



Fisher Chennai Engineering Center  
(A unit of Emerson Electric Company (India) Private Limited)  
Phase II (Crest) Unit No. 2, 1st & 4th Floor,  
International Technology Park, Taramani,  
CSIR Road, Chennai - 600 113, India.  
Tel : +91 44 6656 1300 / 6676 1000  
Fax : +91 44 2254 2889 / 2254 2988

May 23, 2018

Ms. Aishwarya G  
No. 29, Shivani Enclave,  
Medavakkam, Chennai-600100

Dear Aishwarya,

We are pleased to offer you the position of "Application Engineer" in our Company, reporting to Mr. Moorthy P, Executive Director on the following terms and conditions:

1. Your employment will commence on June 01, 2018.
2. You will be on probation for a period of three months. The probation period can be extended further/terminated if your performance / conduct is not satisfactory, at the sole discretion of the management. You will continue to be on probation until confirmed in writing.

This employment can be terminated by either side, by giving one month's notice during the probation period.

3. Your annual cost-to-company will be as per the attached Exhibit.


Please note that the above allowances have been calculated based on current valid rules of the Company. Whenever these rules are amended, you shall be officially advised about the revised allowances applicable in your case.

Apart from the above, you and your immediate family (i.e. spouse & 2 children) will be covered under our Hospitalization Medical Scheme. You will also be covered under Personal Accident Policy, as per currently valid guidelines, for which the Company shall pay the premium.

4. You will operate from Chennai. This is a transferable job and you may be required to move to any place in India or outside India, depending on the needs of the Company without any additional remuneration or compensation. Your services may be transferred to any of affiliate or associate of the Emerson group of companies without any additional remuneration or compensation.
5. You will observe such working hours as will be advised to you by the establishment where you are posted.

  
Karthikeyan M  
Manager I - HR

  
Moorthy P  
Executive Director

  
PRINCIPAL  
PRINCE Dr. K. VASUDEVAN COLLEGE  
OF ENGINEERING AND TECHNOLOGY  
PONMAR, CHENNAI-600127



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Fax : +91 44 2254 2889 / 2254 2988

**Details of your Salary and other allowances**

Basic Salary	: 110,000/- per annum
House Rent Allowance	: 55,000/- per annum
Conveyance Allowance	: 19,200/- per annum
Supplementary Allowance	: 68,571/- per annum
Medical Allowance	: 15,000/- per annum
Guaranteed Bonus	: 18,857/- per annum
LTA	: 9,167/- per annum

**Social Security**

Company's Contribution to Provident Fund	: 13,200/- per annum
Company's Contribution to Gratuity	: 5,291/- per annum
-----	
Cost to Company	: Rs. 314,286/- per annum
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Variable Pay Center Point (Bonus)	: Rs. 15,714/- per annum
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Total Compensation with Variable Pay :	: Rs. 330,000/- per annum
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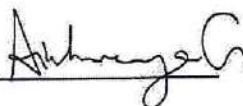
**Variable Bonus:-**

\*\* The payout is depending on Company Performance every year (Oct-Sep). This number may vary depending on the Company performance. Variable Pay will be calculated pro-rate from the date of joining till 30<sup>th</sup> of Sep. To be eligible to receive Variable Pay and Guaranteed bonus, you must be on the company rolls on 1<sup>st</sup> October. If you are eligible for receiving Statutory bonus under The Bonus ACT, 1965, Bonus shall be paid as per the applicable provision of Bonus Act. The same will be adjusted from total amount of your Variable Pay.

**ACCEPTANCE**


I have read the terms and conditions of my employment with the Company and I hereby agree and accept them. I will join Fisher Chennai Engineering Centre, currently located at Unit No. 4, First Floor, International Tech Park (Ascendas Building), CSIR Road, Taramani, Chennai - 600 113 on 01.06.18.

Dated: 01.06.18

Signature: 

  
Karthikeyan M  
Manager I - HR

  
Moorthy P  
Executive Director

  
PRINCIPAL  
PRINCE Dr. K. VASUDEVAN COLLEGE  
OF ENGINEERING AND TECHNOLOGY  
PONMAR, CHENNAI-600127

Date: 8<sup>th</sup> August'2018  
Ref /HR-EOL/22/08-26

Ms. Akshaya K.,  
D/o. G. Karunakaran,  
47, BrookField Apartments,  
Mullai Street, Manapakkam,  
Chennai, Tamilnadu- 600125

Congratulations!!!

Dear **Ms. Akshaya**,

Further to our discussion, we have pleasure in giving you an offer in our organization as **Software Engineer -Trainee**. This offer takes effect from your date of joining i.e., **Aug 18, 2018**. Your cost to the company will be Rs.15,000/- per month with a 2-year employment bond towards training expenses. The bond period will start after completion of your training.

Your probation will be a period of six months from start date and your employment will be confirmed thereafter based on your performance. You would be posted at our clients address. However as and when required, your services will be transferred to any of the offices in INDIA or Abroad.

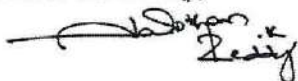
You will abide by the rules and regulations of the Company as may be in force from time to time and if any violation made would be subject to the Disciplinary action.

Your appointment is subject to satisfactory reference checks and clearance from any secrecy/service agreements that you may have executed, which could have a bearing on your working with us. The salary breakup details will be given separately in Annexure-A and joining formalities details in Annexure-B

Kindly sign and return to us the dupliate copy of this Letter and Annexure as your acceptance.

Wish You All The Very Best

Yours Sincerely,



**Narotham Reddy Kallu**  
**Director**

*I accept your offer of employment and understand that my employment is at will. No oral commitments have been made concerning my employment.*



Signature


W. 0818

Date



PRINCIPAL

<b>ANNEXURE - A</b>		
<b>Compensation Details</b>	<b>Monthly</b>	<b>Yearly</b>
Basic	6000	72000
HRA	2400	28800
Transport Allowance	1600	19200
Medical Allowance	1250	15000
Special Allowance	3030	36360
Gross	14280	171360
<b>Employee Deductions</b>		
Employee Provident Fund	720	8640
PT	208	2496
Employee ESI	250	3000
Employer ESI	678	8136
Total Employee deductions	1856	22272
<b>Employer Deductions</b>		
Employer Provident Fund	720	8640
Total Employer deductions	720	8640
Net Pay	12424	149088
CTC	15000	180000

  
PRINCIPAL

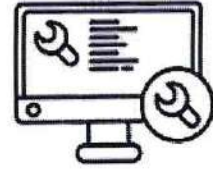
PRINCE Dr. K. VASUDEVAN COLLEGE  
OF ENGINEERING AND TECHNOLOGY

BPMLinks Solutions Private Limited  
MAR. CHENNAI-600127

#201, Plot No.171, RS Towers, Kavuri Hills Phase-II, Madhapur, Hyderabad, Telangana – 500081, India.

Phone: +91(40) 66665445 | Email : info@bpmlinks.com | www.bpmlinks.com

CIN: U72900TG2018PTC121564



# SPIRENSAVVY SOFTWARE SOLUTIONS PVT LTD

05<sup>th</sup> January 2018

To,  
Anjana.T,  
Prince Dr.K.Vasudevan College of Engineering and Technology

## Offer Letter

Dear Anjana,

We are delighted to give you this letter of offer for the position of software developer at our company Spirensavvy Software Solutions Pvt Ltd.

Your task will be to assist our software department in creating various software applications. We anticipate that you will use your knowledge, abilities, and creative suggestions to effectively investigate, design, and execute numerous types of software. The monthly CTC for your work will be Rs.20000.

After the completion of probationary period, you will receive extra benefits and the appointment letter. You must present yourself to the head of our human resources division on 21<sup>st</sup> May 2018 at 10.00 AM.

