



5.2 Student Progression

5.2.1 Placement – Off Campus - **School of Management Studies**



SATYA SAI TRANSPORT

TEAM FOR YOU

| | | | |
|----------------|---------------|---------------------|------------------|
| Name | : R.K.WILFRED | Payroll Card A/c No | : 62501472768 |
| Designation | : RECIVER | UAN. No | : NEW |
| Date of Join | : 6/19/2021 | ESIC No | : NEW |
| Pay Period | : JUNE'2021 | Mode of Payment | : Bank |
| Total No. Days | : 26 | EMP ID | : SGS/VFCMB/0277 |
| No. of W. Days | : 10 | | |

Client Name : QWIK SUPPLY CHAIN PVT LTD

| Earnings | Amount | Deductions | Amount |
|--------------------|--------|-----------------------------|--------|
| Basic + VDA | 3800 | PF Contribution | 456 |
| HRA | 0 | ESIC Contribution | 34 |
| Bonus Amount | 317 | P.T | 23 |
| LC & UP Conveyance | 0 | LWF | 1 |
| Incentive | 0 | | |
| PL Encashment F&F | 438 | Deduction for accommodation | 0 |
| | | Deduction for FOOD | 0 |
| Adding Amount | 0 | Advance | 0 |
| | | Others | 0 |
| TOTAL | 4555 | Deductions | 514 |

Net Amount

4041

AMOUNT IN WORDS : Rupees Four Thousand FourtyOne Only

This is computer generated Pay Slip no sign and stamp required.

FORM No.XXVIII

(See Rule 78 (1)(b) of TamilNadu Contract Labour (Regulation and Abolition) Rules, 1975)

WAGE SLIP

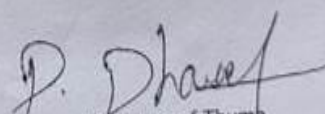
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Name of the Principal Employer : TamilNadu Newsprint and Paper Limited, Karur, Dt. Date: 10/12/2021
Name & Address of the Contractor : ALLWIN CONTRACTORS, No: 03, Bank of India Street, Velayuthampalayam, PO.
Name of Workmen : Dharun P
Father / Husband's Name : Periyasamy
Nature of Work : Broke & Hood Cleaning at TNPL PF OWN CODE : CB/TRY/1073278/000/
Designation : Unskilled ESIC NO : 6382178317
Date of Entry into Service : 01.09.2021 BANK A/C NO : 1218155000085481
Wage Period : From: 01.11.2021 To: 30.11.2021

| ATTENDANCE | | EARNINGS | | DEDUCTIONS | |
|------------|----------------|-------------|-----------|------------|-----------|
| PF CODE NO | : 0 | BASIC | : 8260.00 | E.P.F | : 1239.00 |
| UAN NO | : 101727323658 | D.A | : 0.00 | E.S.I.C | : 77.00 |
| SHIFT | : 20.00 | HRA | : 0.00 | Others | : 0.00 |
| OT | : 0.00 | OT | : 0.00 | | |
| NH/FH | : 1.00 | NH/FH | : 413.00 | | |
| EL | : 0.00 | EL | : 0.00 | | |
| MSH | : 4.00 | MSH | : 1652.00 | | |
| BASIC RATE | : 413.00 | | | | |
| | | Gross Wages | 10325.00 | Total | 1316.00 |

NET AMOUNT PAYABLE : 9009.00

Signature of the Employer


Signature of Thump
Impression of Workmen

December 15, 2021

MR. Arunkumar Vijayakumar

Dear Arunkumar Vijayakumar

This has reference to your application and the subsequent interviews you had with us. We are pleased to offer you a position of **PROCESS ASSOCIATE** Omega Healthcare Management Services Pvt Ltd, on the following terms and conditions:

01. You will draw a Basic Salary of Rs 9,890.00/- (Rupees Nine Thousand Eight Hundred Ninety Only) per month. In addition to this, you will be paid HRA of Rs. 0.00/- (Rupees Zero Only) and Statutory Bonus of Rs. 989.00/- (Rupees Nine Hundred Eighty Nine only) per month as other allowances.
02. You will be entitled to Leave, Gratuity, P.F., Medical Insurance & Personal Accident Insurance, etc. in accordance with the Law / Company Policy from time to time.
03. Depending on your performance and the company's requirement, your employment can be extended on completion of 6 months.
04. Your place of posting will be at **Tiruchirapalli-I** and you will report for duty on **16 December 2021 at 8.30 AM**.
05. This letter of offer is subject to completing other joining formalities as specified in **Annexure-2** and on completion a detailed appointment letter will be given.

Kindly sign the duplicate copy of this letter as a token of your acceptance to the above terms and conditions.

Thanking you,

Yours faithfully,

For Omega Healthcare Management Services Pvt. Limited.

Megalan David J

Talent Acquisition

Omega Healthcare Management Services Private Limited

Regd. Office: 33, NAL Wind Tunnel Road, Murugeshpalya, Bengaluru - 560 017.

P: +91 80 4155 7333

US Office: 2424, North Federal Highway, Suite #205, Boca Raton, Florida 33431.

E: mail2omega@omegahms.com

www.omegahms.com

CIN# U85110KA2003PTC032846

| Salary Components | Amount - Monthly | Amount - Yearly |
|---------------------------|------------------|-----------------|
| Basic | 9,890.00 | 118,680.00 |
| House Rent Allowance | 0.00 | 0.00 |
| Advance Statutory Bonus | 989.00 | 11,868.00 |
| Special Allowance | 0.00 | 0.00 |
| Fixed Cash (Gross) | 10,879.00 | 130,548.00 |
| PF | 1,187.00 | 14,244.00 |
| ESI | 354.00 | 4,248.00 |
| Medical Insurance | 0.00 | 0.00 |
| Gratuity | 475.00 | 5,700.00 |
| Group Term Life Insurance | 100.00 | 1,200.00 |
| Total Benifits | 2,116.00 | 25,392.00 |
| Total Cost PA (CTC) | | 155,940.00 |

Authorized by
Megalan David J
Talent Acquisition

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Annexure - 2

Welcome to Omega family!

To enable us to have your complete personal information, ensuring legal compliance and processing of salary and other reimbursements, you will be required to complete the following formalities on your joining at Omega Healthcare.

1. Application for Employment Form - Company Joining Report
2. Provident Fund Declaration / Nomination form - PF Form 2 & Form No 11-EPFO Declaration form
(This needs to be filled in by every employee as he / she need to nominate persons(s) who would receive the Provident Fund amount standing to his/ her credit in the unfortunate event of his / her Death).
3. Gratuity Nomination Form F.
(To be filled in by all employees wherein they should nominate the persons and the percentage of Gratuity Payable to such person in the unfortunate event of death of the employee)
4. Medical Insurance form (above 21K Gross salary) / ESIC-Employees State Insurance Scheme (Below 21 K Gross) - (as applicable)
5. NDA form – Non-Disclosure Security Agreement form.
6. Group Term Life Insurance Nomination Form
7. ID Card Application form, Transport Request form (Admin forms) & User ID - IT request form
8. Any other forms, as applicable. Salary Account opening if there is no Existing Bank account – Any Existing Bank Active Account

FOLLOWING DOCUMENTS TO BE SUBMITTED MANDATORILY ON YOUR JOINING:

- A. Relieving letter/ Experience Service certificate from your previous employer.
- B. Copy of last 3 months pay slips
- C. Copies of all Educational certificates & Copy of Offer
- D. Recent Passport size photograph - Colour Photo with good clarity & good resolution is only accepted
- E. Self-ID Proof - (PAN Card/Passport/ Driving License/Voter's ID/ Ration Card/College ID)
- F. Residence Proof - Permanent & Temporary/Present address proof (Passport /Driving License/ Voter's ID / Ration Card/ Mobile Bill or Telephone Bill / LIC Policy / BANK Passbook/ Electricity Bill/Gas Bill/Water Bill/Rental Agreement- (Letter from owner or Self Declaration letter required if it's not in your name)
- G. Copy of PAN Card / Acknowledgement copy of PAN Application
- H. Copy of AADHAR Card is Mandatory
- I. Need to be aware of PF Number, UAN, PAN number, Aadhar number, Parents DOB

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details, if married Spouse DOB details & Date of marriage and Physical standards i.e. (Blood Group, Height, Weight – details only required for filling the application form or nominee forms. Proof/Document is not required)

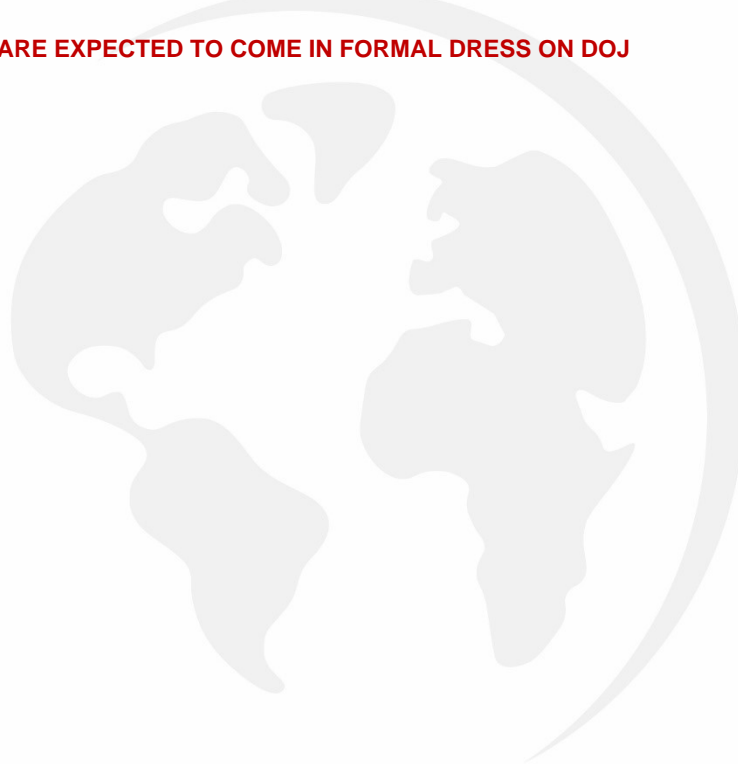
- J. Existing Bank account details - Any Bank Active account for Salary - Personalized Bank cheque or Bank Statement

Our attendance cycle runs from 21st of month to the 20th of the next month. If the salary account is not opened & activated before 10th of the month, then the salary for that month would be delayed thereby causing inconvenience to the employee. A delay in disbursement of salary may also occur if the Joining Reports / Documents are incomplete. Thus, we request to please fill in all the Joining forms completely accurately and submit Mandatory documents

We at HR look forward to providing you with the best of services at all times. We welcome you once again and wish you all the best for a successful career at Omega.

PLEASE NOTE: YOU ARE EXPECTED TO COME IN FORMAL DRESS ON DOJ

HR Team



Omega Healthcare Management Services Private Limited

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CIN# U85110KA2003PTC032846

DISTRICT EMPLOYMENT OFFICE, TRICHY
MEGA JOB FAIR

APPOINTMENT ORDER

NAME OF THE EMPLOYER :

JBM Auto System (P) Ltd.
No.1, Ford Supplier's Park,
KPM D-400000, Tamil Nadu.

Cell No. : 9443338939

E mail :

TO

THIRU / TMT / SELVI A. Antony Arun

CONTACT NO: 9786849567

Sub : MEGA JOB FAIR-APPOINTMENT ORDER - REG.

Ref : YOUR PARTICIPATION IN TRICHY JOB FAIR

.....

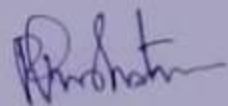
You have been provisionally selected for the post of

..... GAT with a salary of

Rs. 12200/- per month with immediate effect.

Place :

Date: 19.12.21



Signature of the Employer

(WITH SEAL)

JBM Auto System (P) Ltd.
No.1, Ford Supplier's Park,
KPM D-400000, Tamil Nadu.

**REDEX ENTERPRISE PVT LTD**

Corporate Address: B-78, Pushp Industrial Park,
Opp. Patel Mill B.R.T.S., Rakhiyal Road,
Ahmedabad-380021

www.redexenterprise.in

079 22940877 / 33

hr@redexenterprise.in

Salary slip for the month of September- 2021

| | | | | | |
|-------------|---|---------------------------|----------|---|-------------------------|
| Emp.No. | - | 0007560 | P.F. No. | - | GJAH01067807000/0070242 |
| Emp. Name | - | HARIHARAN PALANIYAPPAN | ESI No. | - | 4118020194 |
| Designation | - | Field Executive | BANK | - | INDIAN BANK |
| Department | - | Operations | A/c No | - | 6751696939 |
| Location | - | Ronnamaravathi_MainRoad_D | UAN NO. | - | 101719267068 |
| | | | | | 20-Aug-21 |

| TOTAL DAYS | | EARNNING DETAILS | | | DEDUCTION DETAILS | |
|--------------|---|------------------|-----------|----------|-------------------|----------|
| | | Earnings | Actual | Payable | Deduction | Amount |
| Month Days | 30.00 | BASIC | 9881.00 | 9881 | P.F. | 1186 |
| | | HRA | 1243.00 | 1243 | ESIC | 98 |
| | | OTHER | | | P.T. | 208 |
| | | SBONUS | 823.00 | 823 | I.T./TDS | |
| Payable Days | 30.00 | ABONUS | | | L.W.F | |
| | | LEAVEE | | | Advance | |
| Arrears Days | 0.00 | PERFOR | | | Loan Inst. | |
| | | EXTRAP | | | Oth.Ded | 0.00 |
| | | SHIPIN | | 839 | | |
| | | INCEN | | 250 | | |
| | | GRINCEN | | 2300 | | |
| | | NOTICP | | | | |
| | | Gross Income | 11,947.00 | 15336.00 | Gross Ded. | 1,492.00 |
| Rupees | Thirteen Thousand Eight Hundred Forty Four Only | | | | Net Amount | 13844.00 |



Remark's :



Offer Letter

Name: Hariharan Palaniyappan
Date: Wednesday, January 26, 2022

Dear Mr. **Hariharan Palaniyappan**,

We are glad to inform you that you have been selected for the position of **Business Development Trainee - Sales** in our organization with the Business Development Team for a **period of 6 weeks**, with an opportunity to be offered a permanent position of Business Development Associate at the end of the training period, based upon the following terms and conditions.

The **first 2 weeks of this training will be classroom training** at the Joining Location itself. It will then be followed by **4 weeks of "On-the-Job Training (OJT)"**, to be conducted at the OJT Training Location. Upon successful completion of the training and post your conversion, you will be posted in the Role Location as a Business Development Associate.

1. Employment Details:

| | |
|------------------------|--|
| Department: | Business Development |
| Designation: | Business Development Trainee - Sales |
| Reporting Manager: | Rahul Raj (TNL201605108) |
| Reporting Time: | 9:30 AM |
| Joining Location: | Byjus Coimbatore - 2nd floor, Senthil Towers, 1078, East Wing, Avinashi Road, P.N Palayam, Coimbatore-641018, Tamil Nadu |
| OJT Training Location: | Byjus - Coimbatore |
| Role Location: | Coimbatore |

2. Date of Joining: Your appointment becomes effective from the date of joining the services of the Company, which date shall be no later than **Tuesday, February 1, 2022**. Your work location after conversion to the role of Business Development Associate would be **Coimbatore** or any other location as may be assigned by the Company. The Company reserves the right to transfer you to any location, as the Company may deem fit, from time to time.

3. Term: The term of this Agreement would be for a period of 1.5 months (approximately), commencing from your date of joining. This Agreement will automatically expire upon the completion of this term unless terminated earlier as per the provisions of Clause 12 of this Agreement.

4. Extension of Agreement: In case of a business requirement, this agreement may be extended by another 2 weeks (over above the 1.5 months) as mentioned in Clause 3. You shall be intimated by suitable means, as the Company deems fit. The decision of the Company, in this matter shall be final.

5. Background Check: The Company may, at its discretion, conduct background verification, prior to or at any time after commencement of this Agreement, to verify, including but not limited to, your professional certifications, designations or licenses, educational background, identity, proof of age, address, past work experience (if any) and criminal records. You hereby provide your express consent to the Company for conducting such background checks. This Agreement is subject to validation of any information provided by you to the Company and to the satisfactory outcome of the pre-employment screening activities (including background verification and criminal history check).

6. Offer of Permanent Position: It shall not be obligatory on the part of the Company to offer a permanent position to you on expiry of this

Agreement. This offer of employment will be subject to the satisfactory performance during training and also subject to production of necessary documents including educational and professional certificates and may be rescinded in the event such necessary documents are not provided to the Company. Upon satisfying the above conditions, conversion to the role of BDA will be done with a compensation of 10LPA (7LPA fixed + 3LPA variable) for the role of BDA - Direct Sales. However, the Company may at its sole discretion and its business requirements may decide not to extend an offer of employment. Moreover, if the Company finds that you have achieved your training target through improper means resulting in the reduction of your achieved revenue, the Company will have the right to terminate your employment even after the permanent position has been offered.

7. Cost to the Company: Your compensation is INR 25000 per month. You are also eligible for a performance pay up to INR 2,00,000/- based on your individual targets and performance numbers during your training period.

8. Deductions: The Company shall be entitled to deduct from the above remuneration payable to you, the following contractual, statutory and compulsory deductions:

- (a) Provident Fund;
- (b) Income tax deducted at source at the rates applicable;
- (c) Employment / professional taxes;
- (d) Dues to Company including loans and advances; or
- (e) Any other applicable statutory deductions

The income tax liability with regards to your salary and perks will be your liability, and will be governed by the applicable tax laws of the country as applicable from time to time.

9. Expense Reimbursement: In addition to the aforementioned salary, you shall be paid the expenses incurred by you on behalf of the Company or its clients as authorized, in connection with the duties executed by you, and upon presenting supporting vouchers/documents. The Expense Policy applicable to you will be shared with you on joining.

10. Company Policies: You will be governed by the Company's policies, regulations and procedures on the office timings, anti-sexual harassment, leave, travel, transfers, misconduct, etc., presently in force or as introduced/amended from time to time. You are eligible for leave as per the Company's leave policy, which can be viewed under 'Policies' tab in your 'Employee Service Platform Account' and/or the 'Employee's Handbook' provided to you.

11. Leaves: You will be entitled to get 1 casual leave/sick leave per month. Employees whose date of joining service falls between 1st to the 15th of a month are entitled to get the leave credit for that month. Employees whose date of joining service falls between 16th to the end of the month are not entitled for the leave credit for that month.

12. Absence from duty: When an employee takes off from duty without prior leave approval or proper intimation under certain unavoidable circumstances, then those day/days will be treated as absence from duty. The days of absence will be treated under loss of pay. The employee has to report to his / her department head on rejoining duty from absence and provide valid reasons for absence in writing before taking up work again. If an employee is absent from duty for more than 2* days (including paid and unpaid leaves / consecutive or cumulative), training will be discontinued without any notice.

*(*In case, where this agreement is extended, as per Clause 4 of this agreement, need to be read as 3 days, with no change to terms and conditions of Clause 12.)*

13. Termination: Subject to Clause 3, your services may be terminated in the following manner:

a) The Company will be entitled to terminate your services by giving you 48 hours' notice in writing, or by payment of 48 hours' salary in lieu of such notice. In the event you desire to leave the services of the Company, you will be required to give the Company 48 hours' notice in writing or 48 hours' salary in lieu of such notice.

b) In the event of termination on disciplinary grounds including but not limited to embezzlement, fraud, gross negligence, willful misconduct, or a material violation of Company policies or you are found to be absconding from the services of the Company or for any other reasons causing grievous loss / damage / disrepute to the Company / associates, your termination will be immediate and without any notice or compensation.

c) In the event of your resignation from the services of the Company, you will be required to give the Company 48 hours' written notice. The notice period has to be served in full, unless otherwise agreed by the Company in writing. In case of failure to give the above notice period, the Company shall have the right to deduct the salary in lieu of the notice period and you will not be eligible to be hired by the Company in

future. You shall, on ceasing to be an employee of the Company for any reason and in addition to the obligations under the Non-Disclosure and Confidential Information Agreement, forthwith return all Company properties, movable and immovable, including all Company information and data in any form, files, reports, memoranda, software, credit cards, door and file keys, computer access codes, laptops, desktops, and such other property which you received or in possession or prepared in connection with your employment with the Company.

