please contact me at +91 99431 15232

For STWOSSOFT TECH PVT LTD

Prasanna Parthibaraja

HR Manager



**ELIA BENEFIT FUND  
NIDHI LIMITED**



**V.P. Ramya**

---

**Authorised Signatory**



# Crystal

Code Labs

No.79/2, II Floor, Iswarya Nagar, Palani Road, Udumalpet,

Tiruppur, Tamil Nadu, 642126

Email: [kaviya@crystalcodelabs.com](mailto:kaviya@crystalcodelabs.com) / [hr@crystalcodelabs.com](mailto:hr@crystalcodelabs.com)

Phone: 9788806063

Dear Mr.PRABAKARAN,

We're delighted to extend this offer of employment for the position of a junior web developer with Crystal Code Labs.

We would like to have your response by 14/09/2021. If you accept this offer, your start date will be 15/09/2021 or another mutually agreed upon date. In the meantime, please feel free to contact me or Naveen Kumar via email or phone, if you have any questions.

We are all looking forward to having you on our team!

Best regards,

D. Pushpakaviya,

Co-founder at Crystal Code Labs.

**CUSTOMER  
ANALYTICS**  
HUMAN TECHNOLOGY



**Gopinath Rangarajan**

|                    |                |
|--------------------|----------------|
| Employee ID:       | 3WIN937        |
| Blood Group:       | O Positive     |
| Emergency Contact: | +91 8610415946 |

*A. Ganesh Kumar*  
Authorized Signatory

\* This ID card should be displayed at all times while you are in the office.

[Submit & Print](#)

June 10, 2021

**Welcome to Wipro's Work Integrated Learning Program ("WILP")**

**Work Integrated Learning Programme**  
Wipro Limited, Dodda Kannelli  
Sarjapur Road, Bengaluru - 560 035.  
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear LOGESH ,

**Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program**

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M. Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the **date of enrolment for academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro" or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP. Wish you all the best!

Yours sincerely,  
For **Wipro Limited**,

**Aparna Shallen**  
**General Manager - Human Resources**  
**Endorsement**

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

**Terms & Conditions of Scholarship****1. PROFILE:**

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ("PRP") that prepares you to participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain **M. Tech degree from one of the premier engineering institution / University** upon successful completion of the course.

**2. DURATION:**

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic program. You will be enrolled into the academic program within 12 months from date of joining. Unless the Company extends the period of your study in writing, which is done solely at the discretion of the Company, your enrolment would automatically terminate at the end of the stated 48 months.

In case the Company extends the academic period (in writing) you will continue to be enrolled as a Scholar Trainee – Work Integrated Learning Program with WILP.

**3. Scholarship/Stipend and Benefits**

During your period of enrolment, you would be entitled to a consolidated monthly scholarship.

Apart from the monthly scholarship, the Company will provide you with life & accidental insurance that would include a cover for you, the premium / cost will be taken care of by Wipro. This is a voluntary benefit offered by the Company and the details of the same are listed below.



If The Data Matters The Partner Matters



Name : **Arun P**  
Emp. No. : **DT0960**  
Desig. : **Technical Trainee**

*G. Paumala*  
Issuing Authority

**DigitalTrack Solutions Pvt Ltd**

No:9, Vinayagar Koil Street, Venkatapuram,  
Little Mount, Saidapet, Chennai - 600 015.

Tel: 044 - 6629 2200

[www.digitaltrack.in](http://www.digitaltrack.in)

# 18UBC542



# Crystal

Code Labs

No.79/2, II Floor, Iswarya Nagar, Palani Road, Udumalpet,

Tiruppur, Tamil Nadu, 642126

Email: [kaviya@crystalcode labs.com](mailto:kaviya@crystalcode labs.com) / [hr@crystalcode labs.com](mailto:hr@crystalcode labs.com)

Phone: 9788806063

Dear Mr.Aravinth,

We're delighted to extend this offer of employment for the position of junior developer with Crystal Code Labs.

We would like to have your response by 31/07/2021. If you accept this offer, your start date will be 02/08/2021 or another mutually agreed upon date. In the meantime, please feel free to contact me or Naveen Kumar via email or phone, if you have any questions.

We are all looking forward to having you on our team!