We are glad to send you this letter extending an offer to work as a software developer. On your first day on the job, you must sign it in front of Issuing Authority.

Thank you,

HR Director

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PRINCE Dr. K. VASUDEVAN COLLEGE  
OF ENGINEERING AND TECHNOLOGY  
PONMAR, CHENNAI-600127



+91-9566773395



No. 102, Krishnarajpuram, Bengaluru, Karnataka 560016



spirensavvysoft@gmail.com



## OFFER LETTER

Ms. Annie Gloria P K,  
Date: Friday, April 20, 2018

Welcome to BYJU'S!

Congratulations on your decision of partnering with us in our endeavour to change the face of education.

We are pleased to offer you the position of Intern on following terms & conditions:

### **Offer Details:**

Designation:	Intern
Department:	Business Development (51000000)
Sub Department:	Sales
Role Location / Work Location:	Coimbatore
Employment Type:	Intern Plus Placement
Stipend per Month:	25000

### **Reporting Details:**

Date of Reporting: Monday, May 28, 2018

Reporting Location: Byju's-Think and Learn Pvt Ltd,6th floor, Tower D,IBC Knowledge Park, Bhavani Nagar, Near Dairy Circle, Bannerghatta Main Road, Bengaluru, Karnataka 560029

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OF ENGINEERING AND TECHNOLOGY  
PONMAR, CHENNAI-600127

**PRIVATE AND CONFIDENTIAL**

07 August 2018

Anushya S

Tamil Nadu Chennai  
India.

Dear Anushya S,

Welcome to Mphasis. It gives me great pleasure to invite you to join the family of Mphasis.

We are pleased to offer you the position of a **Trainee Associate Software Eng**, in **Band 5** and **Level 1** with our organisation for a period of 12 months. The gross compensation will be **INR 180000 /-** ( **One lakh eighty thousand rupees only**) per annum.

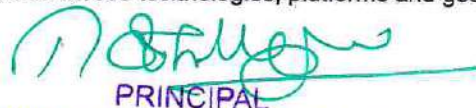
You are required to sign a training bond and agreement for **INR 1,00,000/- (Rupees One Lakh Only)** for a period of 24 months. This bond is applicable from your date of joining the company. The bond for the complete amount of **INR 1,00,000/- (Rupees One Lakh Only)** would be recovered if you resigned within 24 months.

Upon successful completion of 12 months in Mphasis:

- You would be moved to **Band 5 and Level 2**
- Your gross compensation will be revised to **INR 2,25,000/- (Rupees Two Lakhs Twenty Five Thousand Only)** per annum
- This salary change will be effective from the subsequent month after completion of 12 months from your date of joining

Mphasis is defined by a strong and intrinsic culture that sets us apart. Our DNA, while evolving through various transformations, has still fundamentally been driven by the same core values. **Customer centricity** has been one such tenet that influences every Mphasian. We strive to understand our customer's need, staying ahead of the curve to deliver best-in-class service. Equally crucial, is our **outcome focus**, wherein our eyes stay on the end result without compromising on our quality, ethics and people. We draw our greatest strength from our people. Hence, **empowering** our workforce has gone hand-in-hand with greater accountability, thereby creating responsible citizens of the world. As we redefine what business success means in the changing landscape, we believe in inculcating the spirit of **experimentation** so that established systems and ways of doing things are constantly tested, questioned and disrupted. Imagination, innovation and the ability to take risks are fundamental characteristics that make us shatter boundaries.

These shared values and beliefs are the influencers of everyday work culture at Mphasis that has eventually built our ethos. It is what integrates us across technologies, platforms and geographies.



PRINCIPAL

PRINCE DR. K. VASUDEVAN COLLEGE  
OF ENGINEERING AND TECHNOLOGY  
PONMAR, CHENNAI-600127

Mphasis Limited,

Registered office: Bagmane World Technology Centre, Marathahalli Outer Ring Road, Dodderahalli Village, Mahadevapura, Bangalore 560048, India  
T: +91 080 3352 5000 | F: +91 080 6695 9943  
CIN: L30007KA1992PLC025294

- \*Originals need to be submitted. These original certificates will be returned to you after due verification.
- Your offer has been made based on the information furnished by you. However, if there is a discrepancy in the copies of the documents/certificates given by you as a proof in support of the above, the company reserves the right to revoke the offer.
- Being an ISO certified company, it is essential for you to submit these documents at the time of joining. We will not be able to process your records unless you submit all the documents mentioned above.
- It is mandatory for all Mphasis employees to possess a valid passport. Else, please apply for one. You are expected to have a valid passport within 60 days from the time you join Mphasis.
- Apart from this we would like you to have the following information ready with you, for usage during your joining formalities.
  - DOB and Name of Father, Mother, Spouse, Child/ Children
  - Educational details with the passing year
  - Your past experience details with the exact years and role played to be mentioned.
  - Blood Group
  - 1 Passport size photograph of all your dependants
  - Your Citibank account number, if existing already.
  - Your PF account number with current employer
  - Your PAN number
  - Passport number, Place of issue, Date of issue, Validity: From and to date.

Digitally signed by SRIKANTH KARRA  
Date: 2018.08.09 14:05:10 +05:30  
Reason: Authenticating Service  
Location: Bangalore



PRINCIPAL  
PRINCE Dr. K. VASUDEVAN COLLEGE  
OF ENGINEERING AND TECHNOLOGY  
PONMAR, CHENNAI-600127

**Mphasis Limited,**

Registered office: Bagmane World Technology Centre, Marathahalli Outer Ring road, Doddanahundi Village, Mahadevapura, Bangalore 560048, India  
T: +91 080 3352 5000 | F: +91 080 6695 9943  
CIN: L30007KA1992PLC025294



Date: 06 Jul 2018

Mr Athish Ragavendra C R  
New No:26 Rathina Sabapathy Street  
Purasaiwalkam  
Chennai 600007

Employee No: 1484393

Dear Mr Athish Ragavendra C R

### Appointment Letter

We are pleased to appoint you in our organization as GET subject to the following terms and conditions:

1. Your contract will commence from 06 Jul 2018 and expire on 05 Jul 2020 during which you will render services to our Client at their premises subject to the terms and conditions of the engagement letter executed by you on 06 Jul 2018 and in accordance to the instructions received by you from us or any other authorized person and will be bound by our rules and regulations.
2. You hereby agree to be liable for the following terms and conditions:
  - i. Fully perform the services, in a professional manner, at the Client's location until the completion of the term of the work assignment.
  - ii. During the term of the work assignment, render services exclusively to the Client and such performance shall not be inconsistent with any obligation you may have to other third parties.
  - iii. Not engage in any conduct which is detrimental to the interest of the Client or TeamLease.
  - iv. Not receive any payments of any nature directly or indirectly from the Client unless agreed to by TeamLease.
  - v. Neither directly nor indirectly offers you for employment with the Client or its affiliates during the period of the work assignment without prior permission of TeamLease.
  - vi. Extend all cooperation to the Client's employees, consultants, representatives, etc, and do all such things as may be necessary and comply with all terms of the Appointment letter so as to effectively undertake the work.
  - vii. Report and be present at the designated location during the working hours mentioned herein and abide by the rules and regulations as required by the Client.
  - viii. Comply with the safety, health and other rules and regulations of TeamLease and the TeamLease Client that you have been made aware of.
  - ix. During the course of your contract, you can be transferred to a location within the territory of India as and when required by TeamLease for executing the services provided herein.
3. Should you be selected to perform the Work Assignment, the nature of your relationship with TeamLease will be that of a Contract of Service for a fixed period. By executing this letter of engagement neither do we offer you employment with TeamLease nor do you become an employee of TeamLease. Upon expiry or termination of the Work Assignment, your employment with TeamLease shall stand terminated forthwith.
4. Except for expiry of a Work Assignment due to completion or expiry of the same or in respect of a Work Assignment of one week or a lesser period of time, either party may terminate this Work Assignment Letter by issuing 15 days notice in writing or payment thereof.
5. Termination of this letter of engagement shall not affect the obligations of the parties that have been incurred prior to such termination and TeamLease shall promptly settle all your dues after making the applicable deductions.
6. You agree to defend, indemnify and hold TeamLease or the Client harmless from any and all claims, damages, liability, attorneys fees and expenses on account of your failure to satisfy any of your obligations under this work assignment letter or for misconduct or for violation of any law or creation of any legal liability by you.
7. Any dispute between you and TeamLease shall be referred to a sole arbitrator appointed by TeamLease. The arbitration shall be conducted in English language, in accordance with the Arbitration and Conciliation Act 1996, at Bangalore, Karnataka, India. This Engagement Letter shall be governed by the laws of India.
8. Details of your salary breakup will be as per the Annexure attached herein. You hereby authorize TeamLease to

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make all salary payments required to be made to you by TeamLease including all reimbursements either by way of Cheque or by directly crediting the amounts to your bank account.