14. Confidential Information: As an employee, you may come in to possession of information confidential to the Company and agree to keep confidential, Company's proprietary and confidential information obtained at any time during the period of your employment in the Company. Confidential information includes, and is not limited to; course materials, videos, financial documents and other relevant documents. You shall not disclose such Confidential Information to any person. You shall not make any copies of the Confidential Information. You shall not disclose, reproduce or use any Confidential Information for any purpose except solely in connection with your performance in company. Your obligations with respect to confidentiality shall be more fully detailed under the Non-Disclosure and Confidential Information Agreement executed by you with the Company and you shall at all times be bound by the provisions laid therein.

15. Intellectual Property Rights: All the intellectual property rights in the material developed by you, class material and related documents shall at all times remain the property of the Company. You shall provide all assistance and execute all deeds and documents required to vest the intellectual property rights with the Company. In the event any of the intellectual property rights are not assignable under applicable laws, you shall provide exclusive, transferable, assignable, royalty-free right in such intellectual property in perpetuity to the Company. You shall not assert any right, title and interest over such intellectual property rights.

16. Indemnity: You hereby agree to indemnify and keep indemnified and hold the Company harmless from and against any loss, claim, damage, costs, taxes, duties, additions, penalties, interest thereon or expenses of any kind, including reasonable attorney's fees, incurred/sustained or caused to be incurred/sustained by the Company on account of:

- a. Any act or omission by you;
- b. Contravention of any of the terms, conditions, covenants of this letter or the Non-Disclosure and Confidential Information Agreement;
- c. Any representation or warranty or information furnished to the Company found to be false;
- d. Violation/non-compliance with any laws/rules/regulations while rendering the services; and/or
- e. Failure to adhere to the standards/specifications/policies of the Company.

17. General Provisions:

a. You are required to devote your entire time, attention and effort to the furtherance of the business of the Company and to continually develop your professional skills in the interest of the Company and yourself. You shall not, during your employment with the Company, directly or indirectly engage yourself in or devote any time or attention to any part-time employment or business or position of monetary interest, other than that of the Company. Further, you shall not divulge, communicate or pass any information in any form, related to any aspect of the Company to anyone outside the Company.

b. You shall endeavor to uphold the good image of the Company and shall not by your conduct adversely affect the reputation of the Company and bring disrepute to the Company, in any manner whatsoever. You shall not conduct yourself in any manner amounting to breach of confidence reposed in you or inconsistent with the position of responsibility occupied by you. You shall at all times deal with the Company's money, material and documents with utmost honesty and professional ethics.

c. Your individual remuneration is purely a matter between yourself and the Company and has been arrived at on the basis of our specific background and professional merit. The Company expects that you maintain this information and any future changes to your remuneration, as strictly personal and confidential.

d. During the course of your employment, if you, at any time render yourself incompetent to perform your duties or if you should misconduct yourself or be disobedient, intemperate, irregular in attendance, commit breach of the terms of your employment or of any of the stipulations herein contained, the Company shall without prejudice to any of its rights under the terms herein contained, be entitled to terminate your employment forthwith without notice or payment in lieu of notice and deduct from your salary or other emoluments, if any, then due to you, including the amount of any damage that the Company may have sustained.

e. You will keep the Company informed of any change in your residential address, your family status or any other personal particulars relevant to your employment, as and when the change occurs.

f. You are required to sign a 'Non-Disclosure and Confidential Information Agreement' with the Company, prior to joining the services of the Company. Your employment with the Company shall be contingent upon you executing the said agreement.

g. You will be subject to the Company's rules and regulations for the time being in force and as varied from time to time.

h. The Company will deduct taxes as appropriate and consistent with applicable tax laws and regulations. You will be responsible for your tax liabilities under all applicable tax laws and regulations.

i. This letter constitutes the complete understanding between you and the Company regarding the terms of your employment with the Company. This supersedes any and all other agreements, either written or oral, between you and the Company regarding your employment. Any modification of this letter will be effective only if it is in writing, signed by both parties.

j. All disputes arising herein shall be governed by the laws of India and the jurisdiction to entertain and try such dispute shall vest exclusively in the courts of Bangalore, Karnataka

The terms of your employment contract detailed above are strictly confidential and should be treated as privileged information between yourself and the Company. You are expected to maintain such information appropriately.

You are requested to signify your acceptance of the terms and conditions by signing and returning to us the duplicate copy of this letter.

We look forward to you joining us at the earliest. We are certain that you will find challenge, satisfaction and opportunity in your association with the Company.

You are requested to carry the below mentioned documents on your joining date

1. 10th Mark sheet
2. 12th Mark sheet
3. Graduation/Post Graduation Mark sheet–All semester mark sheet
4. Graduation/Post Graduation–Provisional Certificate/Course Completion Certificate
5. Resume
6. BYJU'S Offer Letter
7. Pan Card
8. Aadhaar Card
9. Voter ID/Passport/Driving License
10. Cancelled Cheque/Bank Statement/Bank Passbook
11. Passport Size Photograph
12. All current & previous companies relieving/experience letter(Only for experienced candidate)
13. Current/Last company's last three months' pay slips (Only for experienced candidate)

Yours sincerely,

Think & Learn Pvt. Ltd.

Accept Job Offer by signing below

Human Resource

Signature:

This is system generated offer letter and does not require authorized signature.



Date: 04-10-2021

Training Confirmation Letter

PERSONAL AND CONFIDENTIAL

Mr. Venkatesan J

Sub: Training Confirmation Letter

Dear Venkatesan

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



Date: 04-10-2021

Training Confirmation Letter

PERSONAL AND CONFIDENTIAL

Mr. Vigneshwaran N

Sub: Training Confirmation Letter

Dear Vigneshwaran

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.

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- 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 STWOSHOFT TECH PVT LTD

Prasanna Parthibaraja

HR Manager



TIDEL PARK LIMITED IDENTITY CARD



[Handwritten signature]
NAME
COMPANY

: **KARTHICK RAJA**

: **WIPRO**

EMP CODE : **40099002**



Validity From

17/11/21

To

16/02/22

[Handwritten signature]
KVB Authorised Signatory

[Handwritten signature]
Tidel Issuing Authority

layam

Catalyst for Growth



80019313

N.Velan

Employee No : 80019313

Blood Group :

Department : Zone-2 P-1

MAHARAJA READYMADES TNJ

74/15, GANDHIJ ROAD,
THANJAVUR, TAMILNADU
INDIA - 613001

Payslip for the Month October-2021

| | | | |
|-----------------|--------------|-------------|-----------------------|
| Code | : 5933 | Name | |
| Department | : MARKETING | Designation | : ANDREW ARUNPRASANTH |
| Date of Joining | : 04-10-2021 | Loss of Pay | : MARKETING |
| Salary Days | : 18.00 | Bank Name | : 9.00 |
| Account No | : | UAN Number | : |
| ESI Number | : | | : |

| Earnings | Amount (Rs.) | Fixed Value (Rs.) | Deductions | Amount (Rs.) |
|------------------|--------------|-------------------|-------------------------------|--------------|
| Holiday Wages | 423.00 | 0.00 | Late Deductions | 69.00 |
| Week off Salary | 1,100.00 | 0.00 | Holiday Wages Deductions | 423.00 |
| Earned Basic Pay | 3,238.00 | 5,396.00 | Un Approved Leaves Deductions | 850.00 |
| Earned HRA | 738.00 | 1,230.00 | Provident Fund | 885.00 |
| Earned DA | 2,624.00 | 4,374.00 | ESI | 61.00 |
| Gross Total | 8,123.00 | 11,000.00 | Deduction Total | 2,289.00 |

Net Pay 5,834.00

FIVE THOUSAND EIGHT HUNDRED AND THIRTY FOUR

Passed by

[Signature]
31/10/2021

Signature

through cash



fincare

Small Finance Bank



CHANDRU R

127049

RURAL BANKING

Blood Group : O+ve

Mdai Suryanarayana

Authorized Signatory

FRQ BRO Private Limited

No:5-9 Head Post Office Road, Coimbatore-641001, Tamilnadu, India



Payslip for the Month October-2021

| Associate Code | : 23338 | Associate Name | : VISWARAJ KANAGARAJ | |
|-------------------|------------------------------|---------------------|-------------------------|--------------|
| Join Date | : 20-Jul-2021 | Branch | : Branch | |
| Department | : OPPO Experience Consultant | Designation | : OEC | |
| Bank Name | : INDIAN BANK | IFSC CODE | : IDIB000V131 | |
| Account No | : 6647006913 | PF UAN | : 101708446167 | |
| ESI Number | : 5703183212 | Days in Month | : 31 | |
| Double Wages Days | : 1 | Arrear Days | : 0 | |
| Loss of pay | : 7 | Paid Days | : 25 | |
| Earnings | Fixed Amount (Rs.) | Earned Amount (Rs.) | Deductions | Amount (Rs.) |
| Basic Pay | 5,000.00 | 4,033.00 | ESI | 136.00 |
| HRA | 2,500.00 | 2,017.00 | Provident Fund | 726.00 |
| Other Allowance | 2,500.00 | 2,015.00 | Professional Tax | 143.00 |
| | | | Uniform&ID Card Deposit | 1,000.00 |
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D[★]Mart

Avenue Supermarts Limited

Plot No. B-72 & B-72A, Wagle Industrial Estate, Thane (West) , Maharashtra, India - 400 604

Tel.: 91 22 33400500 * Fax: 91 22 33400599 * e-mail: info@dmartindia.com * Website: www.dmartindia.com

CIN: U51900MH2005PLC126473

REGISTERED ADDRESS: Anjaneya, Opp. Hiranandani Foundation School, Powai, Mumbai, Maharashtra, India - 400075

OFFER LETTER

Date: 27.09.2021

Applicant No: 145021

Wilson A

87 Middle Street
Trichy 620009
Tamil Nadu
India

Dear Wilson A ,

With reference to your application and our mutual discussions in respect of your interest in our organization, we are pleased to offer you the Position of Jr Concurrent Auditor in Jr.Officer (F1) grade.

You will join latest by 01.10.2021 after which this offer would remain automatically withdrawn unless extended in writing by the Company and, in such cases; no claim of any nature, financial or otherwise shall be entertained by the Company.

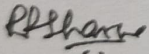
Your primary place of posting will be at TAMIL NADU. However, during employment with the Company, you may be transferred/ deputed to any operating office or location of the Company or its Subsidiaries, Affiliates or Associates or any Group company which may come into existence in future, in India or Abroad

You will be on probation for a period of six months from the date of joining. Your compensation is on total Cost to Company (CTC) basis, as mutually agreed upon.

You are required to submit the following documents, if not submitted earlier;

1. Certificates in support of your educational professional qualifications, experience, date of birth and other testimonials in original together with copies thereof.
2. Three copies of your recent passport size photographs with light blue background.
3. Relieving letter from your last employer in case you are/were employed.
4. Copy of PAN Card & AadharCard.

You are requested to send us your acceptance within 3 days of receipt of this offer letter after which this offer letter will lapse. We look forward to your joining our team for a long, successful and pleasant association.



Ravi Sharma
Sr. Vice President HR
Avenue Supermarts Ltd.

ACKNOWLEDGEMENT & ACCEPTANCE

I have read and understood the above terms and conditions and hereby accept the same. I would join on 01.10.2021

SIGNATURE: A. Wilson NAME: WILSON A DATE: 29.09.2021



solartis



MORVIN JAYAN
S5952

Solartis Technology Services Pvt. Ltd.,
No. 3, 120 Feet Road,
Swami Vivekananda Nagar,
K. Pudur (Post), Madurai - 625 007.
Ph: +91 452 6645555



06-11-2021

To Cipriyan Praveen Kumar A

From: DiamondPick,

Subject: Offer Letter

Dear Cipriyan Praveen Kumar A,

We are excited to offer you the position of **Junior Executive - Recruitment** in our organization with effect from your date of joining **08th November 2021**. We believe your skills and experience are a great match to our company's requirements.

Your Total Cost to the Company (CTC) will be **INR 3,50,000/-**.which includes,

Fixed CTC of **INR 3,00,000** per annum and

Bonus to the maximum of **INR.50,000/-** per annum disbursed based on individual performance.

Details of your compensation package are attached in Annexure A. However, the structure of your compensation plan may be altered periodically in line with the compensation policy and practices of our organization.

You will be on probation for a period of 3 months. This is a full-time role and you will be based out of our office located in **Chennai**. You may be required to travel if the role demands it, as instructed by the organization. You will also be expected to abide by the company's rules and regulations as are in force from time to time. Any violation would be subject to disciplinary action.

During probation, the period of notice required for resignation is two weeks on either side. After probation, the period of notice required for resignation is one month on either side.

As an employee of DiamondPick, you will work on confidential and/or proprietary information related to the operations, products and services of DiamondPick and its clients. To protect the interests of both DiamondPick and its clients, all our employees are required to read and sign an Employment Agreement prior to commencement of employment.

Your appointment is subject to satisfactory background reference checks and clearance, which could have a bearing on your working with us.





diamondpick

This offer letter is based on the information provided to us in your application for employment and during the interviews you had with us. If, at any time in the future, it comes to light that any of this information is incorrect or that any relevant information has been withheld, then your employment is liable to be terminated without notice.

Any disputes arising out of this offer letter shall be governed by and construed in accordance with the laws of India and the courts in Chennai shall have exclusive jurisdiction.

DiamondPick is glad to have you onboard! We look forward to a long-term association with you, and hope your contribution to the company is beneficial to the growth of the organization and yourself.

Congratulations and welcome to the team!

On the date of joining, please bring the following documents to submit for verification:

1. Original and photocopies of educational certificates and mark sheets.
2. Relieving letter & experience certificate from previous employer[s].
3. Salary certificate from previous employer.
4. Original & copy of your passport.
5. Three passport-size photographs.

Your signature at the end of this letter confirms your acceptance of this offer.

Kindly sign this and return the duplicate copy of this letter and the annexure as a formal sign of your acceptance.

All the best!

Yours Sincerely,
For DiamondPick,

Best Regards,

M Senthil Kumar
Associate Director - HR



Annexure A - Compensation Details

Salary Structure

| | | |
|---|--------------------------------|-----------------|
| Employee Name | Cipriyan Praveen Kumar A | |
| Gender | M | |
| Designation | Junior Executive - Recruitment | |
| Location | Chennai | |
| | | |
| | Salary Structure | |
| | Monthly | Yearly |
| CTC | 25,000 | 3,00,000 |
| | | |
| Basic Pay | 10,000 | 1,20,000 |
| House Rent Allowance(HRA) | 5,000 | 60,000 |
| Statutory Bonus | 757 | 9,084 |
| Special Allowance | 6,977 | 83,727 |
| Gross salary (A) | 22,734 | 2,72,811 |
| Employers PF contribution | 1,800 | 21,600 |
| Insurance | 466 | 5,589 |
| Retirals & Health Benefits (B) | 2,266 | 27,189 |
| Total Cost to Company (A+B) | 25,000 | 3,00,000 |

Bonus Calculations:

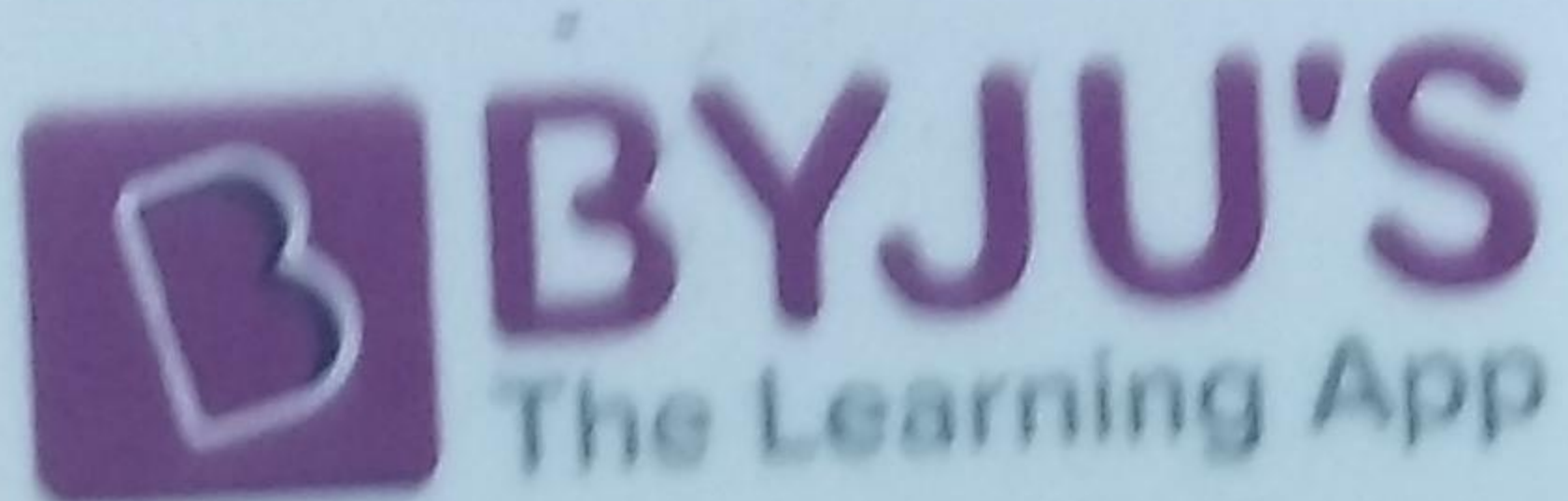
100% Bonus will be paid if an employee achieves 4 Closures per year.

75% Bonus will be paid if an employee achieves 3 Closures per year.

No Bonus will be paid if the closures are below 3.

Please Note: You will receive your salary and all other benefits forming a part of your remuneration package subject to, and after deduction of tax at source in accordance with applicable laws.





NICHOLAS PAUL

EMP ID NO : TNL21876026

BLOOD GROUP : O +

EMERGENCY NO : 7338046769

www.byjus.com



Date: 10/09/2021

Offer ID: KYYBA/ 10092021/1

Address: House no:20/A1, Sannathi Street, Irudhayapuram, Palakkarai, Trichy – 620001

Dear Mr **John Sesuraj S**,

Subject: **Offer Letter**

We have pleasure in appointing you in our organization as **Associate**. Your joining date will be **13th Sep 2021**.

Your place of work until further notice will be Kyyba India Private Limited, DD12, 4th Cross Rd, Anna Nagar, Tennur, Tiruchirappalli, Tamil Nadu 620017.

Your gross annual compensation will be Rs 2,27,080 (Rupees Two Lakh Twenty Seven Thousand and Eighty Only).

The compensation structure offered to you is mentioned in Annexure 1.

The terms and conditions of your appointment is mentioned in Annexure 2

H.Q:
28230 Orchard Lake Road
Suite 130
Farmington Hills, MI 48334
U.S.A



CIN : U72200TN2003PTC051424

Kyyba India (P) Ltd.
(Formerly known as Kyyba IT (P) Ltd.)
No: 14 /15 Krishna Reddy Colony,
Domlur Layout, Bangalore-560071
KARNATAKA

ANNEXURE I

Compensation Structure:

Your Gross Monthly Salary will be **Rs 18,923 (Rupees Eighteen Thousand Nine Hundred Twenty Three Only)**.

You will be on probation for the first 3 months. The salary will be processed on the 1st working day of each month. However, if 1st falls on a holiday, salary will be paid on the next working day.

| | |
|----------------------|-----------------|
| Name | John Sesuraj S |
| Designation | Associate |
| Level | L1 |
| Annual CTC | 2,27,080 |
| Gross Monthly Salary | 18,923 |

| Salary Structure | | |
|----------------------------|--------------|---------------|
| Components | Monthly | Annually |
| Basic +DA | 6638 | 79651 |
| HRA | 4978 | 59738 |
| Conveyance | 1600 | 19200 |
| Medical | 1250 | 15000 |
| Transport | 0 | 0 |
| Special Allowance | 2128 | 25536 |
| Fixed Salary | 15000 | 180001 |
| PF contribution - Employee | 1394 | 16727 |
| PF contribution - Employer | 1510 | 18121 |
| PT contribution | 200 | 2400 |
| Insurance | 500 | 6000 |
| Gratuity | 319 | 3831 |
| Gross Salary | 18923 | 227080 |
| TCTC | | 227080 |

*Professional Tax and Income Tax and other applicable taxes shall be deducted from your gross salary. The monthly pay slip will be made available to you.