Best regards,

D. Pushpakaviya,

Co-founder at Crystal Code Labs.

Ref: 872264/2007004/Permt

Date: 27th December, 2021

Refugene R. L

No 18A, Kamaraj Nagar South, Angarai  
Ialgudi, Tiruchirapally, Tamil Nadu - 621601  
Phone No: 9080170460

## Subject - Offer of Appointment

Dear Refugene R. L,

It is our pleasure to welcome you to Tech Mahindra Limited.

1. With reference to our discussions, we are pleased to offer you appointment in our Organization as **Associate-Customer Support** on **U1** band, operating out of our **Chennai** office.
2. Your "Annual Total Cash Compensation" will be **Rs. 220000 (Rupees Two Lakhs Twenty Thousand Only)**. Please refer **Annexure-A** for details on the compensation and statutory deductions.
3. Your remuneration package is strictly confidential between you and here after, referred as The Company and should not be discussed with anyone nor divulged to anyone in any manner whatsoever.
4. Your employment with us will be governed by terms and conditions as specified in **Annexure-B**.
5. You are required to join on **27th December, 2021** at the below mentioned location. The Offer stands withdrawn thereafter, unless the date is extended and communicated to you in writing.
6. On the date of joining, you are requested to report to **Suriyapriya Nagarajan at 12:00 PM** to complete the joining formalities at **Tech Mahindra Limited (SDB-4), 602/3 Elcot SEZ, Old Mahabalipuram Road, Sholinganallur Village, Chennai - 600119**. At the time of joining, you are expected to carry originals of the documents as per **Annexure - D** and submit the copies of the same to the HR Team.
7. Please note that this Offer is subject to your being given a clear background check either at the time of reporting/joining or thereafter depending upon our receipt of the background check report from the agency.
8. Kindly acknowledge acceptance of this Offer of Appointment by signing and returning the 'acceptance copy' to **Suriyapriya Nagarajan** latest by **27th December, 2021**.

## Annexure - A

|  |  |
|--|--|
| NAME   | Refugene R. L                                      |
| TITLE  | Associate-Customer Support                         |
| BAND   | U1   |
| LOCATION   | Chennai  |
| <b>COMPONENTS</b>  | <b>Per Annum</b><br>(All figures in Indian Rupees) |
| BASIC (@35% OF TOTAL FIXED PAY)  | 65973  |
| HRA (@70% OF BASIC)  | 46181  |
| CONVEYANCE ALLOWANCE   | 19200  |
| BONUS / STATUTORY BONUS  | 13195  |
| EMPLOYER'S CONTRIBUTION TO PROVIDENT FUND (@12% OF BASIC PAY)  | 7917   |
| EMPLOYER'S CONTRIBUTION TO ESI (3.25% OF TOTAL SALARY COMPONENTS)  | 6343   |
| PERSONAL PAY   | 29686  |
| <b>TOTAL FIXED PAY..... (A)</b>  | <b>188496</b>                                      |
| <b>TOTAL VARIABLE PAY (TVP)..... (B)</b>   | <b>20944</b>                                       |
| <b>ADDITIONAL BENEFITS..... (C)</b>  | <b>10560</b>                                       |
| GRATUITY   | 3173   |
| INSURANCE PREMIUMS (towards GTLI, GMIP AND GPAI)   | 7387   |
| <b>TOTAL COST TO COMPANY..... (D) = (A) + (B) + (C)</b>  | <b>220000</b>                                      |
| Additional Benefits : In addition to the above, you will also be eligible for the below -mentioned benefits -  |  |
| <b>i) *Company Transport:</b><br>- Applicable, only if company transport is not availed.   |  |
| <b>ii) **Payment of Bonus:</b> The provisions of Payment of Bonus Act, 1965, as amended from time to time are currently applicable to you.   |  |
| <b>iii) ***Performance Incentive</b> would be payable to you starting from your Go Live Date. Maximum amount based on 100% performance; however, the actual payout shall be based on individual performance against set targets and / or performance of the organization. The Performance incentive will be paid-out as per existing company policy. |  |

## **Offer Letter**

**Mr. Sarvanan Kuzhanthaivel** residing at no 2-192-3, Melur, Seval Patty (PO), Thuvankurichy (Via), Marungapuri (TK) Trichy ( Dist) Tamil Nadu, India herein defined as