9. The salary payout will be made latest by 9<sup>th</sup> of the following month.
10. You will be entitled to an employer's contribution of Provident fund to the extent of 12% of your basic salary and applicable ESI contribution. You will also be covered under Medical and Accident Insurance and will be entitled to all other statutory benefits whichever is applicable during the contract period. It is hereby clarified that if you fail to submit the ESIC, PF, Gratuity nomination forms together with any other document as required under the applicable labour legislations, TeamLease shall not incur any liability with regards to any Claims under the said applicable labour legislations.
11. In addition to the terms contained herein, your relationship with TeamLease may be subject to such other additional terms and conditions as may be communicated to you from time to time in writing by TeamLease and you hereby agree to have read and clearly understood the terms of employment provided in the Service Rules, which is attached herein.
12. You will be undergoing technical and function related training for a period of two year. The training will be from 06 Jul 2018 to 05 Jul 2020. During this training period or on completion, your attendance, attitude, aptitude and learning capabilities will be evaluated. You will not be eligible for increase in salary in case of training period getting extended for any reason and until then, the status quo will continue.

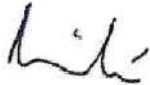
We at TeamLease would like to create an environment and culture committed to co-operation, quality and responsiveness that permeates every activity. As a new entrant we would like you to add value to this process. Please return the copy of the Offer Letter enclosed after affixing your signature at the appropriate place on the Office Copy in token of your having read, agreed, fully understood and accepted the terms and conditions of appointment. Please send across the signed acknowledged copy to ROPS Team, Bangalore TeamLease Address which is mentioned below. In case we do not receive your acknowledgement copy within a period of 15 days from the date of joining, your assignment at TeamLease with the acceptance of your first salary from TeamLease will be conclusive proof of your acceptance in accordance of terms and conditions.

TeamLease neither accepts any consideration in the form of any cash or kind nor supports any policy of accepting such consideration by any third party for providing employment to prospective candidates. In the event you have paid any such amount to any employee, Officer, representative of TeamLease kindly bring the same to the immediate notice of your superiors or report the same to TeamLease through email or through the toll free number which is provide to you.

#### ENDORSEMENT

I hereby confirm acceptance of the above assignment, on the terms and conditions stipulated therein.

For TEAMLEASE SERVICES LIMITED



(Authorized  
Signatory)

Accepted and Agreed



Signature and date:

Name: ATHISH RAGAVENDIRA C R



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**OF ENGINEERING AND TECHNOLOGY**  
**PONMAR, CHENNAI-600127**

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**Salary Annexure**

Employee No: 1484393

Particulars	Amounts
Basic	13000
House Rent Allowance	5200
Conveyance	233
Employer PF Contribution	1560
Insurance	755
Medical Reimbursement	1250
Works Allowance	1450
Employee Compensation	21
Total Amount	23469
Amount In Words(Rs)	Twenty Three Thousand Four Hundred Sixty Nine rupees

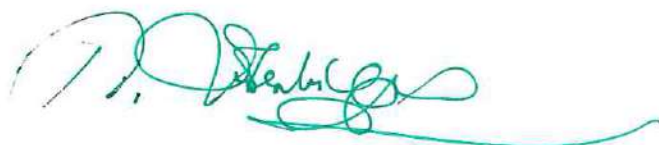
**Net Pay Annexure**

EARNINGS	Amounts
Basic	13000
House Rent Allowance	5200
Conveyance	233
Medical Reimbursement	1250
Works Allowance	1450
<b>Gross Earnings</b>	<b>21133</b>
DEDUCTION *	Amounts
Employee PF	1560
Professional Tax	209
<b>Total Deduction</b>	<b>1769</b>
<b>Net Salary</b>	<b>19364</b>

\* Income-tax deductions, if applicable, will be as per the Income-Tax Act, 1961

\*\* Annual components (like LTA, Medical Reimbursement) would be payable on claims and will be considered for exemption under Income Tax subject to receipt of valid bills for the Financial Year if applicable

Note : This statement is only for the purpose of information and is illustrative in nature



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**OF ENGINEERING AND TECHNOLOGY**  
**PONMAR, CHENNAI-600127**



## OFFER LETTER

Ms. Bhargavi C R,  
Date: Friday, April 20, 2018

Welcome to BYJU'S!

Congratulations on your decision of partnering with us in our endeavour to change the face of education.

We are pleased to offer you the position of Intern on following terms & conditions:

### Offer Details:

Designation:	Intern
Department:	Business Development (51000000)
Sub Department:	Sales
Role Location / Work Location:	Coimbatore
Employment Type:	Intern Plus Placement
Stipend per Month:	25000

### Reporting Details:

Date of Reporting: Monday, May 28, 2018

Reporting Location: Byju's-Think and Learn Pvt Ltd,6th floor, Tower D,IBC Knowledge Park, Bhavani Nagar, Near Dairy Circle, Bannerghatta Main Road, Bengaluru, Karnataka 560029

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PRINCE Dr. K. VASUDEVAN COLLEGE  
OF ENGINEERING AND TECHNOLOGY  
PONMAR, CHENNAI-600127



## APPOINTMENT LETTER

July 06, 2018

**Ms. Dhanalakshmi S**  
225, middle street,  
Thirumanur,  
Ariyalur- 621704.  
Tamil Nadu

Dear **Dhanalakshmi S**,

Welcome to Wipro Limited ('Wipro') and congratulations on your appointment as **Project Engineer**.

### 1. Appointment Details:

- a. The date of appointment is effective from the date of joining, unless otherwise communicated in writing by the company.
- b. You will be on probation for a period of 12 months from the date of the appointment. On completion of the Probationary period, your appointment will be confirmed and communicated to you in writing. Unless confirmation is communicated in writing, the probation period is deemed extended.
- c. The retirement age is 58 years.
- d. You may be transferred in such capacity as Wipro may from time to time determine to any other location, department, function, establishment, or branch of Wipro or subsidiary, associate or affiliate of Wipro. In such case you will be governed by the terms and conditions of service applicable to the new assignment including compensation, working hours, holidays, leave, people policies, etc.
- e. We provide support to our global customers through various Wipro locations in India to suit customer time including on 24x7 basis. You agree to operate from any of these locations and in any of the shifts, including night shift, as may be decided by Wipro keeping in mind business needs and deliverables to customers.
- f. This letter of appointment is subject to your successful completion of all curriculum requirements as laid down by your University/Institution for award of the degree/diploma with a minimum aggregate, specified by Wipro for your role, and any other criteria specified by Wipro in terms of your educational qualifications before joining.
- g. Kindly ensure you submit the second copy of the appointment letter signed by you on the day of reporting for work.