*Gratuity will be computed only after completing five years of service in the organization

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KARNATAKA

ANNEXURE 2



Date of Appointment

Your appointment is effective from the date of joining i.e. 13th Sep 2021. The appointment letter and all terms automatically stand terminated if you do not confirm your acceptance within the prescribed time, or if you do not join on the date of appointment

Probationary Period and confirmation

You will be under probation for three (3) months from the date of commencement of employment with the Company during which period the company will assess your performance and fitment into the company. During this period, the company may, at its discretion, terminate your employment with 7 days of notice. At the end of aforesaid three (3) months of probation, based on satisfactory performance, you will be confirmed as a permanent employee.

Your performance will be reviewed periodically as per the prevailing policy of the Company. Salary reviews and increases are solely at the discretion of the Company and are subject to your and Company's performance.

Notice Period

During probation if he/ she decides to leave the company, he/she has to provide 30 days notice or gross salary in lieu of such notice period. After the completion of your probation period, upon confirmation of your services as a permanent employee, you shall have the right to leave the services of the company at any time by giving an advance notice in writing for at least 30 days before the intended leaving date or pay 30 days Gross Salary in lieu of such notice period. Buyout option is at the discretion of the management. In case you leave the employment with Kyyba without the required advance notice or buyout as mentioned above, company shall have the following rights, in addition to all other rights under laws at the time being in force:

- To withhold, relieving letter, experience certificate and any other document which the Company may issue at the time of termination of your employment.
- To pursue other legal recourse to protect the Company's Interest including but not restricted to suing of the employee.

Upon the confirmation of your employment after the expiry of the probationary period, the Company may terminate your service with one month's prior written notice or pay in lieu of such notice. However, Company retains the right to terminate your services without notice or pay in lieu thereof for reasonable cause or for misconduct.

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KARNATAKA

Terms and Conditions

1. This employment is exclusive to the company. During your employment with the Company, you shall devote your full time and attention to the company's business and shall not engage yourself in any manner, in any other business or service, directly or indirectly, part or full time during or after the hours of employment.
2. Your individual compensation is purely a matter between you and the Company, and has been arrived on the basis of your background, your professional merit and the Company's prevailing compensation guidelines. You are required to maintain this information and any changes hereafter, as strictly personal and confidential and shall not be disclosed to a third party. Breach of this requirement is considered a serious act of indiscipline.
3. You undertake that neither during the employment with the Company nor thereafter, you will not disclose the information or knowledge relating or any part thereof disclosed to you or gained by you by reason of your employment with the Company.
4. All the papers, documents and writings produced by you, during your employment with the Company, shall be the sole property of the Company. Papers, documents, and writings include, but not limited to, ideas, information, computer software, technical, functional and any other documentation, test cases, emails, source code and any associated documentation. Company shall own all copyrights and any other proprietary rights in all such documents and writings, in any country or countries.
5. At no time during the employment, and 12 months post resignation/termination, you shall engage in or conduct any business, whether on your own, or with any other person or entity, that directly competes with the business of the company. In such cases company reserves the right to pursue legally.
6. At no time during the employment or post resignation/termination, you shall pull out Kyyba's existing employees to the new venture you have entered into.
7. This Offer of Employment is contingent upon final verification of your background, previous employments, salary history, original experience certificate, documents supporting educational and additional qualifications, references, and other details as provided by you to the Company. In the event the Company finds that the information or the documents provided by you in support of your application for the employment in the Company is false or forged, either before or after the date of commencement of employment, this Offer of Employment or in case if you have already commenced the employment with the Company, then your employment with the Company, shall stand terminated immediately without any compensation or advance notice.

H.Q:
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U.S.A



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No: 14 /15 Krishna Reddy Colony,
Domlur Layout, Bangalore-560071
KARNATAKA



Acknowledgement

This Offer of Employment shall be governed by the laws of India and subject to the exclusive jurisdiction of Courts in Bangalore.

You have read and understood the terms and conditions of my employment with Kyyba India Private Limited mentioned in this document dated 10th Sep 2021, and hereby accept all the terms and conditions of this letter. You understand that on signing of this document, you are entering into an employment agreement with Kyyba India Private Limited.

On affixing the signature by you and the Company, on this document, this document shall be legally binding document pertaining to your employment with the Company.

Thanking You
For Kyyba India Private Limited

Name:
Location:
Date:

Signature:

Maria Pushpam Semina
Manager - HRD

H.Q:
28230 Orchard Lake Road
Suite 130
Farmington Hills, MI 48334
U.S.A



CIN : U72200TN2003PTC051424

Kyyba India (P) Ltd.
(Formerly known as Kyyba IT (P) Ltd.)
No: 14 /15 Krishna Reddy Colony,
Domlur Layout, Bangalore-560071
KARNATAKA

Employee Acknowledgment

In accordance with the Employment agreement (The "Agreement"), dated as of 10/09/2021 contract was signed, by and between Mr John Sesuraj S ("Employee") and my employer Kyyba India Pvt Ltd I, John Sesuraj S, residing at House no:20/A1, Sannathi Street, Irudhayapuram, Palakkarai, Trichy – 620001., the following terms and conditions.

1. Representation: I understand that, as an employee, I am being asked to comply with the terms and conditions of the agreement and the applicable work memo(s) so that employer/ contractor may fulfil its obligations. I understand my obligations under the agreement and the work memo, and will fulfil all such obligations. I will abide by any and all rules and policies of the employer or the assigned client(s) regarding the conduct of personnel performing work in the employer or client's premises.
2. Intellectual property: (a) I will disclose fully to the employer or its client any and all the inventions, processes, innovations, discoveries, developments, design, techniques, formulae, improvements, computer code, technical materials, or copy writable works (collectively, "intellectual property") which I create directly or indirectly, in connection with my performance of Services under the agreement. All intellectual property will be deemed "work for hire". During my employment I will provide all reasonable support or assistance required to protect the intellectual property.

(b) Although, Kyyba, owns all the Intellectual property, I Acknowledges and agrees that I have the right to re-use: (1) my intangible know-how subject to the terms and conditions of this agreement and (2) any of my intellectual property which was not created in connection with this agreement or any work memo.

3. Non-Disclosure: I will protect and keep confidential all non-public information disclosed by Kyyba, and will not except as may be authorized by in writing, use or disclose, any such confidential Information for any purpose other than the performance of the agreement. Upon such expiration or termination, I will return to Kyyba all the written material or soft material that contain any confidential information.

These obligations of confidentiality will not apply to any information which I can demonstrate by clear and convincing evidence: (1) was previously known to me. (2) Is or becomes publicly available through no fault of mine; or (3) is disclosed to me by a third party having no obligation of confidentiality to Employer or contractor.

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Farmington Hills, MI 48334
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CIN : U72200TN2003PTC051424

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No: 14 /15 Krishna Reddy Colony,
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KARNATAKA

I further agree that I will not disclose the rates or terms of agreement or any work memo for a period of one (1) year after the expiration or termination of this agreement.

4. Non – Competition: (a) During the term of agreement or one (1) year thereafter, I will not solicit or accept any opportunity to provide consulting services to any assigned client (except pursuant to a work memo).
- (b) During the term of the agreement and for a period of one (1) year thereafter, I will not solicit or hire any employee or independent contractor of the Kyyba with whom I had contact in connection with the Agreement or work memo.
- (c) During the term of agreement I will not advise any individual or entity other Kyyba of the opportunities to provide consulting services at any assigned client.\
- (d) I acknowledge and agree that I will not cause substantial harm to Kyyba and if I am in violation of any provision of this agreement it can be treated as breach of contract.

Signature:

Name:

Date:

H.Q:
28230 Orchard Lake Road
Suite 130
Farmington Hills, MI 48334
U.S.A



CIN : U72200TN2003PTC051424

Kyyba India (P) Ltd.
(Formerly known as Kyyba IT (P) Ltd.)
No: 14 /15 Krishna Reddy Colony,
Domlur Layout, Bangalore-560071
KARNATAKA

Acceptance

- a) Within 24 Hours from the date of this letter, please indicate your acceptance of the employment terms and agreement by signing and returning a duplicate copy of this letter to.

Maria Pushpam Semina
Manager – HRD
Diamond District, No.150C-A-1, Lower ground Floor,
Tower A (Matheen Towers), HAL Old Airport Rd,
Domlur, Bengaluru, Karnataka 560008

You may please retain the second copy for your records. Please provide the following documents within 3 days of your joining.

1. Appointment Letter of previous organizations (Photocopy)
2. Relieving letters from your previous organizations (Photocopy)
3. Pay Slips/ Bank statements of last drawn salary for past employments (Photocopy)
4. Educational Certificates (Photocopy)
5. 4 Passport Size Photograph.
6. Pan card(Photocopy)
7. Address Proof (Photocopy)

We are pleased to have you join us as a member of our team and are looking forward to your contribution in growing the company and achieving its goals. We wish you the very best in your journey with Kyyba, and we are sure that you will find your role satisfying, and the association with the company a rewarding one. Please sign this letter on each page, and return the same to us signifying your acceptance of this offer and the terms and conditions.

I look forward to welcoming you in our organization.

With best wishes,

Maria Pushpam Semina
Manager - HRD

H.Q:
28230 Orchard Lake Road
Suite 130
Farmington Hills, MI 48334
U.S.A



CIN : U72200TN2003PTC051424

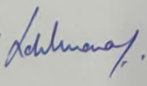

Kyyba India (P) Ltd.
(Formerly known as Kyyba IT (P) Ltd.)
No: 14 /15 Krishna Reddy Colony,
Domlur Layout, Bangalore-560071
KARNATAKA

Date: 16/03/2021

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Mr.P.Mathiyalagan** (18UCO245), B.com, Final year student of **St.Joseph'S College, Trichy** is working as a Part-time staff (2 PM to 6 PM) in **Jeyam Software, Trichy** From 02nd May 2019 and still continuing with our Organisation. He is punctual, hardworking and inquisitive in his profession.

For JEYAM SOFTWARE



Authorised Signature

Jeyam Software

C-37, Ground Floor, 2nd Main Road, Ramalinga Nagar, Woraiyur, Trichy - 620 003.
Phone : 0431-4021047 Email : jeyamsoft@gmail.com

JEROME WILLIAM JAYAKUMAR A

M.A., M.P.Ed, PGDY

FOUNDER



+91 83442 90125



**SATHYA NAGAR
NEAR RAMESWARAM TOLL GATE
RAMESWARAM - 623526**

ANBAKAM METALS PVT LTD

09/11/2021 8:50:28 PM

* This is computer generated payslip, doesn't require any signature & seal

PAY SLIP

| MONTH | OCT | YEAR | 2021 |
|-------|-----|------|------|
|-------|-----|------|------|

| | | | |
|-------------|--------------------------------|---------------|------------------|
| EMP ID | A1208 | PAN | ADZPE3467F |
| NAME | ETHIRAJ SUDHARSAN B | EPF A/C NO | NE |
| DOJ | 22/07/2021 | ESI A/C NO | NE |
| DESIGNATION | TRAINEE - OPERATION SPECIALIST | SALARY A/C NO | 1093000100222211 |
| DEPT | AMILFREIGHT | PAYMENT MODE | NON SALARY A/C |

| | | | |
|-----------------------------|--------|---|--------|
| CTC | | | 13,000 |
| LESS: EMPLOYER CONTRIBUTION | EPF | 0 | 0 |
| | ESI | 0 | |
| | OTHERS | 0 | |
| GROSS SALARY | | | 13,000 |

| | |
|--------------------|---------------------|
| TOTAL WORKING DAYS | 31 |
| GROSS WORKING DAYS | 31 |
| LESS: LOP DAY(S) | 1 [Amount: INR.419] |
| NO. OF WORKED DAYS | 30 |

| EARNED | | DEDUCTION | |
|------------------------------|---------------|--------------------------|----------|
| EARNED BASIC | 6,807 | DEDUCTION EPF (EMPLOYEE) | 0 |
| EARNED HRA | 2,723 | DEDUCTION ESI (EMPLOYEE) | 0 |
| EARNED CONVEYANCE | 881 | DEDUCTION TDS | 0 |
| EARNED TRIBAL AREA ALLOWANCE | 194 | ARREARS DEDUCTION | 0 |
| EARNED LTA | 629 | SALARY ADVANCE DEDUCTION | 0 |
| ARREARS EARNED | 0 | PT DEDUCTION | 0 |
| EARNED OTHERS | 1,348 | OTHERS DEDUCTION | 0 |
| TOTAL EARNED | 12,581 | TOTAL DEDUCTION | 0 |

| | |
|-----------------|----------|
| NET (TAKE HOME) | ₹ 12,581 |
|-----------------|----------|

TWELVE THOUSAND FIVE HUNDRED AND EIGHTY ONE ONLY.



PRIVATE AND CONFIDENTIAL

Reference No. - 1384014891

Applicant ID - 4368493

31-Aug-2021

Chokkalingam N

Dear Chokkalingam,

We take great pleasure in extending an offer to you for being a part of ICICI Bank. You will be placed in Branch Banking at DINDIGUL-PUDUKOORAIPATTI_BR. Your internship would take place at DINDIGUL-PUDUKOORAIPATTI_BR. Please note that your appointment is subject to your successful completion of the Post Graduate Diploma in Sales and Relationship Banking.

The following are the terms and conditions of the appointment.

Commencement/Term:

- You shall be required to join our Bank on 06-Sep-2021 initially as a Trainee.
- You will be required to complete the on-the-job training for a period of three months immediately on joining.
- You will also be required to complete the mandatory NISM certification along with other evaluation process during the three months on-the-job training period to be eligible for Grade Confirmation.
- On successful completion of the three months' on-the-job training and NISM Certification, you will be placed in the grade of Senior Officer in the Bank.
- In the event of your not successfully completing the on-the-job training as per assessment of the Bank or failure to complete NISM Certification, this offer of appointment to place you in the grade of Senior Officer shall stand withdrawn and you shall continue to be in a position of Trainee till such period as decided by the bank.
- After completion of on-the-job training and NISM Certification, you will be on probation for a period of one year or such extended period as may be decided by the Bank based on your performance during the probation period.
- On satisfactory completion of your probation, your service with the Bank shall be confirmed, and communicated in writing to you.

Remuneration:

(a) During Training Period

- You will be paid an all-inclusive lump sum stipend of Rs. 7,600/- (Rupees Seven Thousand Six Hundred only) per month.

(b) On successful completion of on-the-job training period as Senior Officer.

ICICI Bank Limited

ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India.

Tel. (91-22) 2653 1414
Fax. (91-22) 2653 1122
Website www.icicibank.com

Regd. Office : "Landmark",
Race Course Circle,
Vadodara 390007, India.

Reference No. - 1384014891

Chokkalingam N

- Your Base Salary will be Rs. 76,200 (Rupees Seventy-Six Thousand and Two Hundred only) per annum.
- You will eligible for the Performance Linked Retention Pay, as per the policy of the Bank. Please note that there is no guaranteed performance bonus, subject to however provisions of the Payment of Bonus Act 1965, wherever applicable. The performance linked Retention pay would be payable to an employee only if the employee on the day of payout is on the rolls of the bank and he/she has not resigned and / or is serving notice period.

Supplementary Allowances:

- You will be eligible for a Supplementary Allowance of Rs. 63,900 (Rupees Sixty-Three Thousand and Nine Hundred only) per annum. Supplementary allowance will include -Conveyance / Travel Allowance, Telephone Reimbursement, LTA, Medical Reimbursement, Canteen and any other allowance. All the components of supplementary allowance are subject to limits and rules prescribed by Income tax act and policies of the bank.
- You will be eligible for HRA of Rs. 38,100/- (Rupees Thirty-Eight Thousand and one Hundred only) per annum.
- The composition of supplementary allowance can be decided once in a year. The unexercised amount of the supplementary allowance will be paid to the employee subject to deduction of tax at source.

Superannuation Allowances:

- You will be eligible for a Superannuation Allowance of Rs 11,430 (Rupees Eleven Thousand Four Hundred and Thirty only) per annum.

Benefits:

- Comprehensive Medclaim Coverage for you and your immediate family up to Rs. 400,000/- (Rupees Four Lakh only) per annum. Your immediate family includes yourself, your spouse and dependent children.
- You will also be eligible for Retirement Benefits of the Bank; namely Provident Fund and Gratuity in accordance with the statutory requirements and/or, as per Bank policy.
- The salary and perquisites including supplementary allowance are subject to limits and rules prescribed by the Income Tax Act / Rules and policies of the Company.
- Maternity leave benefits as defined under the Maternity Benefit (Amendment) Act, 2017 are offered to eligible women employees by the Bank. Details of all types of leaves including the Maternity leave benefits offered to employees and eligibility criteria for availing such benefits are notified by the Bank under "Employee Benefit Policies" available on the Bank's intranet which will be accessible upon joining the Bank.

ICICI Bank Limited

ICICI Bank Towers
Bandra-Kurla Complex
Mumbai 400 051, India

Tel. (91-22) 2653 1414
Fax. (91-22) 2653 1122
Website www.icicibank.com

Regd. Office : "Landmark",
Race Course Circle,
Vadodra 390007, India.

Reference No. - 1384014891
Chokkalingam N

Other Terms and Conditions of Service:

- **Professional Ethics & Confidentiality:** While you are in the services of the Bank, you are not permitted to carry on any business or profession or enter, for any part of your time, in any capacity, the services of, or be employed by or engaged with any other firm, company or person. You will devote your whole time and attention to your office work to promote the interest of the Bank. You will not divulge details like your compensation structure (CTC), performance rating, performance bonus amount, increment, etc. and will not divulge to any person or utilize any of the Bank's secrets or other related information (which you may possess by reason of your association with the Bank) with any external agencies, press etc. outside the Bank. Any act in breach of this term would entail initiation of appropriate action as deemed fit by the Bank.
- **IT Security Practice & Procedures:** While you are in the services of the Bank, you will adhere to the IT Security Practice & Procedures as prescribed by ICICI Bank. Any instance/s of violation or any attempted violation of the aforesaid IT Security Practices and Procedures on your part shall result in disciplinary action.
- **Notice Period:** In case you decide to leave the Bank's services during probation period or after confirmation, you will be required to give thirty days' notice. The Bank in its sole discretion can decide to waive off/reduce the notice period depending upon the exigencies. In such case, you would be required to pay to the Bank the gross salary for the notice period so reduced/waived off.

After confirmation, your services would be liable to be terminated by the Bank, by giving thirty days' notice or on payment of thirty days' gross salary in lieu of the notice period.
- **Transfer:** The Bank shall have the right to transfer/depute you to any of its offices or ICICI group companies in India and abroad.
- **Joining Competitor:** In the event of termination of your services by the Bank or your resignation from the services of the Bank, you shall not join any Banking or Financial Services Company for a period of six months from the date of resignation/termination.

BE YOURSELF, MAKE A DIFFERENCE.



23-Sep-2021

C5476772

Ratchagan R S

9/176 Melur (village & post) The Nilgiris, 643221, Melur (village & post) , The Nilgiris,643221 64

Management Level - 13

Sublevel - 3

Job Profile - Customer Service New Associate

Job Family Group - Business Process Delivery

Business Deal - Non Contact Center

Dear **Ratchagan**,

Based on our recent discussions with you, we are pleased to extend you an offer to join Accenture Solutions Private Ltd (hereinafter referred to as 'the Company') in **Bengaluru**, India as per the below terms and conditions:

Your employment with Accenture will be governed by the clauses mentioned in the attached 'Terms of Employment' (Annexure 2) effective from your date of joining. You are required to carefully read and understand these Terms of Employment before responding to this offer.

This offer is contingent upon successful completion of your current degree, awarded in the current academic year. You are required to produce the original pass certificate / mark sheet, to Accenture upon joining Accenture but no later than within 6 months of the result being declared by your institute. Failing which, Accenture may, in its sole discretion, elect to terminate or suspend your employment immediately.

On joining you may undergo a training program to acquire the knowledge to enable you to successfully perform to the expectations of the position for which you are being considered for employment. This offer and your employment with the Company are contingent upon you successfully completing the training program as per the satisfaction of the Company. Failing which, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

After acceptance of the offer of employment or any time during the course of your employment with the Company you may be required to undergo drug/alcohol/substance test based on the project you are deployed. This offer and your employment with the Company are contingent upon you completing particular tests as per the requirements of the Company and in the instance of failing these tests namely the drug/alcohol/substance test, the Company may, in its sole discretion, elect to terminate or suspend your employment immediately.