### **Web Designer & Programmer**

and

**M/s. BOXON Media Pvt Ltd** and its associate companies located at Flat no: 3, Building 21/10 1<sup>st</sup> Street, South Gopalapuram, Chennai

### **SCOPE OF ENGAGEMENT:**

- The purpose of this offer is to develop and manage websites for the clients of BOXON Media only.
- The Web Designer & Programmer will deliver the jobs of client by engaging with the clients and ensuring their projects requirements are met. This is as per the format of the services provided by **BOXON Media Pvt Ltd** related to branding, advertising, marketing & promotions (as detailed in the profile)

**JOB DESCRIPTION:** As **Web Designer & Programmer**, you would be responsible of deliverables with quality web solutions to clients.

**REMUNERATION:** A fixed salary of INR 12,000/- on a monthly basis will be paid to you.

**TERMINATION:** First Three months is the probation period & during that period, your performance will be reviewed periodically. If we find that the performance is not satisfactory, the management has the right to terminate your employment with 3 days' notice in writing. Similarly, employer has full right to terminate this offer in writing with 3 days of prior notice with complete handover mail with current and future prospects details. On completion of probation either the party have to give 3 months of notice period to terminate of contract in writing.

**LEGAL OBLIGATION:** In case of any dispute during the period of employee all, the legal proceedings would be within the jurisdiction of Chennai courts.

We look forward to a mutual & healthy business relationship within the framework and guidelines of the standards followed by the company.

**For BOXON MEDIA PVT. LTD.**

**Mr. Sarvanan Kuzhanthaivel**



**Signed & Accepted**

**Signed & Accepted**

**Date: 25-08-2020**

**Date: 30-08-2021**

G<sup>OOD</sup>R  
**GDR FOOD POINT**



*K. Venkatesan*

Designation : Staff

Blood : O+

D.O.B : 18-11-2000

Mobile : 9944341394

**IG 3 INFRA CHENNAI ONE IT SEZ  
THORAIPAKKAM, CHENNAI - 600097.  
Ph : 044 42317550, 7708320959**



June 12, 2021

Welcome to Wipro's Work Integrated Learning Program ("WILP")

Work Integrated Learning Programme  
Wipro Limited, Dodda Kannelli  
Sarjapur Road, Bengaluru - 560 035.  
Phone: (080) 28440011/12, Fax: (080) 28440256

Dear Nageswaran A,

**Sub: Enrolment letter to Wipro's Work Integrated Learning Program ("WILP") as Scholar Trainee – Work Integrated Learning Program**

Welcome to WILP!

With reference to your application, it is our pleasure to enroll you as a Scholar Trainee – Work Integrated Learning Program. This is a scholarship program customized as a robust academic and training program which will enable you to obtain M. Tech degree from one of the premier engineering institution / University in India.

The duration of the academic program shall be 48 months from the **date of enrolment for academic program**. You will be enrolled into the academic program within 12 months from date of joining. Your date of joining will be intimated through a separate communication.

We hope you enjoy the learning with WILP and have an enriching experience being a part of Wipro Limited ("Wipro or "Company").

Please read through the terms and conditions of your enrolment as provided below.

We look forward to having a long and fruitful relationship with you at WILP, Wish you all the best!

Yours sincerely,  
For **Wipro Limited**,

**Aparna Shailen**  
General Manager - Human Resources

**Endorsement**

I accept the enrolment and the terms and conditions thereof as specified below. I shall report for undergoing study on

**Terms & Conditions of Scholarship**

**1. PROFILE:**

You have been selected to be a part of Wipro's WILP and are enrolled as a Scholar Trainee- Work Integrated Learning Program. Upon joining WILP, you will have to undergo a "Project Readiness Program" ("PRP") that prepares you to participate in projects at the Company as part of this learning program. This robust academic program will also enable you to obtain **M. Tech degree from one of the premier engineering Institution / University** upon successful completion of the course.