### 2. Compensation:

You will be eligible for:

- a. Compensation and benefits in accordance with Annexure III titled Salary Offer Sheet.
- b. Variable Pay - The details of this component are listed in Annexure V. The Variable Pay program may be changed or modified in part or full thereof from time to time, at the sole discretion of the management.

#### Registered Office:

**Wipro Limited** T : +91 (80) 2844 0011  
Doddakannelli F : +91 (80) 2844 0054  
Sarjapur Road E : info@wipro.com  
Bengaluru 560 035 W : wipro.com  
India C : L32102KA1945PLC020800

  
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PRINCE Dr. K. VASUDEVAN COLLEGE  
OF ENGINEERING AND TECHNOLOGY  
PONMAR, CHENNAI-600127  
7879301



**9. General:**

This letter of appointment is subject to the condition that you have not provided us with any false declaration or willfully suppressed any material information. If you have, you will be liable to be removed from service without any prior notice.

Please note that you are required to inform us if there are any agreements, oral or written, which you have entered into and which may relate to or affect your commitments under this Agreement.

- a. Your employment terms may be specifically enforced legally, if required. In this connection, if any of the provisions of this letter are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.
- b. These employment terms supersede and replace any existing agreement or understanding, if any, between Wipro and you relating to the same subject matter.
- c. You warrant that you are not prevented by a court or by any other administrative or judicial order from providing the services required under this agreement. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.
- d. During the employment you have to comply by all policies of Wipro. These policies are updated / modified on a periodic basis and new policies may be introduced and notified to employees from time to time. You agree to comply with all policies as modified from time to time.
- e. Your appointment will not be further processed and will be treated as withdrawn in the event:
  - i. You fail to clear any remaining backlog examinations, and/or
  - ii. You have not scored a minimum aggregate marks of 60% in your 10<sup>th</sup> Standard.
  - iii. You have not scored a minimum aggregate marks of 60% in your 12<sup>th</sup> Standard or equivalent education.
  - iv. For Graduates: You have not scored a minimum aggregate marks of 60% in your graduation.
  - v. For Post Graduates: You have not scored a minimum aggregate marks of 60% in your graduation and 60% in post-graduation.

**10. Training Agreement:**

As part of your smooth transition from campus to corporate, the company shall be providing you extensive training through learning interventions from the time of your selection to on-boarding. You shall be provided an opportunity to learn in Pre-Joining programs / Self-directed learning modules / MOOCs/ in-classroom learning / on-the-job training / Top Gear modules and / or customer specific tools and technology learning. Through this extensive training Wipro makes significant investment for your project readiness and successful journey in the projects. In consideration of the company reposing confidence in you and providing you with the opportunity to undergo the training as detailed above and in consideration of the company bearing all the costs in connection with the training besides paying you normal salary and benefits, you solemnly agree to complete the training and serve the company for a period of 15 months commencing from the date of your joining. In case you choose to leave the company before the expiration of the said period or if your services are terminated before the expiration of the said period, for any reason whatsoever, you shall pay to the company liquidated damages of upto Rs. 75,000/- (Rupees Seventy Five Thousand only) in the manner defined in the training agreement, signed by you with the company.

PRINCIPAL  
PRINCE Dr. K. VASUDEVAN COLLEGE  
OF ENGINEERING AND TECHNOLOGY  
PONMAR, CHENNAI-600127

7879301

**Registered Office:**

Wipro Limited	T : +91 (80) 2844 0011
Doddakannelli	F : +91 (80) 2844 0054
Sarjapur Road	E : info@wipro.com
Bengaluru 560 035	W : wipro.com
India	C : L32102KA1945PLC020800



**ANNEXURE III**  
**SALARY OFFER SHEET**

**Name** : Dhanalakshmi S  
**Position** : Project Engineer

**Career Group:** TRB - II


- a. You will be on training (classroom/on the job) for the first three months or end of training period whichever is later, from your date of joining. During the training period, you will receive a stipend of **Rs.18000** consolidated, without any other benefits. After satisfactory completion of the training you will receive your salary as given below.

COMPONENT	AMOUNT (INR)
Basic	10,667
HRA	5,334
Bonus	2,133
Wipro Benefits Plan (WBP)	4,753
Additional allowance	-
<b>Total Fixed Cash</b>	<b>22,887</b>
PF (Employer Contribution)	1,280
Gratuity	566
<b>Total Fixed Compensation</b>	<b>24,733</b>
<b>Other Compensation Benefits</b>	
Health benefit (Medical)	600
ESI	-
<b>Variable Pay</b>	
Target Variable Pay	1,334
<b>Target Cost to Company per month</b>	<b>26,667</b>
<b>Total Cost to Company per annum</b>	<b>3,20,004</b>

\*Notional sum indicating contribution of 5.31 % of your basic towards provision of Gratuity. Employees will be eligible for payment of gratuity as per the Wipro Policy for the same.

**Registered Office:**

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PRINCIPAL  
PRINCE Dr. K. VASUDEVAN COLLEGE  
OF ENGINEERING AND TECHNOLOGY  
PONMAR, CHENNAI-600127  
7879301



# MAYUKAM TECHNOLOGY SOLUTIONS PVT LTD

Date: 21-May-2018

A.Gayashri  
Chennai

## Letter of Offer

Dear Gayashri,

With reference to your interview with us, we are pleased to make a Job offer of appointment to you on Associate Software Engineer position. The broad terms of appointment as discussed during our meeting shall be follows.

### POSITION / DESIGNATION

You would be designated as Associate Software Engineer.

### REPORTING / POSTING

You shall be reporting to the Human Resource department at the time of joining. You will be posted at Salem location.

### SALARY

You will receive a gross salary of **2,60,600** per annum. You will be eligible for leave and other such benefits in accordance with the company's rules and regulations.





# MAYUKAM TECHNOLOGY SOLUTIONS PVT LTD

## **PROBATION**

Your probation period will 12 months from your date of joining, after which your performance will be appraised. You will be confirmed in your appointment in writing on successful completion of the said probationary period.

## **VALIDITY**

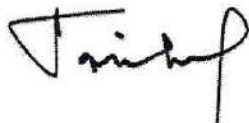
This offer is valid for acceptance within 2 weeks from the date of issuance.

## **APPOINTMENT**

The appointment will be effective from the date 11-Jun-2018. You are required to submit the following documents:


- Proof of your academic qualifications / professional / qualifications / Residential Address (Ration Card /Passport copy).
- Photocopy of PAN Card.
- Photocopy of Aadhar Card.
- Latest Passport size photographs (Self) – 3 Nos.

Best Regards,



HR – Head

Mayukkam Technology Solutions Pvt Ltd



PRINCIPAL  
PRINCE Dr. K. VASUDEVAN COLLEGE  
OF ENGINEERING AND TECHNOLOGY  
PONMAR, CHENNAI-600127



Date - June 10, 2018

IBM India Private Limited  
Manyata Embassy Business Park,  
G2 Block,  
Nagwara Outer Ring Road,  
Bangalore - 560045, India.  
Tel : 91-80-49139999  
<http://www-07.ibm.com/in/careers/>

Dear Ghopinath R.J,

We are delighted to invite you to join IBM as a Associate System Engineer, in band [ 06G ]. You will be working with open-minded professionals like yourself, who are passionate about designing and building solutions to help our clients becoming smarter, faster and more innovative.


At IBM you can look forward to advance your career and further develop your expertise, gathering experience across business units and industries. You will collaborate with brilliant experts, professionals and innovators in an environment that cultivates creativity and individuality; and be part of a team that strives to make the world work better.

These are exciting times, the IT industry is fundamentally reordering at an unprecedented pace and we are at a turning point in IBM history and in the history of technology. IBM is now emerging as a cognitive solutions and cloud platform company. We are helping reshape industries - bringing together our expertise spanning Cloud, Analytics, Security, Mobile, Social and the Internet of Things.