In the event a government body/authority exercising its jurisdiction and statutory power/authority seeks information pertaining to any aspect of your employment, the Company shall provide such information to the government body/authority without any notification to you. The foregoing shall be applicable to information pertaining to your employment being shared in pursuance of statutory requirements/compliance. You may belong to this category and your details will be disclosed to these authorities.

To indicate your acceptance of this offer and employment with Accenture, please submit a copy of this letter and all relevant Annexures with your signature on each page. In addition, please provide all the documentation identified in Annexure 4 'Documentation'.

You will be expected to work from the office in the location tagged to your role. In the current circumstances you may be allowed to work from home temporarily based on your assigned project. This offer is contingent to the above mentioned agreement.

You are required to provide copies of all mandatory documents required by the Company before joining and during the course of your employment, as per the timelines specified/communicated by the Company from time to time or any alterations/amendments as per the discretion of the Company. These documents include, but are not limited to, your education and past employment/s. The offer of employment and your employment with the Company is dependent on timely submission of such required documents. Non furnishing of mandatory document/s as per the manner and within the specified time shall result in termination of employment.

This offer is contingent on us working together to determine an appropriate start date for your employment. The terms of this letter and this offer are valid for seven (7) days from the date of this letter. If we do not receive the above requested documents from you before the expiration of this period or after receiving your acceptance of this offer if you do not join the Company on a mutually agreed date of joining, or if, we are unable to set an alternative date, the terms of this letter and this offer will be deemed to have been rejected by you, unless otherwise communicated to you by the company in writing. The Company at its sole discretion (including but not limited to unforeseen circumstances like a pandemic or natural calamities) may extend or defer the start date of your joining, for which deferment you will be duly informed. Your joining date and employment with the Company will then start from such deferred/extended date.

Your annual total cash compensation will be **INR 237800** and will be structured as per the attached Annexure 1 'Compensation Details'. This will continue to be applicable until further communication on the same. All payments to you will be subject to deduction of tax at source as per the prevailing laws and necessary deduction of statutory amounts payable in your case. The terms of employment, accompanying annexures, schedules to this letter, together constitutes the terms of offer being made to you.

Ratchagan, we look forward to hearing from you regarding your decision to join our team. In the meantime, please do not hesitate to call **ansar.mk** at **8129977994** should you have anything you would like to discuss further.

We believe you have a successful career ahead of you and look forward to your joining us.

Yours sincerely,



Jal
Managing Director - Accenture Operations in India & Sri Lanka

ACKNOWLEDGED AND AGREED:

[Insert full legal name]

Date:

Candidate's signature_____

ANNEXURE 1

Your compensation is as mentioned below:

| Total Cash Compensation | | |
|--------------------------------------|-------------------|-------------------|
| | Annual(INR) | |
| (A) Annual Fixed Compensation* | INR 205000 | |
| (B) Variable Bonus earning potential | Min. | Max. |
| | 0% | 16% |
| | | |
| Annual Total earning potential (A+B) | Min. | Max. |
| | INR 205000 | INR 237800 |

* Annual Fixed Compensation includes employer's contribution to Provident Fund, as applicable.

-Annual fixed compensation of **INR 205000/-**; this includes allowances and statutory benefits and will be structured in accordance with the Company's compensation guidelines. The said amount includes employer's contribution to Provident Fund, as applicable.

-Variable Bonus: You will be eligible to participate in the FY22 Individual Performance Bonus (IPB) Programme. Your indicative pay-out can range from **0%** to **16%** of the prorated fixed pay in the Fiscal Year, subject to the overall terms and conditions of the IPB, including but not limited to your individual performance achievements and the Company's performance. The Company may, at any time and in its sole and absolute discretion, amend, suspend, withdraw vary and/or modify any of the terms and conditions of the IPB programme guidelines. The IPB will be paid out subject to you being on the rolls of the Company on the date of disbursement of these payouts and will be prorated based on your tenure in Accenture India and considering the period of leave without pay during the said fiscal year.

Note: For International Worker Only*

As per Indian Provident Fund (PF) regulations, membership to the Provident Fund is mandatory for all International Workers. Exemptions if any, shall be as per the existing law. Please note that since your cost to the Company (CTC) includes employee's as well as employer's contribution to Provident Fund, appropriate adjustment in your monthly salary will be made for Provident Fund contributions as per applicable laws/regulation in existence (or amendments from time to time). Withdrawal (if any) from Provident Fund is regulated by the government of India and is subject to government approvals and prevailing laws (amended from time to time). Any person desirous of such withdrawal need to comply with applicable law and procedures laid down by the authorities.

*As defined by applicable law from time to time.

If you are currently eligible to receive Statutory Bonus, such amounts will be calculated on an annual figure and paid (as per prevailing law) to you on a monthly basis every year. Please note that your variable pay/variable bonus is inclusive of the Stat Bonus amounts if payable to you. Such stat bonus will be accordingly adjusted against variable pay. Excess variable pay, if any, post adjustment of Stat Bonus will be paid as per Company evaluation process applicable to your management level as per company payroll cycle.

All compensation will be paid to you after deduction of tax at source, in accordance with applicable law. You will be solely liable for your personal tax liabilities, as per applicable law, both in India and abroad.

In addition to your total cash compensation, you will be eligible for following benefits, which will be governed by Company guidelines:

1. Effective your date of transfer Medical Insurance for self, spouse and 2 dependent children up to **INR 300,000 per annum**. Premium for this will be paid by the company.
You have the option of availing Accenture negotiated rates to cover your parents, parents in-law and any additional child under a separate Insurance plan up to **INR 500,000 per annum**. The entire premium for this will have to be borne by you. This plan allows for

coverage of pre-existing ailments.

For Permissible claims under the Medical Insurance plans detailed above, you will be required to contribute a defined co pay, as under:

- 10% of such claims for self, spouse and 2 dependent children
 - 20% of such claims for parents, parents in-law and additional children under the separate Insurance plan
2. Personal Accident coverage up to three times your annual fixed compensation
 3. Life Insurance coverage equivalent to one time of annual fixed compensation with a minimum cover of **INR 5,00,000**
 4. Gratuity as per The Payment of Gratuity Act, 1972

The Company may, at any time and in its sole and absolute discretion, amend, suspend, vary and modify any of the terms and conditions of the above mentioned benefits.

Following the implementation to the GST regulations with effect from July 1st 2017, please note the treatment to any continuing obligations that you have, pursuant to any signing/joining/relocation/retention bonus as per the terms of your employment, will be as under:

Any signing, joining, relocation or retention bonus received by you will be paid along with salary of the relevant or succeeding pay month. This amount is recoverable as per your employment terms, if your service commitment with Accenture change. Any such recovery or adjustment shall be made from your salary pertaining to the service month before your last working day in the Company. Any shortfalls will be adjusted against any further amounts due and payable to you.

ANNEXURE 3

DECLARATION

I hereby represent and warrant that as of my effective start date of employment with Accenture Solutions Private Ltd (hereinafter referred to as 'the Company'), I will have: (a) terminated my employment with any current/previous employer and any other employment or contractor relationships; and (b) satisfactorily performed and completed all my obligations which apply/applied to me vis-à-vis any current/previous employer and any other employment or contractor relationships.

I hereby represent and warrant that I have not, during the course of any current/previous employer and any other employment or contractor relationships, entered into or agreed to any arrangement which may restrict, prohibit or debar or conflict, or be inconsistent with my acceptance of the offer made by the Company or employment with the Company, including, but not limited to, any time-bound non-compete agreement, restrictive employment agreement or other restrictive terms.

I hereby represent and warrant that I shall not bring into the Company premises (or use in any manner) any third party documents (regardless of media) or materials (including but not limited to trade secrets) with myself to the Company, including any such documents or materials from my previous employer. To the extent I feel that my employment at the Company would require me to bring any third party documents or materials to the Company, I shall not bring any such documents or materials unless I have taken all permissions/approvals from the third parties before accepting the offer from the Company. I further represent and warrant that I have not and will not inappropriately disclose or misuse any confidential information obtained from and/or in connection with any current/previous employer and any other employment or contractor relationships. I agree and acknowledge that a breach of this provision shall entitle the Company to terminate my services with immediate effect.

ACKNOWLEDGED AND AGREED:

[Insert full legal name]

Date:

ANNEXURE 4

REQUIRED DOCUMENTATION

1. Two passport size copies of your recent photograph
2. Copy of highest education certificates
3. Copy of any mark sheets (Last semester mandatory)
4. Relieving Letters from previous employer
5. Documents in support of your age (10th/12th Marksheet/ Passport Copy etc)
6. If you are ESIC Eligible as per your Compensation Plan (copy of ESIC card or Form 1 Declaration).
7. Copy of Aadhaar Card - We request you to provide for meeting the UAN generation requirement and any other compliance required by governing regulating authorities like EPFO, ESIC, labour welfare fund and others. Please note that by voluntarily sharing your Aadhaar details, you are also authorizing us to share it with third parties under contract with the company and which are bound by confidentiality provisions to meet any regulatory requirements and internal procedures of the company including but not limited to making verifications. Do note that the provision of Aadhar details and seeding Aadhar with UAN as well as completing KYC requirements of EPFO is necessary and if you are unable to do so this may delay submission of your PF contributions to the regulators.

APPOINMENT LETTER

13/08/2021

From
Sarala Engineering
Achuthan Nagar 3rd Street,
Ekkattuthangal,
Chennai-600032

To
Manickam.AN
289/92A Anthoniyar Kovil Street
Alagikulam vari Street
Thanjavur-613001

Sub: Appointment as Accounts Assistant

Dear Manickam.AN,

Greetings of the Day! We refer to your recent interview for the above and are pleased to advise that we are offering you the position with our company effective from 14/08/2021

Under the following Terms and Conditions

1. SALARY

Your Salary will commence at rupees 12,000 per month

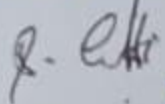
2. PROBATION PERIOD

Your appointment will be subject to a probationary period for 3 months. An official confirmation for your appointment will be notified to you in writing

3. WORKING HOURS

Your working hours will be as follows:
Mon-Sat: 9am to 6pm

Thanks & Regards


Sarala Engineering
For **SARALA ENGINEERING**
Proprietor

ISO 9001:2015

6/9 Achuthan Nagar 3rd Street Ekaatuthangal, Chennai - 600032, Tamil Nadu, India.

GSTIN : 33CVOPS4727B1ZH

Moonshine Enterprises
Service Associate of
BLUE DART



YOGESH PANDIAN

Field Executive
MAA : TNR

18th October 2021

Ms Andrew A,
5/300, Soosaiyapar Kovil Street,
Edaiyatrumangalam, Lalgudi (TK),
Trichy Dist

Dear Andrew A,

SUB: Letter of Appointment

We are pleased to offer you a position with M/s Ventura Technologies Network (P) Limited. The terms and conditions of the offer are as detailed in this letter.

- Your designation will be “**Preparer Trainee**” – primarily in the **Tax** Department. In addition, you will assist in other Departments as and when the workload demands it.
- Your primary place of posting will be at the Chennai office of M/s Ventura Technologies Network (P) Limited.

Your functions will include but shall not be limited to the following:

Technical Responsibilities:

- Check the internal portal daily for document uploaded by the client and check for the integrity of the documents (Files are not corrupted).
- Download and save the documents in relevant client folder.
- Analyze the completeness of the data received from the client.
- Notify respective person in charge about the document received from the client and assign the project based on the documents received.
- To ensure updating of tracker on a daily basis.
- Help preparers with data entry in recap and tax software.

1. Your annual gross consolidated compensation, inclusive of all perks, will be **Rs. 2,40,000 (Rupees Two Lakhs Forty Thousand Only)**. Your monthly salary will break down further as:

| | | |
|-----------------|-----------|---------------|
| Basic & DA | Rs | 12,000 |
| HRA | Rs | 4,620 |
| Employee PF | Rs | 1,440 |
| Employer ESI | Rs | 540 |
| Statutory Bonus | Rs | 1,400 |
| TOTAL | Rs | 20,000 |

2. You may be entitled to other benefits such as leave on the terms stipulated in the Personnel Policy Manual of the Company. In addition to the above, you may be eligible for Performance Bonus as per the Performance Bonus scheme as approved by the Board from time to time. Your first performance review may occur on completing six months of service and you should have completed one year of service to be eligible for a compensation revision. Grants in the form of phantom stock are allocated to eligible employees after taking into consideration several criteria such as designation, experience and contribution to the growth of the company. The terms of the phantom stock ownership plan as it applies across the organization will apply to you. All other employee benefits including but not limited to bonus, vesting of phantom stock grants will be halted if the employee has turned in his/her resignation.
3. Your services may be probationary for a period of six months and the Company will have the right to extend your probation based on your performance. Your services will be confirmed only on receipt of a satisfactory performance report and unless an order in writing confirming your service is given, you will be deemed to be on probation.
4. You will execute a bond that you will serve the company for a minimum period of 24 months including probation period of six months. You are not entitled to resign during the Bond period. The terms of the bond will state that if you submit the resignation letter before completing two years of bond period from the date of joining, you would be required to pay the company a sum of one lakh or 3 month's pay (whichever is higher).
5. You will submit all your original Education certificates as follows. The original documents will be returned to you after completion of the Bond period
 - a. 10th Mark Sheet
 - b. 12th Mark Sheet
 - c. Professional / Degree Mark Sheet
6. Your appointment and your continuation in employment are also subject to our receiving a satisfactory report from the references given by you.
7. Notwithstanding any of the clauses of this 'Letter of Appointment', your services would be liable to be terminated without assigning any reason during probation period and on confirmation, by giving one month's notice or on payment of an amount equivalent to one month's salary in lieu of the notice period. In case you decide to leave the Company's services you will be required to give the Company three months' notice, which period or part thereof, the Company may waive at its sole discretion on payment of salary equivalent to such notice period.
8. Your appointment in this Company is whole time, and therefore you will devote your whole time and attention exclusively to your office work to promote the interest of this company. You will not without our written permission carry out any trade or business, or be engaged, for any part of your time, in any capacity, in the services of any other firm, company or person, or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business.
9. You will not at any time discuss or divulge or make public, any information relating to the company affairs to any person or utilize any of our secrets or technical know-how or related



information (which you may possess by reason of your association with the Company) outside the Company. If you conceive of/invent/discover/improve on any new or current methods of improving systems in relation to the operation of the Company, such developments, discoveries or inventions will be fully communicated to the Company and will remain the sole right/property of the Company.

10. This appointment is made relying on the information furnished and representation made by you from time to time. If any information or representation is found to be incorrect, or if any material information is detected by us to have been suppressed by you, or any action on your part is found to be in contravention of the conditions stated herein or against the interests of the company, the Company will have the right to terminate your services at any time without notice.
11. You will be bound by the rules of the Company as may be in force from time to time. The Company shall have the right to transfer you to any of its locations/department/offices anywhere in India and abroad. In such case you will be governed by the terms and conditions of service applicable to the new assignments. 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. You will also be required to sign a code of conduct detailing operational rules.
12. You will keep us informed of any change in your residential address, personal email id and contact number.
13. All the Company policies are subject to revision at any time and you should make yourself aware of the latest policies and abide by them.

If you agree to the above-mentioned terms and conditions, please intimate your acceptance to us in writing. Unless we receive information from you as stated above, the appointment made by this letter, shall, unless otherwise decided by the Company, stand automatically revoked.

Best Regards,

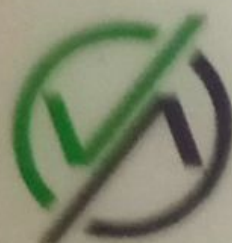
Chief Executive Officer,
Ventura Technologies Network (P) Limited

I agree to accept employment on the terms and conditions mentioned in the above letter. I reported to duty on _____.

Name: _____

Signature: _____

Date: _____



VENTURA PRANAS

ACCOUNTANTS WITHOUT BORDERS

Ventura Technologies Network (P) Ltd.

"MERIDIAN HOUSE", 5th Floor, 121/3, Manickam Avenue,

T.T.K Road, Alwarpet, Chennai - 600 018

Tel +91 44 2498 1878

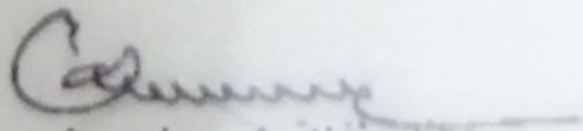


Name : Devamani M

Emp Code : 433

Blood Group : B+

Emergency No. : 94860 29097


Issuing Authority



ஸ்ரீ நாராயணி நிதி லிமிடெட்., SHRI NARAYANI NIDHI LTD.,

(CIN : U74120TN2012PLC086751) Approved by Government of India.

Corp.Office : #.108/6, Durgalaya Road, TIRUVARUR. Ph: 04366 - 242234

Regd.Office: 28A, Kamalalayam North Bank, TIRUVARUR - 610 001

SNNL/HRD/TRF/0373/2021 – 22

Date: 14-08-2021

Ms.P.Vijayalakshmi,
D/o Ponnusamy,
No.37/A, Thirumagal Street,
Amalorpuram,
Ariyamangalam,
Trichy – 620010.

Dear Ms.Vijayalakshmi,

Staff – Offer of Appointment
Welcome to Shri Narayani Nidhi Limited

With reference to your application for a posting in our Company and subsequent Online Test & Interview held, we are pleased to offer you the post of **Junior Associate** in our Shri Narayani Nidhi Ltd., on the following terms and conditions

Your monthly consolidated remuneration will be **Rs.9,500/-** (Rupees Nine Thousand Five Hundred Only)

You will be on initial probation for a period of **six months** and subject to your satisfactory performance as to suitability to the post, you will continue in service for another 6 months. On successful completion of one year of service, you will be considered for confirmation.

Though you are designated as **Junior Associate**, you are required to perform any other duties depending on the exigencies of service as per the directions of the Management.

You are also required to adhere to the rules & regulations of the Company and to maintain confidentiality of the office works.

Your Initial posting will be at our **Kattur Branch, Trichy** where you should **report on 01-09-2021**. You should submit all your original educational certificates and other related papers to the Company.

You are required to attend a training programme at Our Thillainagar Branch from **25-08-2021 to 28-08-2021** without fail.

HR Dept: 49, Kamalalayam North Bank, Tiruvarur. Ph: 04366-242235

P. Vijalakshmi

P. Vijalakshmi

You are required to serve the company for a minimum period of one year.

In any eventuality of quitting within one year, even with requisite notice period, you may have to compensate the training expenses incurred, which will be decided by the Management at that point of time. If the prescribed notice period is not served, the compensation by way of one month salary for the said notice period should also be remitted to the Company along with Training cost.

In case of resignation at any point of time, you need to serve the prescribed notice period and if not, the company should be compensated in lieu of notice period.

Please also note that you are liable to be transferred to any of the branches of Shri Narayani Nidhi Ltd including to the branches of our Associate concerns, Shri Narayani (Kumbakonam) Nidhi Ltd / Karkesh Forex Services Private Ltd, depending on the exigencies.

Submission of relieving letter from your previous employer is mandatory, if you are/were employed.

For all other terms and conditions, in addition to the above, please refer to Annexure attached to this letter.

Please sign the duplicate of this letter in token of having accepted the terms and conditions of this offer of appointment.

Wish you all the very best.

With regards,

thiruvar
ur pichai
sooriyan
arayana
n

Digitally signed
by thiruvarur
pichai
sooriyanarayan
an
Date:
2021.08.27
16:28:45
+05'30'



General Manager (HR)

Encl: Annexure

"I have read and understood the contents of this offer of appointment letter and I hereby agree to report for duty on 01-09-2021. I am also agreeable to serve the Company for a period of minimum one year and in case I fail to fulfil this condition, I shall pay the cost of my training which will be informed by the Management and notice period charges, if the notice period is not served, before I leave the job with due letter of resignation."

P. vijal



ST.MARY'S INSTITUTIONS
TO EDUCATE



JONES NATHANIEL X
CHIEF EXECUTIVE OFFICER



+919629036122
+919585728874



ltsnathanieljones28@gmail.com
www.stmarystpt.com



Housing board
Tirupattur dt

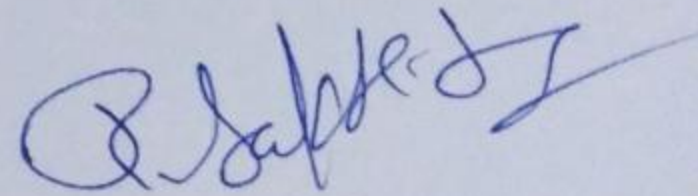
Date: 28-10-2021

To whom it may concern

This is to certify that Mr Johnson V is presently employed in SUDHAN ENERGY SYSTEMS from July 2021 onwards till date.