**2. DURATION:**

The duration of your academic program will be for a period of 48 months from the date of enrolment to the academic



## Welcome to TaSa IT Services Family - Offer Letter

1 message

Kamal Basha <recruit@tasaitservice.com>

Sat, Aug 7, 2021 at 3:52 PM

To: d29102001@gmail.com

Cc: sn@accedellic.com, Sathya <hr@tasaitservice.com>, praj@accedellic.com, recruit2@tasaitservice.com



## Welcome to TaSa IT Services Family - Offer Letter

7<sup>th</sup> Aug'21

Dear **Daniel J**,

**Congratulations!!!**

It is with great pleasure to offer you the position "**Technical Research Executive**" with TaSa Consulting and IT Services Pvt Ltd.

We feel your knowledge and eagerness will be an asset to our company and we wish you an excellent career path with TaSa Consulting and IT Services Pvt Ltd. We look forward to your joining duly with us on **August 9<sup>th</sup> 2021** at our Trichy Office. Your reporting time will be **9:30 AM (IST)**.

Your Starting CTC salary will be **Rs 8,000/-** per month (Rupees Eight thousand only) for the first month and from 2<sup>nd</sup> month onwards it will be revised to **Rs 10,000/-** per month (Rupees Ten thousand only). Based on your performance you will be subjected to an appraisal every quarterly for the first year.



Providing > complete solution



**CHARULATHA B**  
Software Developer  
Emp ID : E0086

**Dated :** 12 Jul 2021

**Mr. Sarathkumar R**

**S/O : Rajagobal**

Permanent Address :

657/2 Mettu Street,, Thirumangalam,Lalgudi  
(TK),, Trichy, Tamil Nadu, 621703

Present Address :

657/2 Mettu Street,,Thirumangalam,Lalgudi (TK),,  
Trichy, Tamil Nadu, 621703

**Dear Sarathkumar R,**

With reference to your application and subsequent interview, we have pleasure in appointing you as **"Process Associate"** in our organization as per the terms and conditions mentioned here under. Your employee code will be **29237**.

#### **1.0 EFFECTIVE DATE**

This appointment is effective from **12-Jul-2021**.

#### **2.0 DUTIES AND RESPONSIBILITIES**

Your duties and responsibilities shall be as assigned to you by the Company from time to time. Your designation as well as your duties and responsibilities are liable to be changed at the discretion of the Management. You shall use the best of efforts to promote, develop and extend the business of the Company and conform and comply with the directions and regulations of the Company at all times, and in all respects.

#### **3.0 TIME SHEETS**

You shall send a hard copy / Soft Copy of the time sheets duly approved and signed by your Supervisor on the 1st day of every month to the following address:

**Artech Infosystems Pvt. Ltd.**  
**Attn: OBHR SPOCs / Department**  
**Infospace, Plot No. 2,**  
**Block - B, Ground Floor,**  
**Sector - 62 , NOIDA- 201309, UP**

Please ensure that your time sheet / ILC and dB link approval from your respective Project Manager / Supervisor reach to us within week.

#### **4.0 LEAVE**

You would be entitled to one earned leave (EL) and one casual leave (CL) for each full month of employment. Balance paid leave (PL) will be accumulated or rolled over to the next year. Balance casual leave (CL) will not be carry forward to the next year, it will be lapsed at the end of calendar year.

This is an electronically generated Letter, hence signature is not required.

**Artech Infosystems Pvt Ltd**

Corporate Office: Infospace, B-2, Tower-2, Ground Floor, Sector 62, Noida - 201307 INDIA

Tel. +91-120-6666333 Fax. +91-120-6666366

Email : [info@artechinfo.in](mailto:info@artechinfo.in) Website : [www.artechinfo.com](http://www.artechinfo.com)

CIN:U74899DL1980PTC010770



3rd Floor, Raja Complex,  
#6/3 BharathiyarSalai, Cantonment, Trichy-620 001.  
Phone: +91 431 4028111



**Kapil Dev M**

**Emp. No.1019300**

[www.omegahms.com](http://www.omegahms.com)



Profile Image  
Approval Pending

**QUESS**  
WINNING TOGETHER

Deputed At



**KEVIN JOHN MICHEAL RAJ**

**Employee ID : AS521988**

**Department : Retail Assets Wheels Used Car Sales**

**Location : Chennai**

**Designation : Junior Relationship Officer**

**Branch : PSSG CHENNAI**

**DOB : 25-02-1998**

**DOJ : 13-09-2021**

**Contact No : 9566839912**

**Office Address : No. 150/151, Alpha center, Sixth Floor, North  
usman Road, T. Nagar, Chennai-600017**

**Date : 08/11/2021 5:39PM**



Valid Till

2021 - November

**This is a system generated ID card & not be  
printed. Check for current time & date  
mentioned on the card.**



# Vallalar Matriculation Hr. Sec. School

(A Unit of Nanbargal Educational Trust)  
Kollukarankuttai, Marungur Post - 607 103.  
Panruti Taluk, Cuddalore Dist.,  
Mobile : 99651 03333, 9489938946