Join us and make the most of these exciting times, discover what you can make of this moment and you'll be proud to call yourself an IBMer.

Your employment contract is attached, for your review and acceptance. Please do not hesitate to reach out to us in case of queries or concerns. We look forward to hearing from you soon and welcoming you to join the IBM family.



  
PRINCIPAL  
PRINCE Dr. K. VASUDEVAN COLLEGE  
OF ENGINEERING AND TECHNOLOGY  
PONMAR, CHENNAI-600127



IBM CONFIDENTIAL

ANNEXURE A

DATE:	June 10, 2018	DESIGNATION:	Associate System Engineer
NAME:	Ghopinath R J	BAND:	06G

<u>Compensation Components</u>	<u>IBM Offer (in INR)</u>
1. Basic Salary	135135
2. Flexible Benefit Plan (FBP)	162162
Reference Salary	
3. Retirals	
a) Provident Fund (PF)	16216
b) Gratuity @ 4.8%	6486
4. Annual Remuneration	320000

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining IBM. Please note: IBM reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.


The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining IBM. Please note: IBM reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 45 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

OTHER COMMITMENTS/ CONDITIONS

  
PRINCIPAL  
PRINCE Dr. K. VASUDEVAN COLLEGE  
OF ENGINEERING AND TECHNOLOGY  
PONMAR, CHENNAI-600127

To:  
Ms. Gracy Jenifer J  
Prince Dr.K Vasudevan College of Engineering & Technology

21<sup>st</sup> Dec 2017

Dear Gracy Jenifer J,

**SUB: LETTER OF ENGAGEMENT AS TRAINEE**

With reference to the discussions you had with us, we are pleased to inform you that you have been selected for undergoing Training in our Organization as a Trainee on the following terms and conditions:

**1. NATURE OF ENGAGEMENT:**

You will be engaged as a Company Trainee in the field of Software& IT Services.

**2. DURATION OF TRAINING:**

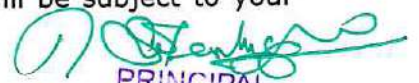
The duration of training will be for a period of 6months from the date of commencement of the Training at the Organization. Unless the Company extends the period of your Training, in writing, solely at their discretion or absorbs you in the regular employment, your Training shall automatically stand terminated at the expiry of the Training period of 6months or extended period of Training.

**3. STIPEND:**

During the Training period you will be paid a consolidated Monthly Stipend of **Rs. 15,000 (Rupees Fifteen Thousand Only) per month** and you shall not be entitled to any other remuneration.

**4. MEDICAL FITNESS:**

This letter of engagement will be subject to your being found medically fit by the Medical Officer specified by the Company. Your continuation in Training will be subject to your remaining medically fit.

  
PRINCIPAL

PRINCE Dr. K. VASUDEVAN COLLEGE  
OF ENGINEERING AND TECHNOLOGY  
PONMAR, CHENNAI-600127

**12. AFTER COMPLETION/TERMINATION OF TRAINING:**

On completion/termination of Training you will immediately surrender to the Company all specifications, documents, literature, drawings, records etc. belonging to the Company or relating to its business and shall not take or retain any copies of the said items.

**13. EMPLOYMENT:**

Upon satisfactory completion of Training as per Company norms, you will be appointed as **Associate Software Engineer** in the services of the Company with a **Gross Salary of Rs.300,000 (Rupees Three Lakhs Only) per annum**. In addition, you will also be entitled for a **Performance Linked Pay of upto Rs.50,000 (Rupees Fifty Thousand only) per annum**. You will be considered as a regular employee of the Company from the date you are absorbed in the employment of the Company. The period of Training will not be counted for the purpose of computing your tenure of service with the Company or for extending, any benefit that are otherwise available to the regular employees of the Company.


**14. DATE OF COMMENCEMENT OF TRAINING:**

In case the above terms and conditions are acceptable to you, you are required to return the duplicate copy of this letter of engagement duly signed or an email acceptance within 4 days from the date of this letter and **your reporting Date and Time will be communicated later.**

While reporting for Training please bring

- 4 White background Passport size photographs
- 2 copies each of your certificates starting from 10<sup>th</sup> to the highest
- Provisional or course completion certificate (Engineering)
- Fitness certificate from any registered practitioner (Original)
- Address proof copy (Passport, Voters ID, Driving License, or UID)

The original certificates will be returned to you after verification.



PRINCIPAL  
PRINCE Dr. K. VASUDEVAN COLLEGE  
OF ENGINEERING AND TECHNOLOGY  
PONMAR, CHENNAI-600127

**PRIVATE AND CONFIDENTIAL**

07 August 2018

Jefrin Sounder P

Tamil Nadu Chennai  
India.

Dear Jefrin Sounder P,

Welcome to Mphasis. It gives me great pleasure to invite you to join the family of Mphasis.

We are pleased to offer you the position of a **Trainee Associate Software Eng**, in **Band 5** and **Level 1** with our organisation for a period of 12 months. The gross compensation will be **INR 180000 /-** ( **One lakh eighty thousand rupees only**) per annum.

You are required to sign a training bond and agreement for **INR 1,00,000/- (Rupees One Lakh Only)** for a period of 24 months. This bond is applicable from your date of joining the company. The bond for the complete amount of **INR 1,00,000/- (Rupees One Lakh Only)** would be recovered if you resigned within 24 months.

Upon successful completion of 12 months in Mphasis:

- You would be moved to **Band 5 and Level 2**
- Your gross compensation will be revised to **INR 2,25,000/- (Rupees Two Lakhs Twenty Five Thousand Only)** per annum
- This salary change will be effective from the subsequent month after completion of 12 months from your date of joining

Mphasis is defined by a strong and intrinsic culture that sets us apart. Our DNA, while evolving through various transformations, has still fundamentally been driven by the same core values. **Customer centricity** has been one such tenet that influences every Mphasian. We strive to understand our customer's need, staying ahead of the curve to deliver best-in-class service. Equally crucial, is our **outcome focus**, wherein our eyes stay on the end result without compromising on our quality, ethics and people. We draw our greatest strength from our people. Hence, **empowering** our workforce has gone hand-in-hand with greater accountability, thereby creating responsible citizens of the world. As we redefine what business success means in the changing landscape, we believe in inculcating the **spirit of experimentation** so that established systems and ways of doing things are constantly tested, questioned and disrupted. Imagination, innovation and the ability to take risks are fundamental characteristics that make us shatter boundaries.

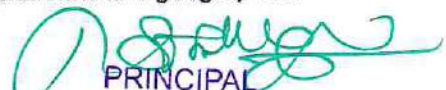
These shared values and beliefs are the influencers of everyday work culture at Mphasis that has eventually built our ethos. It is what integrates us across technologies, platforms and geographies.

Mphasis Limited,

Registered office: Bagmane World Technology Centre, Marshall Outer Ring road, Coddanakhundi Village, Madhavaram, Chennai-600031, India

T: +91 080 3352 8000 | F: +91 080 0095 9943

CIN: L30007KA1992PLC025204



PRINCIPAL  
PRINCE DR. K. VASUDEVAN COLLEGE  
OF ENGINEERING AND TECHNOLOGY  
PONMAR, CHENNAI-600127

- \*Originals need to be submitted. These original certificates will be returned to you after due verification.
- Your offer has been made based on the information furnished by you. However, if there is a discrepancy in the copies of the documents/certificates given by you as a proof in support of the above, the company reserves the right to revoke the offer.
- Being an ISO certified company, it is essential for you to submit these documents at the time of joining. We will not be able to process your records unless you submit all the documents mentioned above.
- It is mandatory for all Mphasis employees to possess a valid passport. Else, please apply for one. You are expected to have a valid passport within 60 days from the time you join Mphasis.
- Apart from this we would like you to have the following information ready with you, for usage during your joining formalities.
  - DOB and Name of Father, Mother, Spouse, Child/ Children
  - Educational details with the passing year
  - Your past experience details with the exact years and role played to be mentioned.
  - Blood Group
  - 1 Passport size photograph of all your dependants
  - Your Citibank account number, if existing already.
  - Your PF account number with current employer
  - Your PAN number
  - Passport number, Place of issue, Date of issue, Validity: From and to date.