This certification is issued upon the request of Mr Johnson V for whatever the purpose it may serve him

For Sudhan Energy Systems



Authorised Signatory

February 15, 2021

Mr.M.Naveen
No.24, Ramlinga Nagar,
Gundur Burma Colony,
Trichy-620007

Dear M.Naveen,

SUB: Letter of Offer

We are pleased to offer you a position with Ventura Technologies Network (P) Limited. The terms and conditions of the offer are as detailed in this letter.

- Your designation will be **“Preparer Trainee”**. You will assist departments where work would be assigned to you by your Supervisor at various points in time.
- Your primary place of posting will be the Chennai office of Ventura Technologies Network (P) Limited.

Your functions will include but shall not be limited to the following:

1. General Responsibilities:

- Check the internal portal daily for document uploaded by the client and check for the integrity of the documents (Files are not corrupted).
- Download and save the documents in relevant client folder.
- Analyze the completeness of the data received from the client.
- Notify respective person in charge about the document received from the client and assign the project based on the documents received.
- To ensure updation of tracker on a daily basis.
- Help preparers with data entry in Tax/Book keeping/Audit department.

Based on your performance, you would be assigned additional responsibilities, which would include

- Assist in Tax/Book keeping/Audit functions.
- Provide status reports periodically to the supervisor.
- Analyze and Research on Tax/Book keeping/Audit topics.
- Working closely with Senior Supervisors.

2. Compensation Structure:

Your CTC, inclusive of all perks, will be **Rs.2,04,000 (Rupees Two Lakhs Four Thousand Only)** (Ref Annexure for Breakup). Your CTC would be allocated between Basic, Dearness Allowance, HRA, Employers Pf, ESI etc. You will execute a bond for a period of 24 months including the six months' probation.

3. In addition to the above compensation, you may be eligible for the following

- A) Performance Bonus.** After the completion of company's fiscal year, a companywide performance review will be conducted. Following the review & based on your performance, bonus may be allotted which is payable on a monthly basis through the year.
- B) Compensation Revision.** You may be eligible for a compensation revision based on your performance only.
- C) Retention Bonus.** You may be eligible for a retention bonus based on your performance only.

This position is offered to you on the premise that all details provided by you in your resume, during your interview at all levels, and at any point are true and accurate. Please note that a detailed background verification will be conducted as per company policy. In the event of any discrepancy in any information provided by you, the company reserves the right to terminate your offer/ employment with us.

If you are agreeable to the above-mentioned terms and conditions, please intimate your acceptance to us in writing by signing this offer letter. This Letter of Offer shall be automatically revoked in the event that it is not signed and mailed to us within 48 hours from date of issue and receipt.

Best Regards,



Authorized Signatory

Ventura Technologies Network (P) Limited

I agree to accept the offer and the terms and conditions mentioned in the above letter. I shall be reporting for duty on _____, 2021.

Name: _____

Signature: _____

Date: _____



Annexure

| CTC – Pay Scale Break Up | | |
|---|-------|-----------------|
| | | |
| Yearly Salary | Rs. | 2,04,000 |
| Monthly Salary | Rs. | 17,000 |
| Basic | Rs. | 10,200 |
| HRA | Rs. | 3,723 |
| Employers PF | Rs. | 1,224 |
| Employers ESI | Rs. | 453 |
| Statutory Bonus | Rs. | 1,400 |
| Monthly Total CTC | Rs. | 17,000 |
| Employee PF | 1,224 | |
| Employer PF | 1,224 | |
| Employer ESI | 453 | |
| Employee ESI | 104 | |
| Professional Tax | 209 | |
| Total Deductions | Rs. | 3,214 |
| Take Home Net Pay w/o Income Taxes | Rs. | 13,786 |

* Professional Tax as Applicable will be deducted Half Yearly

Note: The following are not included in the CTC and they are outside of it

1. Gratuity
2. Bonus
3. Stock Grants



VENTURA PRANAS
ACCOUNTANTS WITHOUT BORDERS

18th Oct 2021

Mr. Jameel K,
20/2, 4th Ayyanar New Street,
M.K. Kottai,
Trichy - 620011

Dear Jameel K

SUB: Letter of Appointment

We are pleased to offer you a position with M/s Ventura Technologies Network (P) Limited. The terms and conditions of the offer are as detailed in this letter.

- Your designation will be "**Preparer Trainee**" – primarily in the **Tax** Department. In addition, you will assist in other Departments as and when the workload demands it.
- Your primary place of posting will be at the Chennai office of M/s Ventura Technologies Network (P) Limited.

Your functions will include but shall not be limited to the following:

Technical Responsibilities:

- Check the internal portal daily for document uploaded by the client and check for the integrity of the documents (Files are not corrupted).
- Download and save the documents in relevant client folder.
- Analyze the completeness of the data received from the client.
- Notify respective person in charge about the document received from the client and assign the project based on the documents received.
- To ensure updating of tracker on a daily basis.
- Help preparers with data entry in recap and tax software.

1. Your annual gross consolidated compensation, inclusive of all perks, will be **Rs. 2,04,000 (Rupees Two Lakhs Four Thousand Only)**. Your monthly salary will break down further as:

| | | |
|-----------------|-----------|---------------|
| Basic & DA | Rs | 10,200 |
| HRA | Rs | 3,723 |
| Employee PF | Rs | 1,224 |
| Employer ESI | Rs | 453 |
| Statutory Bonus | Rs | 1,400 |
| TOTAL | Rs | 17,000 |



2. You may be entitled to other benefits such as leave on the terms stipulated in the Personnel Policy Manual of the Company. In addition to the above, you may be eligible for Performance Bonus as per the Performance Bonus scheme as approved by the Board from time to time. Your first performance review may occur on completing six months of service and you should have completed one year of service to be eligible for a compensation revision. Grants in the form of phantom stock are allocated to eligible employees after taking into consideration several criteria such as designation, experience and contribution to the growth of the company. The terms of the phantom stock ownership plan as it applies across the organization will apply to you. All other employee benefits including but not limited to bonus, vesting of phantom stock grants will be halted if the employee has turned in his/her resignation.
3. Your services may be probationary for a period of six months and the Company will have the right to extend your probation based on your performance. Your services will be confirmed only on receipt of a satisfactory performance report and unless an order in writing confirming your service is given, you will be deemed to be on probation.
4. You will execute a bond that you will serve the company for a minimum period of 24 months including probation period of six months. You are not entitled to resign during the Bond period. The terms of the bond will state that if you submit the resignation letter before completing two years of bond period from the date of joining, you would be required to pay the company a sum of one lakh or 3 month's pay (whichever is higher).
5. You will submit all your original Education certificates as follows. The original documents will be returned to you after completion of the Bond period
 - a. 10th Mark Sheet
 - b. 12th Mark Sheet
 - c. Professional / Degree Mark Sheet
6. Your appointment and your continuation in employment are also subject to our receiving a satisfactory report from the references given by you.
7. Notwithstanding any of the clauses of this 'Letter of Appointment', your services would be liable to be terminated without assigning any reason during probation period and on confirmation, by giving one month's notice or on payment of an amount equivalent to one month's salary in lieu of the notice period. In case you decide to leave the Company's services you will be required to give the Company three months' notice, which period or part thereof, the Company may waive at its sole discretion on payment of salary equivalent to such notice period.
8. Your appointment in this Company is whole time, and therefore you will devote your whole time and attention exclusively to your office work to promote the interest of this company. You will not without our written permission carry out any trade or business, or be engaged, for any part of your time, in any capacity, in the services of any other firm, company or person, or be interested directly or indirectly (except as shareholder or debenture holder) in any other trade or business.
9. You will not at any time discuss or divulge or make public, any information relating to the company affairs to any person or utilize any of our secrets or technical know-how or related information (which you may possess by reason of your association with the Company) outside the Company. If you conceive of/invent/discover/improve on any new or current methods of



VENTURA PRANAS
ACCOUNTANTS WITHOUT BORDERS

improving systems in relation to the operation of the Company, such developments, discoveries or inventions will be fully communicated to the Company and will remain the sole right/property of the Company.

10. This appointment is made relying on the information furnished and representation made by you from time to time. If any information or representation is found to be incorrect, or if any material information is detected by us to have been suppressed by you, or any action on your part is found to be in contravention of the conditions stated herein or against the interests of the company, the Company will have the right to terminate your services at any time without notice.
11. You will be bound by the rules of the Company as may be in force from time to time. The Company shall have the right to transfer you to any of its locations/department/offices anywhere in India and abroad. In such case you will be governed by the terms and conditions of service applicable to the new assignments. 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. You will also be required to sign a code of conduct detailing operational rules.
12. You will keep us informed of any change in your residential address, personal email id and contact number.
13. All the Company policies are subject to revision at any time and you should make yourself aware of the latest policies and abide by them.

If you agree to the above-mentioned terms and conditions, please intimate your acceptance to us in writing. Unless we receive information from you as stated above, the appointment made by this letter, shall, unless otherwise decided by the Company, stand automatically revoked.

Best Regards,

Chief Executive Officer,
Ventura Technologies Network (P) Limited

I agree to accept employment on the terms and conditions mentioned in the above letter. I reported to duty on 18.10.2021.

Name: K. Jameel

Signature: K. Jameel

Date: 18.10.2021

August 11, 2021

MR. Bharanidharan Paneerselvam

Dear **Bharanidharan Paneerselvam**

This has reference to your application and the subsequent interviews you had with us. We are pleased to offer you a position of **AR ASSOCIATE** Omega Healthcare Management Services Pvt Ltd, on the following terms and conditions:

01. You will draw a Basic Salary of Rs 9,890.00/- (Rupees Nine Thousand Eight Hundred Ninety Only) per month. In addition to this, you will be paid HRA of Rs. 3,121.00/- (Rupees Three Thousand One Hundred Twenty One Only) and Statutory Bonus of Rs. 989.00/- (Rupees Nine Hundred Eighty Nine only) per month as other allowances.
02. You will be entitled to Leave, Gratuity, P.F., Medical Insurance & Personal Accident Insurance, etc. in accordance with the Law / Company Policy from time to time.
03. Depending on your performance and the company's requirement, your employment can be extended on completion of 6 months.
04. Your place of posting will be at **Chennai-I** and you will report for duty on **12 August 2021 at 8.30 AM**.
05. This letter of offer is subject to completing other joining formalities as specified in **Annexure-2** and on completion a detailed appointment letter will be given.

Kindly sign the duplicate copy of this letter as a token of your acceptance to the above terms and conditions.

Thanking you,

Yours faithfully,

For Omega Healthcare Management Services Pvt. Limited.

Kameswaran Kannan

Talent Acquisition

Omega Healthcare Management Services Private Limited

Regd. Office: 33, NAL Wind Tunnel Road, Murugeshpalya, Bengaluru - 560 017.

P: +91 80 4155 7333

US Office: 2424, North Federal Highway, Suite #205, Boca Raton, Florida 33431.

E: mail2omega@omegahms.com

www.omegahms.com

CIN# U85110KA2003PTC032846

| Salary Components | Amount - Monthly | Amount - Yearly |
|---------------------------|------------------|-----------------|
| Basic | 9,890.00 | 118,680.00 |
| House Rent Allowance | 3,121.00 | 37,452.00 |
| Advance Statutory Bonus | 989.00 | 11,868.00 |
| Special Allowance | 0.00 | 0.00 |
| Fixed Cash (Gross) | 14,000.00 | 168,000.00 |
| PF | 1,187.00 | 14,244.00 |
| ESI | 455.00 | 5,460.00 |
| Medical Insurance | 0.00 | 0.00 |
| Gratuity | 475.00 | 5,700.00 |
| Group Term Life Insurance | 100.00 | 1,200.00 |
| Total Benifits | 2,217.00 | 26,604.00 |
| Total Cost PA (CTC) | | 194,604.00 |

Authorized by
Kameswaran Kannan
Talent Acquisition

Omega Healthcare Management Services Private Limited

Regd. Office: 33, NAL Wind Tunnel Road, Murugeshpalya, Bengaluru - 560 017.

P: +91 80 4155 7333

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E: mail2omega@omegahms.com

www.omegahms.com

CIN# U85110KA2003PTC032846

Annexure - 2

Welcome to Omega family!

To enable us to have your complete personal information, ensuring legal compliance and processing of salary and other reimbursements, you will be required to complete the following formalities on your joining at Omega Healthcare.

1. Application for Employment Form - Company Joining Report
2. Provident Fund Declaration / Nomination form - PF Form 2 & Form No 11-EPFO Declaration form
(This needs to be filled in by every employee as he / she need to nominate persons(s) who would receive the Provident Fund amount standing to his/ her credit in the unfortunate event of his / her Death).
3. Gratuity Nomination Form F.
(To be filled in by all employees wherein they should nominate the persons and the percentage of Gratuity Payable to such person in the unfortunate event of death of the employee)
4. Medical Insurance form (above 21K Gross salary) / ESIC-Employees State Insurance Scheme (Below 21 K Gross) - (as applicable)
5. NDA form – Non-Disclosure Security Agreement form.
6. Group Term Life Insurance Nomination Form
7. ID Card Application form, Transport Request form (Admin forms) & User ID - IT request form
8. Any other forms, as applicable. Salary Account opening if there is no Existing Bank account – Any Existing Bank Active Account

FOLLOWING DOCUMENTS TO BE SUBMITTED MANDATORILY ON YOUR JOINING:

- A. Relieving letter/ Experience Service certificate from your previous employer.
- B. Copy of last 3 months pay slips
- C. Copies of all Educational certificates & Copy of Offer
- D. Recent Passport size photograph - Colour Photo with good clarity & good resolution is only accepted
- E. Self-ID Proof - (PAN Card/Passport/ Driving License/Voter's ID/ Ration Card/College ID)
- F. Residence Proof - Permanent & Temporary/Present address proof (Passport /Driving License/ Voter's ID / Ration Card/ Mobile Bill or Telephone Bill / LIC Policy / BANK Passbook/ Electricity Bill/Gas Bill/Water Bill/Rental Agreement- (Letter from owner or Self Declaration letter required if it's not in your name)
- G. Copy of PAN Card / Acknowledgement copy of PAN Application
- H. Copy of AADHAR Card is Mandatory
- I. Need to be aware of PF Number, UAN, PAN number, Aadhar number, Parents DOB

Omega Healthcare Management Services Private Limited

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P: +91 80 4155 7333

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E: mail2omega@omegahms.com

www.omegahms.com

CIN# U85110KA2003PTC032846

details, if married Spouse DOB details & Date of marriage and Physical standards i.e. (Blood Group, Height, Weight – details only required for filling the application form or nominee forms. Proof/Document is not required)

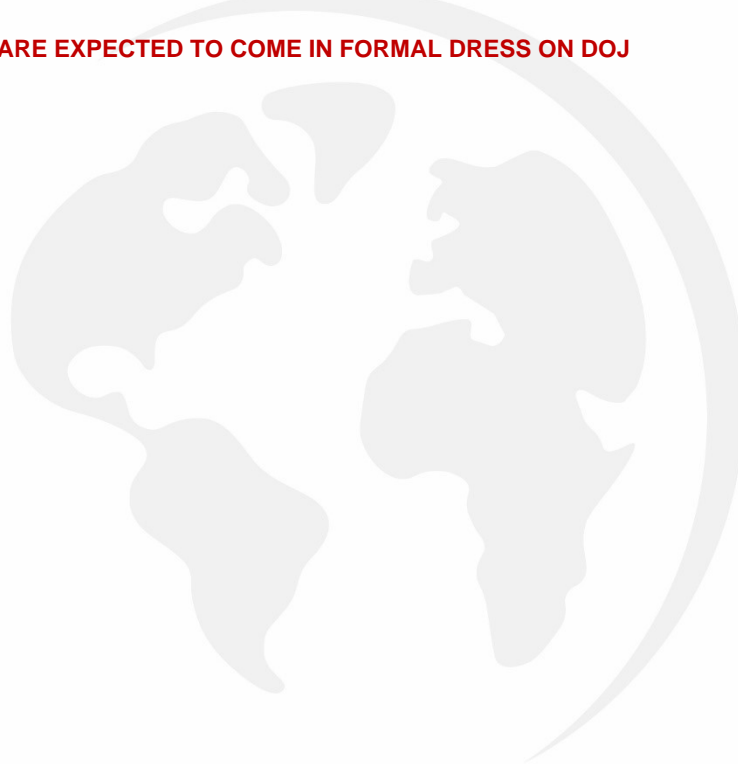
- J. Existing Bank account details - Any Bank Active account for Salary - Personalized Bank cheque or Bank Statement

Our attendance cycle runs from 21st of month to the 20th of the next month. If the salary account is not opened & activated before 10th of the month, then the salary for that month would be delayed thereby causing inconvenience to the employee. A delay in disbursement of salary may also occur if the Joining Reports / Documents are incomplete. Thus, we request to please fill in all the Joining forms completely accurately and submit Mandatory documents

We at HR look forward to providing you with the best of services at all times. We welcome you once again and wish you all the best for a successful career at Omega.

PLEASE NOTE: YOU ARE EXPECTED TO COME IN FORMAL DRESS ON DOJ

HR Team



Omega Healthcare Management Services Private Limited

Regd. Office: 33, NAL Wind Tunnel Road, Murugeshpalya, Bengaluru - 560 017.

P: +91 80 4155 7333

US Office: 2424, North Federal Highway, Suite #205, Boca Raton, Florida 33431.

E: mail2omega@omegahms.com

www.omegahms.com

CIN# U85110KA2003PTC032846



TO WHOM SO EVER IT MAY CONCERN

This is to certify that Mrs.Suseendhira.S , D/o. Sivaperumal.M residing at No.54, Sathya moorthi street, senthaneerpuram, Trichy-620004 has been working in my office at Moorthy Square Complex, IInd Floor, C-95, V Cross, Thillai Nagar, Trichy – 620 018 as an “Accounts Executive” from 22.11.2021 to till date.

She has been currently working with

- Preparation and Maintenance of Books of Accounts in Tally Prime Accounting Software.

Place: Trichy.

Date:05/01/2022



October 25, 2021

Ref:HDBFS/21-22/HRIC264785/Appt/J14938

Ms.Jenifar Mary S ,
House No 147,
Vellaiyanthopu,
Manamadurai,
Near Railway Colony,
Sivaganga-630606

Dear Ms.Jenifar Mary S ,

LETTER OF APPOINTMENT

Further to your application and subsequent discussions for employment, HDB Financial Services Limited ("Company") is pleased to appoint you as SALES EXECUTIVE on the terms and conditions as set out below.

Your Total Salary per annum is set out as attached in Annexure A. All remuneration, benefits and perquisites will be taxed in accordance with the provisions of Income Tax Act, 1961 and any other enactments in force from time to time.

Terms and Conditions:

- a) Your duties and responsibilities will be explained to you on your joining the Company.
- b) Your initial place of posting will be at SIVAGANGAI. The Company reserves the right to change the duties assigned to you, transfer you, temporarily or permanently, to any other office / branch, subsidiary or associate of the Company or to any other place of business of the Company that is in existence or may come into existence at a future date. The Company further reserves the right to transfer you from one shift to another, depending upon the exigencies of work.
- c) You shall devote your whole time and attention to your duties with the Company and will not directly or indirectly, for any part of your time carry on any business or occupation or enter in any capacity, the employment of or association in business for profit or otherwise, with any firm, company or person without the prior written consent of the Company.
- d) You shall abide by all the applicable policies, rules, regulations, procedures and practices of the Company, as may be amended, from time to time and comply with all applicable Laws. Any violation of or failure to comply with or abide by the same shall be deemed to constitute an act of misconduct.