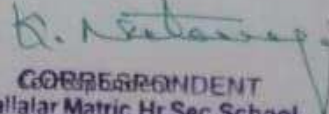
Date: 02.11.2021

## APPOINTMENT ORDER

The School Management committee of the Vallalar Matriculation Higher Secondary School, Kollukarankuttai hereby offers you an appointment as a teacher in this school. The monthly salary in respect of this appointment will be **Rs. 6,000**. If you wish to accept this offer of appointment in the above school under the conditions set out in the attached Conditions of Service for Teachers in Private Schools, Please sign both copies of the Letter of Acceptance and both copies of the Conditions of Service and return one copy of each document to me direct or through the Principal. The Second copies are for your retention. If no reply is received on or before 08.11.2021., the offer shall be considered withdrawn. You are advised to give due and proper notice of your intention to leave your present employment. If you accept this offer, you are required to report for duty at 9.00 AM on 08.11.2021.

Appointment Teacher's Name: **ANANCIA A**

Date : 02.11.2021.

  
**CORRESPONDENT**  
Vallalar Matric. Hr. Sec. School,  
Kollukarankuttai, Marungur Po,  
Panruti Tk. 996 103.

/-True Copy-/



**SAKTHI**  
CONSTRUCTIONS

Phone : + 91 424 2251777  
Mobile : + 91 98428 06666  
          : + 91 98424 38385  
          : + 91 98424 38380  
E-mail : sakthi06ao@gmail.com  
PAN No.: ABNFS9165J  
GST No.: 33ABNFS9165J1ZJ

102, Ground Floor, Sheik Dawood Street, Erode - 638001.

Date: 03.08.2021

**APPOINTMENT LETTER**

To:

S.U.Guruprasath Sundar,  
S/o,M.Selvaraj,  
2/16,South Street,Keelpatti,  
Omathur(PO),Mannachanallur,  
Tiruchy - 621 006

**Site Address:**

SBR Site, Thoothukudi

**Site in Charge Contact Persons:**

Name: Mr.Rajkumar, Mr.Dhineswar  
Mobile No:98424 38386,7806966262

Dear Sir/ Madam,

Further to the Discussions we had with you on 03.08.2021 you are  
Provisionally selected as detailed below.

Post selected for : Site Supervisor  
Date of Joining : 06.08.2021  
Salary : Rs.12,000/-

Documents to be submitted along with Bio Data:

1. Copy of Aadhaar Card
2. Copy Of Voter ID
3. Copy Of Certificates
4. Copy Of Pan Card

Terms & Conditions:

- 1 Food will be provided in Site on staff A/c under Dividing System.
- 2 Accommodation will be provided by company.
- 3 Relieving should be intimated 60Days prior from the date of relieving.

With Regards,



SAKTHI CONSTRUCTIONS

MANAGING PARTNER

03/08/21

# HAYAGREEVER'S KONGUNAD ACADEMY CBSE SCHOOL



Affiliated to CBSE, New Delhi. Affiliation No. : 1931004

D.Gudalore, Dindigul (Dt.), Tamilnadu- 624620.

Cell : 84899 36697, 55

Email : kongunadcbse@gmail.com Website : www.cbse.kongunadugdr.org

Date : 31/03/2021

## APPOINTMENT ORDER

To,

J.Merlin Sheeba

No.3, Mookambigai nagar,

1<sup>st</sup> Street (Extension), Melakalkandar kottai,

Trichy -11

Ph :8778984764

Dear Madam,

Sub: Offer of Appointment – Hayagreever's Kongunad Academy – Recruitment for the Post of TGT (Maths) – Orders issued – reg.

With reference to your application and subsequent interview conducted on 01.03.2021, the selection committee is pleased to appoint you as the TGT (Maths) in the school , subject to the following:

You are eligible for the pay as per the mutual agreement made at the time of interview.