Digitally signed by SRIKANTH KARRA  
Date: 2018.08.08 16:22:21 +05:30  
Reason: Authenticating Service  
Location: Bangalore



PRINCIPAL  
PRINCE Dr. K. VASUDEVAN COLLEGE  
OF ENGINEERING AND TECHNOLOGY  
PONMAR, CHENNAI-600127

**Mphasis Limited,**

Registered office: Bagmane World Technology Centre, Marathahalli Outer Ring road, Coddasahundi Village, Mahadevapura, Bangalore 560048, India

T: +91 080 3052 0000 | F: +91 080 0005 9043

CIN: L30007KA1992PLC025204



# MAYUKAM TECHNOLOGY SOLUTIONS PVT LTD

Date: 21-May-2018

V.Kiruthika  
Chennai

## Letter of Offer

Dear Kiruthika,

With reference to your interview with us, we are pleased to make a Job offer of appointment to you on Associate Software Engineer position. The broad terms of appointment as discussed during our meeting shall be follows.

### POSITION / DESIGNATION

You would be designated as Associate Software Engineer.

### REPORTING / POSTING

You shall be reporting to the Human Resource department at the time of joining. You will be posted at Salem location.

### SALARY

You will receive a gross salary of **2,60,600** per annum. You will be eligible for leave and other such benefits in accordance with the company's rules and regulations.





# MAYUKAM TECHNOLOGY SOLUTIONS PVT LTD

## **PROBATION**

Your probation period will 12 months from your date of joining, after which your performance will be appraised. You will be confirmed in your appointment in writing on successful completion of the said probationary period.

## **VALIDITY**

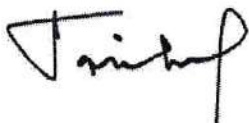
This offer is valid for acceptance within 2 weeks from the date of issuance.

## **APPOINTMENT**

The appointment will be effective from the date 11-Jun-2018. You are required to submit the following documents:

- Proof of your academic qualifications / professional / qualifications / Residential Address (Ration Card /Passport copy).
- Photocopy of PAN Card.
- Photocopy of Aadhar Card.
- Latest Passport size photographs (Self) – 3 Nos.

Best Regards,

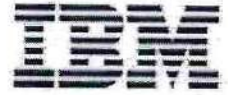


HR – Head

Mayukkam Technology Solutions Pvt Ltd



PRINCIPAL  
PRINCE Dr. K. VASUDEVAN COLLEGE  
OF ENGINEERING AND TECHNOLOGY  
PONMAR, CHENNAI-600127



Date - June 10, 2018

IBM India Private Limited  
Manyata Embassy Business Park,  
G2 Block,  
Nagwara Outer Ring Road,  
Bangalore - 560045, India.  
Tel: 91-80-49139999  
<http://www-07.ibm.com/in/careers/>

Dear Lakshmi priya V,

We are delighted to invite you to join IBM as a Associate System Engineer, in band [ 06G ]. You will be working with open-minded professionals like yourself, who are passionate about designing and building solutions to help our clients becoming smarter, faster and more innovative.

At IBM you can look forward to advance your career and further develop your expertise, gathering experience across business units and industries. You will collaborate with brilliant experts, professionals and innovators in an environment that cultivates creativity and individuality; and be part of a team that strives to make the world work better.

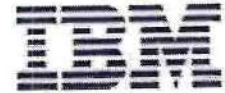
These are exciting times, the IT industry is fundamentally reordering at an unprecedented pace and we are at a turning point in IBM history and in the history of technology. IBM is now emerging as a cognitive solutions and cloud platform company. We are helping reshape industries - bringing together our expertise spanning Cloud, Analytics, Security, Mobile, Social and the Internet of Things.

Join us and make the most of these exciting times, discover what you can make of this moment and you'll be proud to call yourself an IBMer.

Your employment contract is attached, for your review and acceptance. Please do not hesitate to reach out to us in case of queries or concerns. We look forward to hearing from you soon and welcoming you to join the IBM family.



PRINCIPAL  
PRINCE Dr. K. VASUDEVAN COLLEGE  
OF ENGINEERING AND TECHNOLOGY  
PONMAR, CHENNAI-600127



IBM CONFIDENTIAL  
ANNEXURE A

DATE:	June 10, 2018	DESIGNATION:	Associate System Engineer
NAME:	Lakshmi priya V	BAND:	06G

<u>Compensation Components</u>	<u>IBM Offer (in INR)</u>
1. Basic Salary	135135
2. Flexible Benefit Plan (FBP)	162162
Reference Salary	
3. Retirals	
a) Provident Fund (PF)	16216
b) Gratuity @ 4.8%	6486
4. Annual Remuneration	320000

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining IBM. Please note: IBM reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country-level based on unanticipated business issues or extenuating circumstances.


The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining IBM. Please note: IBM reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Medclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 45 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

OTHER COMMITMENTS/ CONDITIONS

  
PRINCIPAL  
PRINCE Dr. K. VASUDEVAN COLLEGE  
OF ENGINEERING AND TECHNOLOGY  
PONMAR, CHENNAI-600127



Date - June 5, 2018

IBM India Private Limited  
Manyata Embassy Business Park,  
G2 Block,  
Nagwara Outer Ring Road,  
Bangalore - 560045, India.  
Tel : 91-80-49139999  
<http://www-07.ibm.com/in/careers/>

Dear Madhanlal S,

We are delighted to invite you to join IBM as a Associate System Engineer, in band [ 06G ]. You will be working with open-minded professionals like yourself, who are passionate about designing and building solutions to help our clients becoming smarter, faster and more innovative.

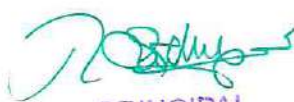
At IBM you can look forward to advance your career and further develop your expertise, gathering experience across business units and industries. You will collaborate with brilliant experts, professionals and innovators in an environment that cultivates creativity and individuality; and be part of a team that strives to make the world work better.

These are exciting times, the IT industry is fundamentally reordering at an unprecedented pace and we are at a turning point in IBM history and in the history of technology. IBM is now emerging as a cognitive solutions and cloud platform company. We are helping reshape industries - bringing together our expertise spanning Cloud, Analytics, Security, Mobile, Social and the Internet of Things.

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Your employment contract is attached, for your review and acceptance. Please do not hesitate to reach out to us in case of queries or concerns. We look forward to hearing from you soon and welcoming you to join the IBM family.



  
PRINCIPAL  
PRINCE Dr. K. VASUDEVAN COLLEGE  
OF ENGINEERING AND TECHNOLOGY  
PONMAR, CHENNAI-600127



IBM CONFIDENTIAL

ANNEXURE A

DATE:	June 5, 2018	DESIGNATION:	Associate System Engineer
NAME:	Madhanlal S	BAND:	06G

<u>Compensation Components</u>	<u>IBM Offer (in INR)</u>
1. Basic Salary	135135
2. Flexible Benefit Plan (FBP)	162162
Reference Salary	
3. Retirals	
a) Provident Fund (PF)	16216
b) Gratuity @ 4.8%	6486
4. Annual Remuneration	320000

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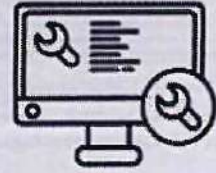
You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

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OTHER COMMITMENTS/ CONDITIONS

PRINCIPAL  
PRINCE Dr. K. VASUDEVAN COLLEGE  
OF ENGINEERING AND TECHNOLOGY  
PONMAR, CHENNAI-600127



# SPIRENSAVVY SOFTWARE SOLUTIONS PVT LTD

05<sup>th</sup> January 2018

To,  
Pavithra.V  
Prince Dr.K.Vasudevan College of Engineering and Technology

## Offer Letter

Dear Pavithra,

We are delighted to give you this letter of offer for the position of software developer at our company Spirensavvy Software Solutions Pvt Ltd.