- e) You will be responsible for the safe keeping and return in good condition and order, of any properties and / or assets which may be entrusted to you by the Company. The Company shall have the right to deduct the money value of all such properties and / or other assets from your dues and take such other action as it may deem proper in the event of your failure to account for such properties to the Company's satisfaction.
- f) You shall not, during your employment with the Company or at any time thereafter, discuss, divulge, or make public, directly or indirectly, to any individual, firm, company or person of any nature whatsoever, any information, processes, policies, documents, research, development, finances, properties, contracts, methods, trade secrets, transactions, or generally in relation to the business and affairs of the Company (including its subsidiaries and associate companies) or its clients, customers, employees, management, or business associates, which you may acquire during the course of, or which may otherwise come to your knowledge or possession during the course of your employment with the Company.
- g) This letter of appointment can be terminated by either party by giving One month's notice in writing. It is clarified that, in the event of a termination of this Agreement by you, the decision whether or not to accept salary in lieu of the notice period will rest solely with the Company and you may be required to serve the applicable notice period instead of paying to the Company an amount equivalent to your salary in lieu thereof. The Company may, at its sole discretion, require you to proceed on leave during your notice period. Upon the termination of this letter of appointment, you will be required to comply with the Company's exit formalities.
- h) If at any time, you are found to be overstaying your sanctioned leave or are absent from work without permission for a period exceeding 5 (five) consecutive days or are found to be habitually absent or are otherwise found guilty of dishonesty, disobedience, fraud, insubordination, riotous and disorderly behaviour, negligence, indiscipline or any other act of misconduct (as determined by the Company in its sole discretion), then the Company will be entitled to terminate your services with immediate effect without giving you a notice or salary in lieu thereof.
- i) Nothing contained herein constitutes a guarantee of employment. Your performance shall continuously be evaluated by the Company. If you are found to be incompetent in the discharge of your duty or do not meet the productivity norms, your services shall be terminated. The Company reserves the sole right to terminate your employment on grounds of performance not being up to expected standards. The final decision of the management in this regard shall be final.
- j) Notwithstanding anything contained in the above paragraphs, your services may be terminated by the organization if you are found to be indulging in acts of commission / omission which may be prejudicial to the interest of the organization, or any act of dishonesty, disobedience, insubordination or any other misconduct or neglect of duty or incompetence in discharge of duty on your part.
- k) In the event of any allegation of misconduct against you, the Company will initiate disciplinary proceedings against you as per its rules in this regard.
- l) You will keep the Company informed of any change in your residential address or in any of the other information pertaining to you as provided to the Company. All communication sent by the Company on the address registered in our records, will be construed as communication served on you.

- m) You will retire from the employment of the Company on your completing 60 (Sixty) years of age. It will be necessary for you to produce proper proof of your age within 7 (seven) days on receipt of this letter as may be required by the Company.
- n) This letter of appointment shall be governed by and construed in accordance with the laws of India. The terms and conditions set out in this letter of appointment constitute service conditions applicable to your employment in the organization and any dispute arising out of this letter of appointment or pertaining to your employment shall be subject to the exclusive jurisdiction of the courts of Mumbai.
- o) You shall comply with the data protection policy of the Company when handling personal data in the course of your employment with the Company including personal data relating to any employee, customer, client or agent of the Company or any of its affiliates and you shall promptly report any breaches or anticipated breaches of the same.
- p) You consent to the Company, its affiliates processing data relating to you for legal, personnel, administrative and management purposes and in particular to the processing of any "sensitive personal data or information" (as defined in the policies of the Company). The Company may make such information available to any of its affiliates, those who provide products or services to the Company or any of its affiliates (such as advisers and payroll administrators), regulatory authorities, potential purchasers of the Company or the business in which you work, and as may be required by law. You also consent to the Company carrying out the above activities and other similar classes of activities prior to, during and after the termination of your employment with the Company, provided that such activities are carried out in a lawful manner and for legitimate purposes.
- q) If at any time during your employment you make, develop, discover or participate in the making or discovery of any "Intellectual Property Rights" (as defined in the policies of the Company) relating to or capable of being used in the business being carried on by the Company or any of its affiliates, such Intellectual Property Rights shall be the absolute property of the Company. At the request of the Company you shall execute all such documents and do all acts, matters and things which may be necessary or desirable for obtaining registration or other protection for the Intellectual Property Rights as may be specified by the Company.
- r) You hereby acknowledge and undertake that you do not have and shall not have at any point of time, any ownership, interest, right or title in the Intellectual Property Rights nor will you claim any ownership, interest, right or title in the Intellectual Property Rights or brand forming part of the business of the Company or any of its affiliates.
- s) You shall not, at any time during the course of your employment and any time after the termination of your employment with the Company, make any statement, representation, post commentary, content or image or communicate in writing, orally or otherwise or take any action directly or indirectly in public or private, in any manner or through any medium whatsoever including but not limited to newspaper, social media, e-mail, SMS, internet, blog, social networking websites etc., which may directly or indirectly, defame or disparage the image, credibility, good name, goodwill and reputation of the Company or any of its officers, directors, employees, agents, consultants, representatives etc. or create an hostile work environment.
- t) Your appointment will be subject to the organization receiving satisfactory references and Contact Point verification report.

- u) Any variation of the above terms and conditions will not be valid until expressly made in writing by the Company.
- v) This letter of appointment (together with all its annexures) shall supersede all prior, oral or written agreements or communications, formal or informal, in relation to your employment with the Company.

As your acceptance to these terms of employment, please sign the duplicate copy of this letter of appointment in the space provided below and return the same to us.

You are requested to join no later than November 9, 2021.

Kindly arrange to bring self-attested copies of the following documents along with their originals for verification on the date of your joining:

- a) Copy of Educational Certificates and Marksheets (Xth, XIIth, Graduation, Post Graduation)
- b) Proof of date of birth (Copy of driving license, Voter ID, Passport)
- c) Duly signed duplicate copy of Appointment Letter
- d) Copy of Pan Card and Aadhaar Card (Both documents are required for Salary processing)

You will be required to complete the Company's prescribed joining formalities within 3 (three) working days from the date of your joining and submit the same to the Human Resources Department for necessary processing of your Salary.

Yours Sincerely,
For HDB Financial Services Ltd.



A handwritten signature in black ink, appearing to read "Smily Mehra".

Smily Mehra
HBL Global - a division of HDB Financial Services Limited.

AGREED AND ACCEPTED

Ms.Jenifar Mary S

Annexure A

| | | | |
|--|-------------------|--|----------------------|
|  | | Compensation Breakup | |
| Name | MS.JENIFAR MARY S | | |
| Role | Sales Executive | | |
| Grade | G7 | | |
| Location | Sivagangai | | |
| Annual Compensation Break up | | | HDBFS Monthly |
| Basic | 96,756 | | 8,063 |
| HRA | 38,700 | | 3,225 |
| Conveyance Allowance | 19,344 | | 1,612 |
| Provident Fund (Employer's contribution) | 13,932 | | 1,161 |
| Gross Salary (A) | 1,68,732 | | 14,061 |
| ESIC (Employer's contribution)----(B) | 5,031 | | 419 |
| Gratuity----- (C) | 4,654 | | 388 |
| Total Fixed Compensation (D=A+B+C) | 1,78,417 | | 14,868 |
| Note: | | | |
| This Offer is subject to positive Contact Point Verification, Reference checks & CIBIL/SAS check. Your consent for candidature of the company will be considered as consent for accessing your CIBIL report. | | | |
| Employee and Employer's contribution towards ESI will be 0.75% & 3.25% respectively | | | |
| You will be entitled to Performance Incentive Plan as per Company Policy | | | |
| Gratuity is as per "The Payment of Gratuity Act". | | | |
| You will be covered under Group Personal Accident Insurance as per policy of the Organization | | | |
|  | | Ref:HDBFS/21-22/HRIC264785/Appt/J14938 | |

I accept the terms and conditions as mentioned in the Appointment letter.

Ms.Jenifar Mary S



Date: 12th Oct 2021

Mr. DhineshKanna R,
9/C, Agraharam,
Tharanallur,
Trichy. 620 008.
MOBILE NO: 86084 31225.

Dear Mr. DhineshKanna,

The management is pleased to offer you the PROCESS ASSOCIATE position in TekEssence on acceptance of the following terms and conditions:

1. Date of Commencement of employment and location

- Your employment will commence from 20th Oct 2021 or from the date of joining duty.
- You will initially be placed at our offices located at D.22, AB Arcade, Seventh Cross West Extension, Thillainagar, Tiruchirapalli 620 018. However, you may be transferred anywhere in India or abroad depending on business needs.
- In the event of us not hearing from you within the stipulated period, it will be assumed that you have declined our offer of employment and the offer will automatically stand withdrawn.

2. Compensation

- Your remuneration will be as set out in the attached sheet. Kindly remember that this Salary Structure is unique to your needs and shall be treated highly confidential. This structure may change or get amended at any given point of time.

3. Reporting

- You will be reporting functionally and administratively to the Project Manager.

4. Targets and Responsibilities

- Your supervising officer will assign targets if applicable and the responsibilities to you after you formally join the company.

5. Leave

- Per leave policy of the company.

6. Acceptance of Appointment Letter

- You shall intimate your acceptance of this appointment not later than 16/10/2021.

7. Documents required

At the time of joining please produce the following documents:

- Proof of date of birth
- Proof of qualifications
- Proof of experience
- Reliving letter from previous employer
- Proof of last drawn salary
- 3 nos. passport size photographs
- PAN and Address proof with Photo identity

D.22, SEVENTH CROSS WEST EXTENSION, THILLAINAGAR, TRICHY 620 018

TO WHOM SO EVER IT MAY CONCERN

This is to certify that Ms.Aarthy T, D/o. Thangaraj R residing at No.33A,Mappillai Naicken Tank Street, Sandhukadai, Trichy-620008 has been working in my office at Moorthy Square Complex, IInd Floor, C-95, V Cross, Thillai Nagar, Trichy – 620 018 as an “Accounts Executive” from 12.07.2021 to till date.

She has been currently working with

- Preparation and Maintenance of Books of Accounts in Tally ERP9 Accounting Software.

Place: Trichy.

Date: 27/10/2021


A. SARAVANAN, F.C.A.,
CHARTERED ACCOUNTANT
M. No. 207852
MOORTHY SQUARE II FLOOR,
C-95, 5th CROSS, THILLAI NAGAR,
TRICHY - 620 018.

February 15, 2021

Ms.D.Jenifer Rose Mary
5A/333, Caldwell Colony 3rd Street,
Tuticorin – 8

Dear Jenifer Rose Mary,

SUB: Letter of Offer

We are pleased to offer you a position with Ventura Technologies Network (P) Limited. The terms and conditions of the offer are as detailed in this letter.

- Your designation will be **“Preparer Trainee”**. You will assist departments where work would be assigned to you by your Supervisor at various points in time.
- Your primary place of posting will be the Chennai office of Ventura Technologies Network (P) Limited.

Your functions will include but shall not be limited to the following:

1. General Responsibilities:

- Check the internal portal daily for document uploaded by the client and check for the integrity of the documents (Files are not corrupted).
- Download and save the documents in relevant client folder.
- Analyze the completeness of the data received from the client.
- Notify respective person in charge about the document received from the client and assign the project based on the documents received.
- To ensure updation of tracker on a daily basis.
- Help preparers with data entry in Tax/Book keeping/Audit department.

Based on your performance, you would be assigned additional responsibilities, which would include

- Assist in Tax/Book keeping/Audit functions.
- Provide status reports periodically to the supervisor.
- Analyze and Research on Tax/Book keeping/Audit topics.
- Working closely with Senior Supervisors.

2. **Compensation Structure:**

Your CTC, inclusive of all perks, will be **Rs.2,40,000 (Rupees Two Lakhs Forty Thousand Only)** (Ref Annexure for Breakup). Your CTC would be allocated between Basic, Dearness Allowance, HRA, Employers Pf, ESI etc. You will execute a bond for a period of 24 months including the six months' probation.

3. **In addition to the above compensation, you may be eligible for the following**

- A) Performance Bonus.** After the completion of company's fiscal year, a companywide performance review will be conducted. Following the review & based on your performance, bonus may be allotted which is payable on a monthly basis through the year.
- B) Compensation Revision.** You may be eligible for a compensation revision based on your performance only.
- C) Retention Bonus.** You may be eligible for a retention bonus based on your performance only.

This position is offered to you on the premise that all details provided by you in your resume, during your interview at all levels, and at any point are true and accurate. Please note that a detailed background verification will be conducted as per company policy. In the event of any discrepancy in any information provided by you, the company reserves the right to terminate your offer/ employment with us.

If you are agreeable to the above-mentioned terms and conditions, please intimate your acceptance to us in writing by signing this offer letter. This Letter of Offer shall be automatically revoked in the event that it is not signed and mailed to us within 48 hours from date of issue and receipt.

Best Regards,



Authorized Signatory
Ventura Technologies Network (P) Limited

I agree to accept the offer and the terms and conditions mentioned in the above letter. I shall be reporting for duty on _____, 2021.

Name: _____

Signature: _____

Date: _____

Annexure

| CTC Pay Scale Break Up | | |
|---|-------|-----------------|
| Yearly Salary | Rs. | 2,40,000 |
| Monthly Salary | Rs. | 20,000 |
| Basic | Rs. | 12,000 |
| HRA | Rs. | 4,620 |
| Employers PF | Rs. | 1,440 |
| Employers ESI | Rs. | 540 |
| Statutory Bonus | Rs. | 1,400 |
| Monthly Total CTC | Rs. | 20,000 |
| Employee PF | 1,440 | |
| Employer PF | 1,440 | |
| Employer ESI | 540 | |
| Employee ESI | 125 | |
| Professional Tax | 209 | |
| Total Deductions | Rs. | 3,754 |
| Take Home Net Pay w/o Income Taxes | Rs. | 16,246 |

* Professional Tax as Applicable will be deducted Half Yearly

Note: The following are not included in the CTC and they are outside of it

1. Gratuity
2. Bonus
3. Stock Grants



Phoenix Pharmaceuticals



S.DHINESH

Sales & Delivery

O+ve

Authorized Signature

Address :

No.9-b, Pillayar Kovil st,
Vamadam, Thennur,
Trichy - 620017

Contact : 89731 68344

Phoenix Pharmaceuticals

**No-1 New Fathima nagar ,
Kulumani main road,
Trichy.Ph-9524111022**

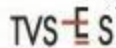
Payslip for the month of OCT 2021

| | | | |
|-------------|-------------------|-------------|-----------|
| Emp No | 00147314 | Paydays | 31 |
| Emp Name | Monisha S | Paiddays | 30.00 |
| Emp Grade | Associate Trainee | Arrear Days | 0.00 |
| Department | PBL Line | Basic Rate | 12,400.00 |
| Location | Chennai 2 | OT Hours | 0.00 |
| Bank Name | HDFC BANK | P.F.No. | |
| Bank A/c No | 50100442032679 | UAN No. | |
| | | E.S.I No. | |
| | | PAN | |

| Earning Head | Current Month Earnings | April-to-date Earnings | Deduction Head | Current Month Deductions | April-to-date-deductions |
|--------------|------------------------|------------------------|---------------------|--------------------------|--------------------------|
| Stipend | 12000.00 | 38667.00 | Ee ESI contribution | 90.00 | 172.00 |
| | | | | | 350.00 |
| | | | | | 250.00 |
| | | | | | 2369.00 |
| | | | Canteen Deduction | 650.00 | |
| Total | 12,000.00 | 38,667.00 | | 740.00 | 3,141.00 |

Net Salary :- 11,260.00 (Rs. ELEVEN THOUSAND TWO HUNDRED SIXTY Rupees)

Message:-



TVS Educational Society

TVS EDUCATIONAL SOCIETY

Jayalakshmi Estates, 29, Haddows Road, Chennai-600006

Stipend Slip for the Month Of October 2021

| | | | |
|--|-------------------------|-------------------------|---------------------|
| Name of the Trainee | Bharathi C | OJT At | Wabco - MWC |
| NEEM ID | N118419 | Actual Days | 24 |
| DOJ | 06/07/2021 | Present Days | 24 |
| Insurance Number | 1311070020584226#/Vipul | Paid Days | 26 |
| Bank Name | HDFC BANK | Suggestion | 2 |
| Bank A/c No. | 50100428299225 | Repay Days | 0 |
| | | NH Days | 0 |
| | | | |
| Earnings | Amount (Rs.) | Deductions | Amount (Rs.) |
| Stipend | 13697 | Canteen Deduction | 30 |
| Attendance Bonus | 500 | | |
| Suggestion Amount | 150 | | |
| Repay Amount | 0 | | |
| Repay Attn Bonus | 0 | | |
| NH Amount | 0 | | |
| | | | |
| | | | |
| | | | |
| Total Earnings | 14347 | Total Deductions | 30 |
| Net Payment : 14317 | | | |
| Net Pay in words: Rupees Fourteen Thousand Three hundred Seventeen Only | | | |



MS.E.NISHA

Pharmacy Sales

1304

Chairman

Dr G. VISWANATHAN

Speciality Hospital Private Limited

27, Babu Road, Trichy-08. (L) 4041234 (30 Lines)

Dr G. VISWANATHAN

Hospital Private Limited

Trichy-Chennai Trunk Road, Mambalasalai, Trichy-05
(L) 4031234 (30 Lines)



SELVAM

SPORT ACADEMY



K. BHUVANESWAR

Managing Director



PHONE

95851 20312



EMAIL

selvamsport@gmail.com



WEBSITE

<https://selvamsport.com>



ADDRESS

No.14, South Street,
Koothaippar, Trichy - 620 013.



13 Sep 2021

Dear JUDE INFANT AROCKIARAJ J,

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 |
| Total Fixed Pay | 2,30,000 |

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
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.

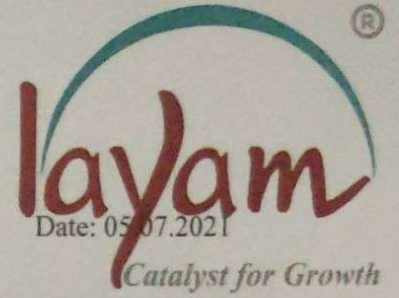
We look forward to your joining the company and wish you a long and successful career with the organization.

Best Regards,

A handwritten signature in black ink, appearing to read "V Tyagi", with a long horizontal stroke extending to the right.

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

Ref No: LF/A/13336



Mr.Arunkumar Narayanna,
No 80B-19, K N Nagar Varatharaj Nagra, Lalgudi, Lalgudi TK,
Tiruchirappalli,
Tamil Nadu-621601.

Dear Mr.Arunkumar Narayanna,

Sub: Offer of Appointment

With reference to your application for employment in our organization and the subsequent interview you had with us, we are pleased to offer you the position of "**Management Trainee**" and deputed to project **Layam Flexi Solutions [P] Ltd..**

Please bring the following documents at the time of joining: -

1. Proof of Age (SSLC or its equivalent).
2. Proof of Identity (**Aadhar Card (Compulsory)**, Voter ID, Driving License etc.).
3. Proof of Address (Ration card, Passport etc.).
4. Photocopies of certificates in respect of your education and experience.
5. Relieving Order from your previous employer.
6. Passport size photographs – 5 Nos.
7. Bank passbook front page copy or Cancelled cheque leaf.

Please find indicated herewith your salary details.

We would request you to send the duplicate copy of this letter duly signed to us as a token of acceptance of our offer. Please note that formal Appointment letter will be given to you at the time of Joining indicating all the terms and conditions. Your date of Joining will be **05.07.2021**.

Thanking you

Yours faithfully

For Layam Flexi Solutions Pvt Ltd.,

Authorized Signatory

LAYAM FLEXI SOLUTIONS PVT. LTD

Registered Office : 13/1, 5th Cross Street, Indira Nagar, Adyar, Chennai - 600 020.


Ph : 044-24452506 | 24456449 | 40639999 | GSTIN : 33AABCL6457A1ZW

(CIN : U74999TN2009PTC072554) | Email : connectus@layamweb.com | Website : www.layamgroup.com



Arunkumar Narayanna

Management Trainee


Issuing Authority

LF/803/21

OFFER LETTER

Ms. Jenitha

D/o Nicholas
D 32, T N E B, East Pondy Road
Maharajapuram, Villupuram Taluk
Tamil Nadu-605602

August 04, 2021

Dear Jenitha,

It gives us great pleasure to invite you to join the CBSI family. Based on the discussions we had recently, we are pleased to offer you the position of **Trainee - Talent Acquisition**, at CBSI India Pvt. Ltd. We foresee your potential skills as a valuable contribution to our Organization and our clients. We are eager to have you as a part of our exciting team very soon.