You will not be relieved from duty in the middle of the academic year.

Notice of three months has to be given for relieving.

You should produce all your Original certificates with 3 passport size photos at the time of joining duty.

You are governed by the school rules and regulations in force time to time.

Please confirm your acceptance of our offer by returning the duplicate of this order along with the Xerox copies of your certificates duly signed for our records.

D. Gopalakrishnan  
31/03/2021

J. Merlin Sheeba  
31/03/2021

CORRESPONDENT

S. R. R.

I have received my  
original appointment order

HRD/2T/1001980075/21-22

June 30, 2021

Mr. Patrick Sagayaraj  
No.89, Karunya Nagar,  
Ponmalai, Trichy  
Tiruchirappalli-620004  
India

Ph: +91-9384573481

Dear Patrick,

Welcome to Infosys!

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

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

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

Warm regards,

**RICHARD LOBO**  
**EVP and Head Human Resources - Infosys Limited**

Signature Not Verified  
Digitally signed by Richard Lobo  
Date: 2021.06.30 14:57:25 IST  
Reason: Digitally Signed  
Location: Bangalore

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

HRD/2T/1002134434/21-22

July 6, 2021

Mr. Naveen D  
1/174, PUDHUSAKKARAPALAYAM,  
PALAYAKOTTAI, KANGEYAM  
Tirupur-638108  
India

Ph: +91-6382889288

Dear Naveen,

Welcome to Infosys!

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

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

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

Warm regards,

**RICHARD LOBO**  
**EVP and Head Human Resources - Infosys Limited**

Signature Not Verified  
Digitally signed by Richard Lobo  
Date: 2021.07.06 14:29:31 IST  
Reason: Digitally Signed  
Location: Bangalore

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



Bytes Evolution Systems Private Limited,  
No.52/15F6, Thuraiyur Road,  
Amala Matriculation School Opposite,  
Musiri - 621211, Trichy-DT.  
Tamilnadu, INDIA.

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Employment Offer Letter  
(India)

*[16<sup>th</sup> August 2021]*

N. Vijithra,  
D/o. T.P.Nallusamy,  
3/347, Bharathi Nagar, Thuraiyur Main Road,  
Musiri, Trichy-621211.

Dear **Vijithra N**,

Congratulations! It is our pleasure to offer you employment with **Bytes Evolution Systems Private Limited (OPC)** in the position of **Software Development Trainee** commencing **1<sup>st</sup> September, 2021** on the terms set forth in this letter. Various benefits offered by our organization to new employees are described in attachments to this letter. The following are some of the more significant benefits and terms and conditions of your employment.

1. **Salary:** Your starting salary will be **144,752 INR per annum (CTC)** during your probation period of 6 months. After the successful completion of your probation period, your salary will be **216,959 INR per annum (CTC)** which will be paid to you in accordance with our standard payroll procedures.
2. **Duties:** The duties of your new position include Software and database development services related to one or more software applications as designated by Company (the "Software"), including database restructuring, optimization, UI coding, and deployment services and all associated documentation and other related materials, including documented source code, and application support, including trouble-shooting and debugging
3. **At-Will Employment:** Should you decide to accept our offer, you will be an at-will employee with the company. This means the employment relationship can be terminated by either one of us at any time for any reason.



Bytes Evolution Systems Private Limited,  
No.52/15F6, Thuraiyur Road,  
Amala Matriculation School Opposite,  
Musiri - 621211, Trichy-DT.  
Tamilnadu, INDIA.

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This offer will remain open until 1<sup>st</sup> SEPTEMBER, 2021. If you decide to accept our offer, as we hope you will, please sign the enclosed copy of this letter in the space indicated below and return it to us as soon as possible in the stamped, addressed envelope enclosed for your convenience.

Should you have any questions regarding this letter, our offer of employment or anything else, please do not hesitate to call me. We are excited to have you join our organization and look forward to working with you.

Sincerely Yours,

Sam Deepak  
Founder & CEO

#### EMPLOYEE ACKNOWLEDGMENT

In response to the above offer of employment (INITIAL ONE ONLY):

\_\_\_\_\_ I accept.

\_\_\_\_\_ I do not accept.