Your task will be to assist our software department in creating various software applications. We anticipate that you will use your knowledge, abilities, and creative suggestions to effectively investigate, design, and execute numerous types of software. The monthly CTC for your work will be Rs.20000.

After the completion of probationary period, you will receive extra benefits and the appointment letter. You must present yourself to the head of our human resources division on 21<sup>st</sup> May 2018 at 10.00 AM.

We are glad to send you this letter extending an offer to work as a software developer. On your first day on the job, you must sign it in front of Issuing Authority.

Thank you,

HR Director

PRINCIPAL  
PRINCE Dr. K. VASUDEVAN COLLEGE  
OF ENGINEERING AND TECHNOLOGY  
PONMAR, CHENNAI-600127



+91-9566773395



No. 102, Krishnarajpuram, Bengaluru, Karnataka 560016



spirensavvysoft@gmail.com

# MAYUKAM TECHNOLOGY SOLUTIONS PVT LTD

Date: 21-May-2018

S.Prathiba  
Chennai

## Letter of Offer

Dear Prathiba,

With reference to your interview with us, we are pleased to make a Job offer of appointment to you on Associate Software Engineer position. The broad terms of appointment as discussed during our meeting shall be follows.

### POSITION / DESIGNATION

You would be designated as Associate Software Engineer.

### REPORTING / POSTING

You shall be reporting to the Human Resource department at the time of joining. You will be posted at Salem location.

### SALARY

You will receive a gross salary of **2,60,600** per annum. You will be eligible for leave and other such benefits in accordance with the company's rules and regulations.



# MAYUKAM TECHNOLOGY SOLUTIONS PVT LTD

## **PROBATION**

Your probation period will 12 months from your date of joining, after which your performance will be appraised. You will be confirmed in your appointment in writing on successful completion of the said probationary period.

## **VALIDITY**

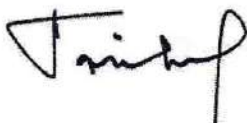
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The appointment will be effective from the date 11-Jun-2018. You are required to submit the following documents:

- Proof of your academic qualifications / professional / qualifications / Residential Address (Ration Card /Passport copy).
- Photocopy of PAN Card.
- Photocopy of Aadhar Card.
- Latest Passport size photographs (Self) – 3 Nos.

Best Regards,



HR – Head

Mayukkam Technology Solutions Pvt Ltd



PRINCIPAL  
PRINCE Dr. K. VASUDEVAN COLLEGE  
OF ENGINEERING AND TECHNOLOGY  
PONMAR, CHENNAI-600127





# MAYUKAM TECHNOLOGY SOLUTIONS PVT LTD

Date: 21-May-2018

R.Raghul  
Chennai

## Letter of Offer

Dear Raghul,

With reference to your interview with us, we are pleased to make a Job offer of appointment to you on Associate Software Engineer position. The broad terms of appointment as discussed during our meeting shall be follows.

### POSITION / DESIGNATION

You would be designated as Associate Software Engineer.

### REPORTING / POSTING

You shall be reporting to the Human Resource department at the time of joining. You will be posted at Salem location.

### SALARY

You will receive a gross salary of **2,60,600** per annum. You will be eligible for leave and other such benefits in accordance with the company's rules and regulations.



# MAYUKAM TECHNOLOGY SOLUTIONS PVT LTD

## PROBATION

Your probation period will 12 months from your date of joining, after which your performance will be appraised. You will be confirmed in your appointment in writing on successful completion of the said probationary period.

## VALIDITY

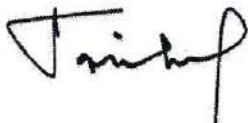
This offer is valid for acceptance within 2 weeks from the date of issuance.

## APPOINTMENT

The appointment will be effective from the date 11-Jun-2018. You are required to submit the following documents:

- Proof of your academic qualifications / professional / qualifications / Residential Address (Ration Card /Passport copy).
- Photocopy of PAN Card.
- Photocopy of Aadhar Card.
- Latest Passport size photographs (Self) – 3 Nos.

Best Regards,



HR – Head

Mayukkam Technology Solutions Pvt Ltd



PRINCIPAL  
PRINCE Dr. K. VASUDEVAN COLLEGE  
OF ENGINEERING AND TECHNOLOGY  
PONMAR, CHENNAI-600127



## OFFER LETTER

Mr. Ram Kumar R,  
Date: Friday, April 20, 2018

Welcome to BYJU'S!  
Congratulations on your decision of partnering with us in our endeavour to change the face of education.

We are pleased to offer you the position of Intern on following terms & conditions:


### Offer Details:

Designation:	Intern
Department:	Business Development (51000000)
Sub Department:	Sales
Role Location / Work Location:	Coimbatore
Employment Type:	Intern Plus Placement
Stipend per Month:	25000

### Reporting Details:

Date of Reporting: Monday, May 28, 2018

Reporting Location: Byju's-Think and Learn Pvt Ltd, 6th floor, Tower D, IBC Knowledge Park, Bhavani Nagar, Near Dairy Circle, Bannerghatta Main Road, Bengaluru, Karnataka 560029

  
PRINCIPAL  
PRINCE Dr. K. VASUDEVAN COLLEGE  
OF ENGINEERING AND TECHNOLOGY  
PONMAR, CHENNAI 600127



SYNTEL PRIVATE LIMITED  
SEZ - Unit  
(Syntel - Special Economic Zone)  
Plot No. B-1/B2, Software Technology Park,  
Dehu - Alandi Road, MIDC Talawade, Tal -  
Haveli,  
Pune - 412 114 India  
Tel: 91 020 40701000  
Fax: 91 020 40781100

**Date: 25<sup>th</sup> August 2017**

Intent to Offer

Dear Sivagowri S,  
Syntellect ID: 105712

Congratulations!

We are pleased to record this Intent to offer for the position **Trainee (Band B2, Grade AP1)** with Syntel Private Limited ("Company").

Upon your acceptance of this Intent to offer and subject to you meeting all the applicable requirements under this Intent to offer, we will share a definitive offer letter, which will outline the specific employment terms and conditions. Please note that, unless you receive a definitive offer letter this Intent to offer is merely to record the intended offer of employment and it shall not be construed as an employment with Syntel nor it will be a legally binding offer/contract of employment.

The contents of this Intent to Offer are strictly confidential between you and the Company. Please treat this Intent to Offer and the contents hereof as personal and confidential.

This Offer of Intent is valid subject to:

- a) Your successful completion of the Graduate program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of 55 %.
- b) You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit.
- c) You are producing all the relevant documents pertaining to your education, identity, residence etc... as required by the Company.

The Company shall conduct a background verification of all records/ references provided by you. Your employment with the Company will be subject to your background check records being clear, satisfactory, and free from ambiguity and in accordance with the policies of the Company prevalent from time to time. The Company reserves the right to ask you to furnish additional documentation or supporting information in this regard, as and when considered necessary. In case your background verification process is not completed within the company specified timeline, intimated to you via email, your selection would be deemed to be canceled.

PRINCIPAL

PRINCE Dr. K. VASUDEVAN COLLEGE  
OF ENGINEERING AND TECHNOLOGY  
PONMAR, CHENNAI-600127



This Offer of Intent is also contingent upon us working to determine an appropriate start date for your employment. The training is for a period of one (1) year, or any other period as the Company deems necessary, from the date of commencement of your service and you will be required to sign a separate agreement, by way of which you agree to remain in the employment of the Company during such period of training, and for a period of one year thereafter (hereinafter referred to as "the period"). Such agreement will also form part of your employment terms with the Company.