This offer and subsequent appointment would be based on the following conditions:

1. Your Posting will be at **CBSI India Pvt Ltd, Bangalore**, and you may be deployed at our client location of which the details will be shared in the deputation letter.
2. Your appointment will be effective from the date of joining which shall be as soon as possible but not later than **August 09, 2021**, failing which this offer will stand automatically withdrawn. You are required to confirm your acceptance of employment by email within 2 days of receiving this offer. If you are unable to report on the said date you are required to inform in writing. This appointment is valid on clearance of Background Verification.
3. Your Cost to Company per annum is **INR. 2,50,000/- (Rupees Two Lakh Fifty Thousand Only)**. The breakup of which is shown in **Annexure - I**. Your individual remuneration is purely a matter between yourself and the company and has been arrived on the basis of your job, skill, specific background, and professional merit. We expect you to maintain this information and any changes made therein from time to time as personal and confidential.
4. You will be governed by the rules of the company or that of the client where you would be deputed or as applicable from time to time.
5. Upon joining you will receive an appointment letter which will carry all the terms and conditions of employment with CBSI. In certain unforeseen circumstances, in case you have been offered for a specific project at Company's client place and in case project is shelved by the Client, then the company reserves the right to withdraw your offer without any compensation thereof. However, company takes utmost care to ensure such instances do not occur.

By accepting this offer you are also confirming that

1. You shall terminate your employment with your previous employer (if any) in compliance with their terms and conditions and ensure smooth exit.
2. There are no contractual obligations with respect to your earlier contracts that would affect you taking up this position with our Organization.
3. CBSI is not liable for any past dues owed by you as part of termination of any previous employments.

4. You are not bringing in any Intellectual Property that you do not have sole ownership of.

DOCUMENTS TO BE SUBMITTED AT TIME OF JOINING

- All Educational certificates & Marks sheets / consolidated marks sheets (Class X onwards)
- Experience certificate(s) from all your previous organizations
- Relieving letters or accepted resignation letter(s) from all your previous organizations.
- Last 3 months salary slips or Bank statement.
- Form 16 or Salary Certificate showing gross and net pay from previous employer.
- Last appointment order & Appraisal letter
- Aadhar Card, Passport and PAN Card.
- Address Proof
- 5 pass port size photographs with White Background.

Please get one copy of each of the above documents at the time of induction along with the originals for verification.

We take this opportunity in welcoming you to our Organization and look forward for a long, pleasant and a mutually benefit association.

Yours Sincerely,

For CBSI India Pvt Ltd



Sushma A Patil

HR Dept

ANNEXURE 1

Ms. Jenitha

August 04, 2021

The breakup of your salary will be as follows:

| Components | Per Month (INR) | Per Annum (INR) |
|---|-----------------|-----------------|
| Basic | 14100 | 169200 |
| Statutory Bonus | 3782 | 45389 |
| Gross Salary | 17882 | 214589 |
| Provident Fund – Company's Contribution | 1692 | 20304 |
| ESI – Company's Contribution | 581 | 6972 |
| Gratuity | 678 | 8135 |
| Cost To Company | 20,833 | 2,50,000 |

Your Net pay will be the Gross salary less your savings to PF, Gratuity, ESI, Medical Insurance and deduction of Professional Tax & Income Tax as per Income Tax Act as applicable.

You will also be eligible for benefits such as Hospitalization under group Insurance & Personal Accident Insurance in addition to the above annual package.

Yours Sincerely,

For CBSI India Pvt Ltd



Sushma A Patil

HR Dept

I agree to the terms and conditions. I will report for duty on _____

Signature: _____
(Jenitha)



OFFER OF APPOINTMENT

July 22, 2021

Dear Anthony Princy,

Welcome to SightSpectrum Technology Solutions. We are happy to inform you that you have been offered a **Contract** position for **3 months from 26th July, 2021 to 25th October, 2021** (Can be extended) as **“India Junior IT Recruiter”** in our company. Your current work location will be **Tanjore, from July 26, 2021.**

Compensation

Your “Monthly Compensation” details are attached here with in **Annexure A**. Your Salary will be paid on monthly basis of **Rs.8,000/- (Rupees Eight Thousand only)** per month. Your salary will be subjected to deduction of income tax as per the relevant laws. Companies HR policies will be applicable and required to be adhered.

Your salary is personal and confidential information. Kindly discuss this only with your manager.

Working hours

The general work timing is 9am to 6pm, 5 days a week. However, you are required to abide by the timings of your project team. Also, you should be able to relocate to other location if needed.

Targets

- You are expected to do minimum of two closure of position for each month.
- If the above targets are not meet the confirmation of job will be delayed and the existing terms of appointment will have to be revisited.

Leave

The company leave benefits include:

- Indian National & Festival holidays every calendar year. A list of these would be announced every year
- Eligible for 6 holidays per year (1 day for completed 2 months), which includes PL/Casual and sick leave.

You are required to devote your full time and attention in carrying out your work activities honestly, faithfully and diligently keeping in mind at all times the Company’s progress. You shall keep your work strictly confidential and not divulge or disclose to any outsider or ex-employee, either during your employment or after, any information or confidential matters related to the Company, its employees or associates, which you became aware of during your employment with us.



Confidentiality

The employee will not use, divulge or communicate to any person, any information apart from that relevant to normal business with clients or to persons who have proper authority, relating to the employer's business, or that of its principals without the employer's prior approval. Keep confidential, after termination of employment, all the employer's business agreements, tariffs or pricing information, customer and supplier names, private matters and other confidential information in regard to the business of the employer, its employees and its principals and not disclose any such information to anyone. Not copy any material described in above for personal use or use by any unauthorised person. Keep the details of this employment agreement confidential to him/her. You shall not act in any manner, which may be prejudicial or detrimental to the reputation and standing of the Company.

Termination notice:

Either party may terminate the agreement, for any reason or on convenience, by giving **two months'** notice to the other party without assigning any reason whatsoever.

With immediate effect, if you commit a breach of any of the covenants and obligations to be observed and performed by you under these presents or in relation to the service under these presents or rules and regulations of the Company notified from time to time;

With immediate effect, if you are guilty of misconduct as judged by the Company or fail to carry out all orders and instructions issued to you.

Looking forward for a long and successful journey of yours with us.

Yours sincerely

For SightSpectrum Technology Solutions (P) Ltd.,

Rashmi Jain
Co-Founder & Director



ANNEXURE - A
SALARY STRUCTURE

Name: Anthony Princy,

| Salary Components | Per Month in INR |
|---------------------|------------------|
| Monthly salary | 8,000 |
| Gross Salary | 8,000 |

#TDS and Professional Tax as applicable.

Candidate Signature

Date:



OFFER OF APPOINTMENT

May 11, 2021

Dear Antony Francis Infanta,

Welcome to SightSpectrum Technology Solutions. We are happy to inform you that you have been offered a **Contract** position for **3 months from 12th May, 2021 to 11th August, 2021** (Can be extended) as “**India Junior IT Recruiter**” in our company. Your current work location will be **Chennai**, from **May 12, 2021**.

Compensation

Your “Monthly Compensation” details are attached here with in **Annexure A**. Your Salary will be paid on monthly basis of **Rs.8,000/- (Rupees Eight Thousand only)** per month. Your salary will be subjected to deduction of income tax as per the relevant laws. Companies HR policies will be applicable and required to be adhered.

Your salary is personal and confidential information. Kindly discuss this only with your manager.

Working hours

The general work timing is 9am to 6pm, 5 days a week. However, you are required to abide by the timings of your project team. Also, you should be able to relocate to other location if needed.

Targets

- You are expected to do minimum of two closure of position for each month.
- If the above targets are not meet the confirmation of job will be delayed and the existing terms of appointment will have to be revisited.

Leave

The company leave benefits include:

- Indian National & Festival holidays every calendar year. A list of these would be announced every year
- Eligible for 6 holidays per year (1 day for completed 2 months), which includes PL/Casual and sick leave.

You are required to devote your full time and attention in carrying out your work activities honestly, faithfully and diligently keeping in mind at all times the Company’s progress. You shall keep your work strictly confidential and not divulge or disclose to any outsider or ex-employee, either during your employment or after, any information or confidential matters related to the



Company, its employees or associates, which you became aware of during your employment with us.

Confidentiality

The employee will not use, divulge or communicate to any person, any information apart from that relevant to normal business with clients or to persons who have proper authority, relating to the employer's business, or that of its principals without the employer's prior approval. Keep confidential, after termination of employment, all the employer's business agreements, tariffs or pricing information, customer and supplier names, private matters and other confidential information in regard to the business of the employer, its employees and its principals and not disclose any such information to anyone. Not copy any material described in above for personal use or use by any unauthorised person. Keep the details of this employment agreement confidential to him/her. You shall not act in any manner, which may be prejudicial or detrimental to the reputation and standing of the Company.

Termination notice:

Either party may terminate the agreement, for any reason or on convenience, by giving **one months'** notice to the other party without assigning any reason whatsoever.

With immediate effect, if you commit a breach of any of the covenants and obligations to be observed and performed by you under these presents or in relation to the service under these presents or rules and regulations of the Company notified from time to time;

With immediate effect, if you are guilty of misconduct as judged by the Company or fail to carry out all orders and instructions issued to you.

Looking forward for a long and successful journey of yours with us.

Yours sincerely
For SightSpectrum Technology Solutions (P) Ltd.,

Rashmi Jain
Co-Founder & Director



ANNEXURE - A
SALARY STRUCTURE

Name: Antony Francis Infanta,

| Salary Components | Per Month in INR |
|---------------------|------------------|
| Monthly salary | 8,000 |
| Gross Salary | 8,000 |

#TDS and Professional Tax as applicable.

Candidate Signature

Date:

OFFER OF APPOINTMENT

July 14, 2021

Dear Infantina S,

Welcome to SightSpectrum Technology Solutions. We are happy to inform you that you have been offered a **Contract** position for **3 months from 14th July, 2021 to 13th October, 2021** (Can be extended) as **“India Junior IT Recruiter”** in our company. Your current work location will be **Chennai, from July 14, 2021.**

Compensation

Your “Monthly Compensation” details are attached here with in **Annexure A**. Your Salary will be paid on monthly basis of **Rs.8,000/- (Rupees Eight Thousand only)** per month. Your salary will be subjected to deduction of income tax as per the relevant laws. Companies HR policies will be applicable and required to be adhered.

Your salary is personal and confidential information. Kindly discuss this only with your manager.

Working hours

The general work timing is 9am to 6pm, 5 days a week. However, you are required to abide by the timings of your project team. Also, you should be able to relocate to other location if needed.

Targets

- You are expected to do minimum of two closure of position for each month.
- If the above targets are not meet the confirmation of job will be delayed and the existing terms of appointment will have to be revisited.

Leave

The company leave benefits include:

- Indian National & Festival holidays every calendar year. A list of these would be announced every year
- Eligible for 6 holidays per year (1 day for completed 2 months), which includes PL/Casual and sick leave.

You are required to devote your full time and attention in carrying out your work activities honestly, faithfully and diligently keeping in mind at all times the Company’s progress. You shall keep your work strictly confidential and not divulge or disclose to any outsider or ex-employee, either during your employment or after, any information or confidential matters related to the Company, its employees or associates, which you became aware of during your employment with us.



Confidentiality

The employee will not use, divulge or communicate to any person, any information apart from that relevant to normal business with clients or to persons who have proper authority, relating to the employer's business, or that of its principals without the employer's prior approval. Keep confidential, after termination of employment, all the employer's business agreements, tariffs or pricing information, customer and supplier names, private matters and other confidential information in regard to the business of the employer, its employees and its principals and not disclose any such information to anyone. Not copy any material described in above for personal use or use by any unauthorised person. Keep the details of this employment agreement confidential to him/her. You shall not act in any manner, which may be prejudicial or detrimental to the reputation and standing of the Company.

Termination notice:

Either party may terminate the agreement, for any reason or on convenience, by giving **two months'** notice to the other party without assigning any reason whatsoever.

With immediate effect, if you commit a breach of any of the covenants and obligations to be observed and performed by you under these presents or in relation to the service under these presents or rules and regulations of the Company notified from time to time;

With immediate effect, if you are guilty of misconduct as judged by the Company or fail to carry out all orders and instructions issued to you.

Looking forward for a long and successful journey of yours with us.

Yours sincerely

For SightSpectrum Technology Solutions (P) Ltd.,

Rashmi Jain
Co-Founder & Director



ANNEXURE - A
SALARY STRUCTURE

Name: Infantina,

| Salary Components | Per Month in INR |
|---------------------|------------------|
| Monthly salary | 8,000 |
| Gross Salary | 8,000 |

#TDS and Professional Tax as applicable.

Candidate Signature

Date:



Confidentiality

The employee will not use, divulge or communicate to any person, any information apart from that relevant to normal business with clients or to persons who have proper authority, relating to the employer's business, or that of its principals without the employer's prior approval. Keep confidential, after termination of employment, all the employer's business agreements, tariffs or pricing information, customer and supplier names, private matters and other confidential information in regard to the business of the employer, its employees and its principals and not disclose any such information to anyone. Not copy any material described in above for personal use or use by any unauthorised person. Keep the details of this employment agreement confidential to him/her. You shall not act in any manner, which may be prejudicial or detrimental to the reputation and standing of the Company.

Termination notice:

Either party may terminate the agreement, for any reason or on convenience, by giving **two months'** notice to the other party without assigning any reason whatsoever.

With immediate effect, if you commit a breach of any of the covenants and obligations to be observed and performed by you under these presents or in relation to the service under these presents or rules and regulations of the Company notified from time to time;

With immediate effect, if you are guilty of misconduct as judged by the Company or fail to carry out all orders and instructions issued to you.

Looking forward for a long and successful journey of yours with us.

Yours sincerely
For SightSpectrum Technology Solutions (P) Ltd.,

Rashmi Jain
Co-Founder & Director



ANNEXURE - A
SALARY STRUCTURE

Name: Delphin J,

| Salary Components | Per Month in INR |
|---------------------|------------------|
| Monthly salary | 8,000 |
| Gross Salary | 8,000 |

#TDS and Professional Tax as applicable.

Candidate Signature

Date:



OFFER OF APPOINTMENT

May 20, 2021

Dear Mothilal Rathnam,

Welcome to SightSpectrum Technology Solutions. We are happy to inform you that you have been offered a **Contract position** for **6 months** starting from **24th May 2021** (can be extended) as **“Business Development Executive”** in our company. Your current work location will be **Chennai**, from **May 24, 2021**.

Compensation

Your “Monthly Compensation” details are attached here with in **Annexure A**. Your Salary will be paid on monthly basis of **Rs.12,000/- (Rupees Twelve Thousand only)** per month. Your salary will be subjected to deduction of income tax as per the relevant laws. Companies HR policies will be applicable and required to be adhered.

Your salary is personal and confidential information. Kindly discuss this only with your manager.

Working hours

The general work timing is 9am to 6pm, 5 days a week. However, you are required to abide by the timings of your project team. Also, you should be able to relocate to other location if needed.

Targets

- You are expected to do minimum of two closure of position for each month.
- If the above targets are not meet the confirmation of job will be delayed and the existing terms of appointment will have to be revisited.

Leave

The company leave benefits include:

- Indian National & Festival holidays every calendar year. A list of these would be announced every year
- Eligible for 6 holidays per year (1 day for completed 2 months), which includes PL/Casual and sick leave.

You are required to devote your full time and attention in carrying out your work activities honestly, faithfully and diligently keeping in mind at all times the Company’s progress. You shall keep your work strictly confidential and not divulge or disclose to any outsider or ex-employee, either during your employment or after, any information or confidential matters related to the



Company, its employees or associates, which you became aware of during your employment with us.

Confidentiality

The employee will not use, divulge or communicate to any person, any information apart from that relevant to normal business with clients or to persons who have proper authority, relating to the employer's business, or that of its principals without the employer's prior approval. Keep confidential, after termination of employment, all the employer's business agreements, tariffs or pricing information, customer and supplier names, private matters and other confidential information in regard to the business of the employer, its employees and its principals and not disclose any such information to anyone. Not copy any material described in above for personal use or use by any unauthorised person. Keep the details of this employment agreement confidential to him/her. You shall not act in any manner, which may be prejudicial or detrimental to the reputation and standing of the Company.

Termination notice:

Either party may terminate the agreement, for any reason or on convenience, by giving **one months'** notice to the other party without assigning any reason whatsoever.

With immediate effect, if you commit a breach of any of the covenants and obligations to be observed and performed by you under these presents or in relation to the service under these presents or rules and regulations of the Company notified from time to time;

With immediate effect, if you are guilty of misconduct as judged by the Company or fail to carry out all orders and instructions issued to you.

Looking forward for a long and successful journey of yours with us.

Yours sincerely

For SightSpectrum Technology Solutions (P) Ltd.,

Rashmi Jain
Co-Founder & Director



ANNEXURE - A
SALARY STRUCTURE

Name: Mothilal,

| Salary Components | Per Month in INR |
|---------------------|------------------|
| Monthly salary | 12,000 |
| Gross Salary | 12,000 |

#TDS and Professional Tax as applicable.

Candidate Signature

Date:



OFFER OF APPOINTMENT

July 22, 2021

Dear Shalini R,

Welcome to SightSpectrum Technology Solutions. We are happy to inform you that you have been offered a **Contract** position for **3 months from 27th July, 2021 to 26th October, 2021** (Can be extended) as “**India Junior IT Recruiter**” in our company. Your current work location will be **Tanjore**, from **July 27, 2021**.

Compensation

Your “Monthly Compensation” details are attached here with in **Annexure A**. Your Salary will be paid on monthly basis of **Rs.8,000/- (Rupees Eight Thousand only)** per month. Your salary will be subjected to deduction of income tax as per the relevant laws. Companies HR policies will be applicable and required to be adhered.

Your salary is personal and confidential information. Kindly discuss this only with your manager.

Working hours

The general work timing is 9am to 6pm, 5 days a week. However, you are required to abide by the timings of your project team. Also, you should be able to relocate to other location if needed.

Targets

- You are expected to do minimum of two closure of position for each month.
- If the above targets are not meet the confirmation of job will be delayed and the existing terms of appointment will have to be revisited.

Leave

The company leave benefits include:

- Indian National & Festival holidays every calendar year. A list of these would be announced every year
- Eligible for 6 holidays per year (1 day for completed 2 months), which includes PL/Casual and sick leave.

You are required to devote your full time and attention in carrying out your work activities honestly, faithfully and diligently keeping in mind at all times the Company’s progress. You shall keep your work strictly confidential and not divulge or disclose to any outsider or ex-employee, either during your employment or after, any information or confidential matters related to the Company, its employees or associates, which you became aware of during your employment with us.



Confidentiality

The employee will not use, divulge or communicate to any person, any information apart from that relevant to normal business with clients or to persons who have proper authority, relating to the employer's business, or that of its principals without the employer's prior approval. Keep confidential, after termination of employment, all the employer's business agreements, tariffs or pricing information, customer and supplier names, private matters and other confidential information in regard to the business of the employer, its employees and its principals and not disclose any such information to anyone. Not copy any material described in above for personal use or use by any unauthorised person. Keep the details of this employment agreement confidential to him/her. You shall not act in any manner, which may be prejudicial or detrimental to the reputation and standing of the Company.

Termination notice:

Either party may terminate the agreement, for any reason or on convenience, by giving **two months'** notice to the other party without assigning any reason whatsoever.

With immediate effect, if you commit a breach of any of the covenants and obligations to be observed and performed by you under these presents or in relation to the service under these presents or rules and regulations of the Company notified from time to time;

With immediate effect, if you are guilty of misconduct as judged by the Company or fail to carry out all orders and instructions issued to you.

Looking forward for a long and successful journey of yours with us.

Yours sincerely

For SightSpectrum Technology Solutions (P) Ltd.,

Rashmi Jain
Co-Founder & Director



ANNEXURE - A
SALARY STRUCTURE

Name: Shalini R,

| Salary Components | Per Month in INR |
|---------------------|------------------|
| Monthly salary | 8,000 |
| Gross Salary | 8,000 |

#TDS and Professional Tax as applicable.

Candidate Signature

Date:



OFFER OF APPOINTMENT

July 30, 2021

Dear Sivasankari S,

Welcome to SightSpectrum Technology Solutions. We are happy to inform you that you have been offered a **Contract** position for 3 months from **2nd August, 2021 to 31st October, 2021** (Can be extended) as "**India Junior IT Recruiter**" in our company. Your current work location will be **Tanjore**, from **August 2nd, 2021**.