Dated: \_\_\_\_\_, 20\_\_\_\_

---

[Vijithra N]



Bytes Evolution Systems Private Limited,  
No.52/15F6, Thuraiyur Road,  
Amala Matriculation School Opposite,  
Musiri - 621211, Trichy-DT.  
Tamilnadu, INDIA.

**ANNEXURE-I**

**Monthly Salary Distribution – Probation Period**

| S. NO | PARTICULARS      | SALARY (in INR) |
|-------|------------------|-----------------|
| 1     | Basic Pay        | 6500.00         |
| 2     | HRA              | 4362.00         |
| 3     | Variable Pay     | -               |
| 4     | Gross Salary     | 10862.00        |
| 5     | EPF              | 780.00          |
| 6     | ESI              | 82.00           |
| 7     | Take-Home Salary | 10000.00        |
| 8     | EPF-EMP          | 845.00          |
| 9     | ESI-EMP          | 354.00          |
|       | CTC              | 12061.00        |



Bytes Evolution Systems Private Limited,  
No.52/15F6, Thuraiyur Road,  
Amala Matriculation School Opposite,  
Musiri - 621211, Trichy-DT.  
Tamilnadu, INDIA.

## ANNEXURE-II

### Yearly Salary Distribution – Probation Period

| S. NO | PARTICULARS      | SALARY (in INR) |
|-------|------------------|-----------------|
| 1     | Basic Pay        | 78000.00        |
| 2     | HRA              | 52344.00        |
| 3     | Variable Pay     | -               |
| 4     | Gross Salary     | 130344.00       |
| 5     | EPF              | 9360.00         |
| 6     | ESI              | 984.00          |
| 7     | PT               | 2500.00         |
| 8     | LWF              | 10.00           |
| 9     | IT               | -               |
| 10    | Take-Home Salary | 117490.00       |
| 11    | EPF-EMP          | 10140.00        |
| 12    | ESI-EMP          | 4248.00         |
| 13    | LWF-EMP          | 20.00           |
|       | CTC              | 144752.00       |



Bytes Evolution Systems Private Limited,  
No.52/15F6, Thuraiyur Road,  
Amala Matriculation School Opposite,  
Musiri - 621211, Trichy-DT.  
Tamilnadu, INDIA.

**ANNEXURE-III**

**Monthly Salary Distribution – Post-Probation Period**

| S. NO | PARTICULARS      | SALARY (in INR) |
|-------|------------------|-----------------|
| 1     | Basic Pay        | 9700.00         |
| 2     | HRA              | 6587.00         |
| 3     | Variable Pay     | -               |
| 4     | Gross Salary     | 16287.00        |
| 5     | EPF              | 1164.00         |
| 6     | ESI              | 123.00          |
| 7     | Take-Home Salary | 15000.00        |
| 8     | EPF-EMP          | 1261.00         |
| 9     | ESI-EMP          | 530.00          |
|       | CTC              | 18078.00        |



Bytes Evolution Systems Private Limited,  
No.52/15F6, Thuraiyur Road,  
Amala Matriculation School Opposite,  
Musiri - 621211, Trichy-DT.  
Tamilnadu, INDIA.

#### ANNEXURE-IV

##### Yearly Salary Distribution – Post-Probation Period

| S. NO | PARTICULARS      | SALARY (in INR) |
|-------|------------------|-----------------|
| 1     | Basic Pay        | 116,400.00      |
| 2     | HRA              | 79044.00        |
| 3     | Variable Pay     | -               |
| 4     | Gross Salary     | 195,444.00      |
| 5     | EPF              | 13968.00        |
| 6     | ESI              | 1476.00         |
| 7     | PT               | 2500.00         |
| 8     | LWF              | 10.00           |
| 9     | IT               | -               |
| 10    | Take-Home Salary | 177,490.00      |
| 11    | EPF-EMP          | 15132.00        |
| 12    | ESI-EMP          | 5360.00         |
| 13    | LWF-EMP          | 20.00           |
|       | CTC              | 216,956.00      |

**Omega**   
**Healthcare**

Excellence in Business Outsourcing

3rd Floor, Raja Complex,  
#6/3 BharathiyarSalai, Cantonment, Trichy-620 001.  
Phone: +91 431 4028111



**Aravinthkumar K**

**Emp. No.1010326**

[www.omegahms.com](http://www.omegahms.com)



07-07-2021

Dear Jane Mercy A P,

Congratulations! We are extremely excited to extend an offer to you to join the young and vibrant team of Vedantu Innovations Private Limited (Vedantu) as Academic Counselor in our Team at the Bangalore office. However, keeping the current circumstances in mind you will be required to work from your home till any further notice from Vedantu. We are sure your valuable experience and passion to excel will be of great value to Vedantu and will help Vedantu move faster towards its Global vision. We are looking forward to your date of joining on 09-07-2021.

You will be on probation for a period of Three months from the Date of Joining.

The employment is conditional upon completion of your background check. Should any information provided by you be determined as false, or material information has been withheld during the recruitment process, it will be considered a breach of this offer and the Company may rescind this offer of employment without providing any notice or pay in lieu thereof. You are informed that this letter is meant to be an offer of employment and does not in itself give rise to an employer-employee relationship between Vedantu and yourself. Any employer-employee relationship is only meant to arise upon execution of an employment agreement (i.e., letter of appointment) with Vedantu.

Your fixed remuneration would be INR 3,30,000(Three Lakh Thirty Thousand Rupees only) per annum as per Annexure A.

Cheers!

Anand Prakash

Director & Co-founder

Vedantu Innovations Pvt. Ltd.

Vedantu Innovations Pvt. Ltd.  
#1081, 2<sup>nd</sup>, 3<sup>rd</sup> & 4<sup>th</sup> Floor, 14<sup>th</sup> Main, Sector-3 HSR Layout, Bangalore, Karnataka, India 560102  
CIN: U72900KA2011PTC060958  
[www.vedantu.com](http://www.vedantu.com)



**PARVEEN KUMAR D**

**Employee No. : 5081330**

**Blood Group : O+**

**Emergency Contact No : 9965124917**

*Jadav Ar*

---

Issuing Authority



**13 Sep 2021**

Dear PARVEEN KUMAR D ,

We are pleased to offer you the position of FINANCIAL SERVICES CONSULTANT in **Level 1** of our Company.

| Components                   | Rs.Per annum    |
|------------------------------|-----------------|
| Basic                        | 69,000          |
| Supplementary Allowance      | 1,11,000        |
| Flexible Compensation Plan   | 18,083          |
| Employers Contribution to PF | 21,600          |
| Gratuity                     | 3,317           |
| Minimum Statutory bonus      | 7,000           |
| <b>Total Fixed Pay</b>       | <b>2,30,000</b> |

The Company reserves the right to conduct background checks including your antecedent, Education and employment. Your continuation in employment will be subject to satisfactory reports being received from all the above mentioned sources.

Please note that this offer is made and is valid subject to your acceptance of the term/conditions of employment with us and may be withdrawn/modified if any information or representation furnished by you is found to be incorrect or if any material information is detected by us to have been suppressed/misrepresented by you or any action on your part is found to be in contravention to the terms and conditions of employment or the Company's Code of Conduct or any Applicable Anti-Bribery Law and the Anti-Corruption and Bribery Policy of the Company. This offer letter may be withdrawn by the Company without assigning any reason whatsoever for such withdrawal. This letter is not to be construed as your letter of appointment, which will be issued separately subject to the conditions mentioned above.

The Company shall have the right to transfer you to any of its departments / offices or depute you to group companies, anywhere in India. In case of deputation to a group Company, the terms and conditions of your employment including gross salary and benefits, etc. as stated in this letter will continue to be applicable.

Registered Office : ICICI Prudential Life Insurance Company Limited  
ICICI PruLife Towers, 1089, Appasaheb Marathe Marg, Prabhadevi, Mumbai - 400 025, India.  
Tel.: 4039 1600, 6644 1600 • Fax: 2437 6638 • Visit us at: [www.iciciprulife.com](http://www.iciciprulife.com)  
CIN : U66010MH2000PLC127837

You are required to submit the requisite documents & proofs of successful completion of your graduation course within 6 months of joining the organization.

We look forward to your joining the company and wish you a long and successful career with the organization.

Best Regards,



**Vineet Tyagi**  
**Senior Vice President**  
**Human Resources**  
**ICICI Prudential Life Insurance Co. Ltd.**