Compensation

Your "Monthly Compensation" details are attached here with in **Annexure A**. Your Salary will be paid on monthly basis of **Rs.8,000/- (Rupees Eight Thousand only)** per month. Your salary will be subjected to deduction of income tax as per the relevant laws. Companies HR policies will be applicable and required to be adhered.

Your salary is personal and confidential information. Kindly discuss this only with your manager.

Working hours

The general work timing is 9am to 6pm, 5 days a week. However, you are required to abide by the timings of your project team. Also, you should be able to relocate to other location if needed.

Targets

- You are expected to do minimum of two closure of position for each month.
- If the above targets are not meet the confirmation of job will be delayed and the existing terms of appointment will have to be revisited.

Leave

The company leave benefits include:

- Indian National & Festival holidays every calendar year. A list of these would be announced every year
- Eligible for 6 holidays per year (1 day for completed 2 months), which includes PL/Casual and sick leave.

You are required to devote your full time and attention in carrying out your work activities honestly, faithfully and diligently keeping in mind at all times the Company's progress. You shall keep your work strictly confidential and not divulge or disclose to any outsider or ex-



employee, either during your employment or after, any information or confidential matters related to the Company, its employees or associates, which you became aware of during your employment with us.

Confidentiality

The employee will not use, divulge or communicate to any person, any information apart from that relevant to normal business with clients or to persons who have proper authority, relating to the employer's business, or that of its principals without the employer's prior approval. Keep confidential, after termination of employment, all the employer's business agreements, tariffs or pricing information, customer and supplier names, private matters and other confidential information in regard to the business of the employer, its employees and its principals and not disclose any such information to anyone. Not copy any material described in above for personal use or use by any unauthorised person. Keep the details of this employment agreement confidential to him/her. You shall not act in any manner, which may be prejudicial or detrimental to the reputation and standing of the Company.

Termination notice:

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With immediate effect, if you are guilty of misconduct as judged by the Company or fail to carry out all orders and instructions issued to you.

Looking forward for a long and successful journey of yours with us.

Yours sincerely

For SightSpectrum Technology Solutions (P) Ltd.,

Rashmi Jain
Co-Founder & Director



ANNEXURE - A
SALARY STRUCTURE

Name: Sivasankari S,

| Salary Components | Per Month in INR |
|---------------------|------------------|
| Monthly salary | 8,000 |
| Gross Salary | 8,000 |

#TDS and Professional Tax as applicable.

Candidate Signature

Date:



OFFER OF APPOINTMENT

Oct 13, 2021

Dear Abinaya T,

Welcome to SightSpectrum Technology Solutions. We are happy to inform you that you have been offered a **Contract** position for 3 months from **13th Oct, 2021 to 12th Jan 2021** (Can be extended) as **"India Junior IT Recruiter"** in our company. Your current work location will be **Chennai**, from **October 13th, 2021**.

Compensation

Your "Monthly Compensation" details are attached here with in **Annexure A**. Your Salary will be paid on monthly basis of **Rs.14,000/- (Rupees Fourteen Thousand only)** per month. Your salary will be subjected to deduction of income tax as per the relevant laws. Companies HR policies will be applicable and required to be adhered.

Your salary is personal and confidential information. Kindly discuss this only with your manager.

Working hours

The general work timing is 9am to 6pm, 5 days a week. However, you are required to abide by the timings of your project team. Also, you should be able to relocate to other location if needed.

Targets

- You are expected to do minimum of two closure of position for each month.
- If the above targets are not meet the confirmation of job will be delayed and the existing terms of appointment will have to be revisited.

Leave

The company leave benefits include:

- Indian National & Festival holidays every calendar year. A list of these would be announced every year
- Eligible for 6 holidays per year (1 day for completed 2 months), which includes PL/Casual and sick leave.

You are required to devote your full time and attention in carrying out your work activities honestly, faithfully and diligently keeping in mind at all times the Company's progress. You shall keep your work strictly confidential and not divulge or disclose to any outsider or ex-



employee, either during your employment or after, any information or confidential matters related to the Company, its employees or associates, which you became aware of during your employment with us.

Confidentiality

The employee will not use, divulge or communicate to any person, any information apart from that relevant to normal business with clients or to persons who have proper authority, relating to the employer's business, or that of its principals without the employer's prior approval. Keep confidential, after termination of employment, all the employer's business agreements, tariffs or pricing information, customer and supplier names, private matters and other confidential information in regard to the business of the employer, its employees and its principals and not disclose any such information to anyone. Not copy any material described in above for personal use or use by any unauthorised person. Keep the details of this employment agreement confidential to him/her. You shall not act in any manner, which may be prejudicial or detrimental to the reputation and standing of the Company.

Termination notice:

Either party may terminate the agreement, for any reason or on convenience, by giving **two months'** notice to the other party without assigning any reason whatsoever. With immediate effect, if you commit a breach of any of the covenants and obligations to be observed and performed by you under these presents or in relation to the service under these presents or rules and regulations of the Company notified from time to time;

With immediate effect, if you are guilty of misconduct as judged by the Company or fail to carry out all orders and instructions issued to you.

Looking forward for a long and successful journey of yours with us.

Yours sincerely

For SightSpectrum Technology Solutions (P) Ltd.,

Rashmi Jain
Co-Founder & Director



ANNEXURE - A
SALARY STRUCTURE

Name: Abinaya T,

| Salary Components | Per Month in INR |
|---------------------|------------------|
| Monthly salary | 14,000 |
| Gross Salary | 14,000 |

#TDS and Professional Tax as applicable.

Candidate Signature

Date:

Letter of Intent

28th September, 2021

Dear Iruthaya Abinaya Soosaimuthu,

Greetings from PersolKelly India!!

We are pleased to inform you that you have been selected and offered the position of Sales Executive-TW in PersolKelly India Pvt.Ltd. and will be deputed at our client place Pattukottai, Tamil Nadu on fixed term contract.

Your tentative DOJ will be : 29-Sep-21

Your Net Take Home salary would be INR 8505

Contract Period : 3 Months

Your detailed salary structure Annexure will reflect in your appointment letter which will be issued to you on your date of Joining.

Post your confirmation on the date of joining, which is 29-Sep-21 , you will be informed about your induction. Detail of documents required for Joining Formality is given below

Kindly note the below documents must be submitted on your date of Joining as a part of joining process and incase of any document not submitted with 15 days of your joining may lead to appropriate action by the organization.

- 1 - Personal Form Duly Signed by the Employees Own Handwriting.
- 2 - Resume
- 3 - Copy of ID Proof (Ration Card, Voter ID Card/ Passport Copy & Pan Card)
- 4 - Copy of Address Proof (Ration Card, Voter ID Card/ Passport Copy)
- 5 - Education Proof (10th to Highest)
- 6 - Aadhar Card
- 7 - Passport Size Photograph
- 8 - Post Card Size Family Photograph (2 Copies) for ESIC
- 9 - Previous Company Experience Letter & Resignation Letter/Resignation Acceptance.
- 10 - Cancelled Cheque / Bank Passbook.
- 11 - Salary Slip Last three Month of Previous Company

PERSOLKELLY India Pvt. Ltd. (Formerly known as Kelly Services India Pvt. Ltd.)

Unitech Cyber Park, Unit No 601, 602, 603,
Tower-C, 6th Floor, Sector-39,
Gurugram- 122002 India
T +91 124 472 6666
F +91 124 472 6699

Registered Office:
Sriram Samanthu Chambers, #3287,
12thMain, HAL 2nd Stage,
Indiranagar, Bengaluru - 560038
T +91 80 6708 1800

persolkelly.co.in



In case you fail to reply, this offer shall stand withdrawn after 48 hours.

Note: Your employment confirmation with us is a subject to BGV clearance and if your Background check is negative, this offer will stand nullified with immediate effect and the offer /employment shall stand automatically terminated with/ without any reference/ notice to the Employee with retrospective effect from the date of offer and the Employee shall be liable to make good all losses, expenses, damages caused to PersolKelly on account of such acts or omissions as mentioned herein

We wish you success and growth in your new environment. Please do not hesitate to call us, if you need any assistance.

Congratulations on your new appointment!

With all good wishes

A handwritten signature in blue ink, appearing to read 'Priya', with a large 'X' mark over it.

Auth. Signatory

This is system generated Letter of Intent; hence signature is not required. (i) In case of any discrepancy to the above-mentioned Salary information or Terms of appointment, please do revert within 7 working days. In case we do not receive any Communication, we will consider your acceptance on the same (ii) PersolKelly India Private Limited and its hiring agencies do not charge any fees nor does it accept money from candidates for the purpose of recruitment. If you have received any such solicitation, please do not respond to it. Any candidate paying money to such illegal parties will be doing it at his / her own risk.

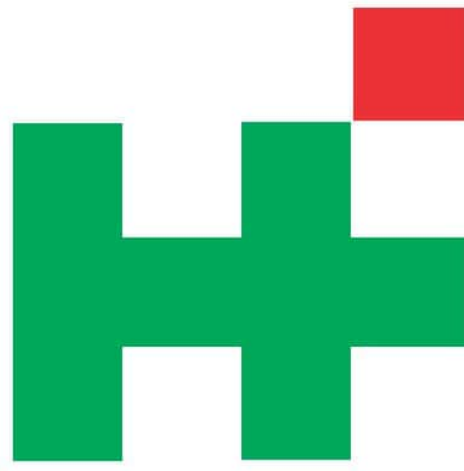
PERSOLKELLY India Pvt. Ltd. (Formerly known as Kelly Services India Pvt. Ltd.)

Unitech Cyber Park, Unit No 601, 602, 603,
Tower-C, 6th Floor, Sector-39,
Gurugram- 122002 India
T +91 124 472 6666
F +91 124 472 6699

CIN : U74910KA2001PTCO29517

Registered Office:
Sriram Samanthu Chambers, #3287,
12thMain, HAL 2nd Stage,
Indiranagar, Bengaluru - 560038
T +91 80 6708 1800

persolkelly.co.in



HeroFinCorp.
Finance Made Easy



Iruthaya Abinaya Soosaimuthu
Employee Code : 248392
Associated with PERSOLKELLY

Add.: PERSOLKELLY India Pvt. Ltd.

Corporate Office: Unitech Cyber Park,
Unit No. 601, 602, 603, Tower C,
6th Floor, Sector-39, Gurugram -122002

Emergency Contact No.: 0124-4726666



INSTRUCTION

1. This Card is valid only for the Card Holder who is a bonafide employee of the Company.
2. This Card should be surrendered on discontinuation of company services.
3. In case of loss of the card the contact person or the address below should be intimated immediately.

Issued by:

Authorized Signatory



PERSOLKELLY India Pvt. Ltd.

(Formerly known as Kelly Services India Pvt. Ltd.)

meenu_fashion_room ▾ ●

89
Posts113
Followers11
Following**Meenu_fashion_room**

Shopping & retail

- ▼ Only exclusive collection and made with Love
- ▼ Silk thread bangles, earrings with affordable and reasonable price
- ▼ Gpay/phn pay/A/c transfer

Edit Profile

Ad Tools

Insights

Contact



happy custom...



thread bangles



work



review ❤️



DE



meenu_sareedrapist ▾ ●

113
Posts291
Followers33
Following**Meenu_sareedrapist**

Artist

MSD 🙌

Saree Draping by Meenu

Bridal jewels for rent

DM for queries!

9363212959

wa.me/message/FG367UB4IBX0H1

Edit Profile

Ad Tools

Insights



jewels for rent



sareedraping



sareedraping...



presareedrapi...



M





databels

Name: Sherrin Roshni

Id No: 02

Designation: Junior HR

Blood Group : O-



ANTONY KISHORE <antonykishore1997@gmail.com>

I acknowledge the offer letter. Thank You Mam and Sir

ANTONY KISHORE <antonykishore1997@gmail.com>

Sat, Jul 24, 2021 at 11:23 AM

To: Hiring <hiring@tasaitservice.com>

Cc: hr@tasaitservice.com

On Thu, 22 Jul, 2021, 6:25 pm Hiring, <hiring@tasaitservice.com> wrote:

Dear Candidate,

Welcome to TaSa IT Services Family - Offer Letter**22nd July'21**Dear **Antony Kishore**,**Congratulations!!!**

It is with great pleasure to offer you for the position "**HR Recruiter**" 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 **July 26th 2021** at our Trichy Office. Your reporting time will be **10:30AM (IST)**.

Your Starting CTC salary will be **Rs 8,000/-** per month (Rupees Eight thousand Only) for first three months based on your performance you will be subjected to an appraisal every quarterly for the first year.

Your Offer has been released basis the document/details produced during the interview, if found not factual the Offer shall stand withdrawn.

The notice period for resignation or termination of employment by the company will be 30 days. The company will have the right to terminate your employment by giving a notice of 30 days or pay in lieu thereof if the performance proves to be unsatisfactory.


You shall comply with applicable laws and regulations that may occur and the organization retains the freedom to alter, update or adjust any or all terms and conditions that are enforceable by law on me, with or without prior notice.


Looking forward for a great association and rewarding career ahead.


Kindly acknowledge the receipt with your date of joining.

© TaSa Consulting and IT Services Pvt Ltd

With Regards,
Saumya Priya L
HR Department

Description: Description: Description: <https://codetwocdn.azureedge.net/images/mail-signatures/generator/mixed1/phone-icon.png>
9342060046

Description: Description: Description: <https://codetwocdn.azureedge.net/images/mail-signatures/generator/mixed1/email-icon.png>
hiring@tasaitservice.com

Description: Description: Description: **thumblogo email**

4 attachments

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image001.jpg
8K
- 

image003.jpg
26K
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image002.png
2K
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image004.png
2K



LIVEC STAFFING SERVICES PRIVATE LIMITED

We place people first

34/D, Nu-Tech Arcade, 1st Avenue, Ashok Nagar, Chennai - 600 083.

Telefax: 044 - 4391 1622 / 2489 6910 E-Mail: client@livecjobs.com www.liveconnections.in

Date: 10.09.2021

Ms. Keerthana Venugopal
#5/D8A, Thiruvengadanagar,
Thiruverumbur TK,
Tiruchirappalli-620013

Dear Keerthana Venugopal

Welcome to the Live Connections family.

We are pleased to make you an offer of Management Trainee-MT1 with us. You would be paid a salary of Rs. 14,999/- CTC per Month (Rupees Fourteen Thousand Nine Hundred & Ninety Nine Only). Please refer the annexure for the breakup. You would be eligible for individual and group incentives as per company policy, which are linked directly to your performance.

You will serve Live Connections for a minimum period of 1 year, excluding probation or training period of 6 months from the date of joining. On completion of your training or probation period you would become a confirmed employee, subject to your performance. You will not be given any relieving letter if you don't complete one year and six months.

Your services are liable to be transferred to any location of Live Connections or its group companies at the sole discretion of the management.

There would be a 1-month notice period from the resignation notice date. You also undertake to recruit and train an apt replacement to take over your portfolio before leaving our services. Your employment may be terminated with immediate effect, if your actions are found to be detrimental to the Company or to the laws of this land.

You are requested to join duty on 13th September 2021. This offer will not be valid if the joining date exceeds the mentioned date.


The role, in which you join us, is a very important one which will entail dealing with important and sensitive information, records, data and such other matters of the company. You will, therefore, be required to read and sign a "Non-Disclosure Agreement" of our company at the time of your joining.


We look forward to you joining our team. We are sure that you will have a bright career with our company.

You are requested to submit following documents, before you join us.

- Photocopies of your educational certificates/ offer / Appraisal / relieving letter / salary slip, etc.
- Valid ID / Address proof, Passport size photographs - 5
- Two employment references

For LIVE CONNECTIONS STAFFING SERVICES PVT. LTD.


Isaac C Peterson
Branch Head



Dear Jesuraja S,

Congratulations!!! Welcome to the board.

With reference to your application and subsequent interviews with us, it is our pleasure to offer you the position of "**Jr.IT Recruiter**" (**Domestic Team**) in our organization where your monthly take home salary will be **10,000 INR**. We would expect you to join on or before **23rd Nov'2021**, beyond which the offer would stand withdrawn, unless a new date is mutually agreed upon, by us in writing. Your appointment letter will be issued once you join on the duty.

You are requested to report directly to Mrs.Dhivyapriya.

You should have your own **LAPTOP and internet connection to work from home in this COVID situation, & you need to install the remote monitoring HR software, which helps us in people management during this pandemic & WFH option.**

On the date of your joining, you are requested to bring one set of all the following documents:

1. Address Proof / ID Proof.
2. Copies of Educational Certificates along with Originals.
3. Copies of professional Certificates.

1. Address Proof / ID Proof.
2. Copies of Educational Certificates along with Originals.
3. Copies of professional Certificates.
4. Appointment letter of the previous employers and salary revision letters.
5. Relieving certificate from the previous employer.
6. Last 3 months pay slip received from the previous employer.
7. Form 16 (TDS certificate) if applicable.
8. 3 Passport Size photograph.
9. **Two References at the time of acceptance of the offer letter.**

This Offer of Employment is subject to receipt of satisfactory references. Kindly acknowledge as a token of your acceptance of the offer.

Looking forward to having you in our Team!

Thanks & Regards,

Jeeva V

Assistant HR Executive

SRS INFOWAY,

Email : jeeva@srsinfoway.com

Website: www.srsinfoway.com

Don't worry that the world ends today, it's already tomorrow in Australia!!!

Employment Certificate

This is to certify that Mr. Joseph Alex S, who had completed MA HRM in St Joseph's College, Trichy has been employed as Technical Recruiter in our company since 1st July'21.

His annual compensation in cost to company is 2.44 Lacs per annum. (1.44 Lacs Fixed and 1.00 Lcs Variable Pay)

For Orris Infolab Pvt Ltd.,

For ORRIS INFOLAB PVT LTD.,



AUTHORISED SIGNATORY

Cletus Robin V
Managing Director

Employment Certificate

This is to certify that Mr. Belson Rosariyo A, who had completed MA HRM in St Joseph's College, Trichy has been employed as Technical Recruiter in our company since 1st July'21.

His annual compensation in cost to company is 2.44 Lacs per annum. (1.44 Lacs Fixed and 1.00 Lcs Variable Pay)

For Orris Infolab Pvt Ltd.,

For ORRIS INFOLAB PVT LTD.,



AUTHORISED SIGNATORY

Cletus Robin V
Managing Director



The Muthoot Group



BALAJI R

JUNIOR RELATIONSHIP EXECUTIVE

Emp. Code : MF53778

Branch : TRICHY - SAMAYAPURAM

TRICHI - 8069

Region : TRICHI

Authorised Signatory

Muthoot Family - 800 years of Business Legacy



MUTHOOT FINANCE LIMITED

Pay Slip for the month of December-2021

| | | | |
|-----------------|-------------------------------|-------------------|-------------------------|
| Employee Code : | MF53778 | Bank Account No : | 612501125799 |
| Name : | BALAJI R | PF No : | KRKCCH00158400000072749 |
| Join Date : | 10-Jul-2021 | UAN No | 101709956239 |
| Org.Unit : | 2976-TRICHY - SAMAYAPURAM | Total Days : | 31.00 |
| Department : | BRANCH | LOP days : | 0.00 |
| Designation: | JUNIOR RELATIONSHIP EXECUTIVE | Paid Days : | 31 |
| | | SPL Days : | 0.00 |

| Earnings | Amount | Deductions | Amount |
|---------------------------------|-----------|---------------------------|----------|
| Basic Pay + DA | 8,890.00 | Provident Fund | 1,067.00 |
| Housing Rent Allowance | 5,360.00 | ESI | 107.00 |
| Misc. Allowances (withdrawable) | 0.00 | Loan Repayment | 0.00 |
| Arrears | 0.00 | Other Deductions | 0.00 |
| Incentive | 0.00 | Previous LOP | 0.00 |
| GMI release (NA) | 0.00 | NPS Employee Contribution | 0.00 |
| NPS Emplry Contribution | 0.00 | TDS | 0.00 |
| | | Professional Tax | 0.00 |
| | | Salary Advance | 0.00 |
| | | GMI withheld | 0.00 |
| Gross Earnings | 14,250.00 | Gross Deductions | 1,174.00 |
| Net Amount: | 13,076.00 | | |