You will be continuously assessed during your training. If you do not complete the class room / on the job training to our satisfactory, your appointment stands cancelled. That the offer of on-boarding will automatically expires if the candidate failed to respond to this Offer of Intent in writing on or before the end of 4 weeks from date of its issuance.

If the above stated terms are acceptable to you, kindly sign and return the acceptance copy (attached) after affixing your full signature in token of your formal acceptance of the terms and conditions herein.

For the sake of information, an indicative break up of salary and the designation that will apply in case an offer is made to you is attached herewith as Annexure A. We take this opportunity to welcome you into Syntel family and look forward to a very fruitful association with you.

Yours Sincerely,  
For Syntel Pvt Ltd,

**Anupam Shrivastava**  
Head - Global Recruitment

I have read this Offer of Intent and accept the stipulated terms and conditions.

Signature

PRINCIPAL  
PRINCE Dr. K. VASUDEVAN COLLEGE  
OF ENGINEERING AND TECHNOLOGY  
PONMAR, CHENNAI-600127

Encl: Annexure



ANNEXURE A

SALARY DISTRIBUTION

<b>Name: Sivagowri S</b>			
<b>Designation :</b>	-		
<b>Band :</b>	-		
<b>Pay and Allowances</b>	<b>%</b>	<b>Monthly</b>	<b>Yearly</b>
Basic Pay	40%	8,367	100,400
HRA	20%	4,183	50,200
Meal Allowance		1,500	18,000
Special Allowance		2,564	30,764
City Allowance		837	10,040
Bonus	8%	1,673	20,080
Co.'s Contribution to PF		1,793	21,516
<b>Sub-Total - I</b>	<b>100%</b>	<b>20,917</b>	<b>251,000</b>
<b>Reimbursements and Other Benefits</b>			
Transport Expenses		1,600	19,200
Medical Reimbursement Expenses		1,250	15,000
Leave Travel Assistance		400	4,800
<b>Sub-Total - II</b>		<b>3,250</b>	<b>39,000</b>
<b>Total Compensation (I + II)</b>		<b>24,167</b>	<b>290,000</b>

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PRINCE Dr. K. VASUDEVAN COLLEGE  
OF ENGINEERING AND TECHNOLOGY  
PONMAR, CHENNAI-600127



Date – June 2, 2018

IBM India Private Limited  
Manyata Embassy Business Park,  
G2 Block,  
Nagwara Outer Ring Road,  
Bangalore – 560045, India.  
Tel : 91-80-49139999  
<http://www-07.ibm.com/in/careers/>

Dear Uvarani Sivanandam,

We are delighted to invite you to join IBM as a Associate System Engineer, in band [ 06G ]. You will be working with open-minded professionals like yourself, who are passionate about designing and building solutions to help our clients becoming smarter, faster and more innovative.

At IBM you can look forward to advance your career and further develop your expertise, gathering experience across business units and industries. You will collaborate with brilliant experts, professionals and innovators in an environment that cultivates creativity and individuality; and be part of a team that strives to make the world work better.

These are exciting times, the IT industry is fundamentally reordering at an unprecedented pace and we are at a turning point in IBM history and in the history of technology. IBM is now emerging as a cognitive solutions and cloud platform company. We are helping reshape industries – bringing together our expertise spanning Cloud, Analytics, Security, Mobile, Social and the Internet of Things.

Join us and make the most of these exciting times, discover what you can make of this moment and you'll be proud to call yourself an IBMer.

Your employment contract is attached, for your review and acceptance. Please do not hesitate to reach out to us in case of queries or concerns. We look forward to hearing from you soon and welcoming you to join the IBM family.



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PRINCE Dr. K. VASUDEVAN COLLEGE  
OF ENGINEERING AND TECHNOLOGY  
PONMAR, CHENNAI-600127



IBM CONFIDENTIAL

ANNEXURE A

DATE:	June 2, 2018	DESIGNATION:	Associate System Engineer
NAME:	Uvarani Sivanandam	BAND:	06G

<u>Compensation Components</u>	<u>IBM Offer (in INR)</u>
1. Basic Salary	135135
2. Flexible Benefit Plan (FBP)	162162
Reference Salary	
3. Retirals	
a) Provident Fund (PF)	16216
b) Gratuity @ 4.8%	6486
4. Annual Remuneration	320000

Growth Driven Profit-sharing (GDP), an annual profit distribution scheme, is another important part of your compensation opportunity and is designed to support a team oriented, high-performance work culture. Further details of the program will be made available to you upon joining IBM. Please note: IBM reserves the right, in its sole discretion, to amend, change, suspend, or terminate the Growth Driven Profit-sharing program at any time, including, but not limited to, changing how the profit sharing pool is allocated or altering the payment amount at the region or country level based on unanticipated business issues or extenuating circumstances.

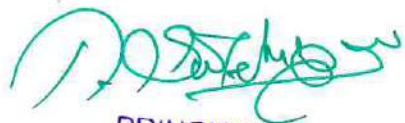
The Company presently has a Performance Award Program (PA). Further details of the Performance Award Program will be made available to you upon joining IBM. Please note: IBM reserves the right in its sole discretion to amend, change, suspend, or terminate Performance Award Program at any time.

You agree to the Company adjusting the statutory bonus amount, if any, under the Payment of Bonus Act, 1965, against payments made under the Company's profit distribution schemes GDP & PA.

OTHER BENEFITS:

- By default, you will be enrolled in the Group Mediclaim Policy. You need to enroll your immediate family (Spouse & up to Four Children) within 45 days of joining. If you wish to do so, a nominal premium for covering you and your family will be charged to you unless you choose to opt out for yourself and family.
- Group Term Life and Accident Rider Coverage

OTHER COMMITMENTS/ CONDITIONS

  
PRINCIPAL  
PRINCE Dr. K. VASUDEVAN COLLEGE  
OF ENGINEERING AND TECHNOLOGY  
PONMAR, CHENNAI-600127





**Offer: Computer Consultancy**  
**Ref: TCSL/DT20152989027/Chennai**  
**Date: 03/01/2018**

Mr. Vimal Kumar A  
1513rd Cross Street, Shankar Nagar,  
Pammal,  
Chennai-600075,  
Tamilnadu.  
Tel# -

Dear Vimal Kumar A,

**Sub: Letter of Offer**

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be assigned a role in the **IT Infrastructure Services (ITIS)** Unit, which is subject to change as per the business requirements of TCSL.

Your gross salary including all benefits will be **₹3,36,875/-** per annum, as per the terms and conditions set out herein. Annexure-1 provides the break-up of the compensation package.


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

After you accept this offer you will be issued a joining letter indicating the details of your joining date and initial place of posting. You will also be issued a letter of appointment at the time of your joining after completing joining formalities as per company policy. Your offer is subject to a positive background check.

**TCS Confidential**  
**TCSL/DT20152989027**

**TATA CONSULTANCY SERVICES**  
Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 115 Tamil Nadu India  
Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com  
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

  
PRINCIPAL  
PRINCE Dr. K. VASUDEVAN COLLEGE  
OF ENGINEERING AND TECHNOLOGY  
PONMAR, CHENNAI-600127



**Withdrawal of Offer**

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

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

We look forward to having you in our global team

Yours Sincerely,

**For TATA Consultancy Services Limited**

**K Ganesan**  
**Global Head Talent Acquisition & AIP**



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

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

**PRINCIPAL**  
**PRINCE Dr. K. VASUDEVAN COLLEGE**  
**OF ENGINEERING AND TECHNOLOGY**  
**PONMAR, CHENNAI-600127**

**TCS Confidential**  
**TCSL/DT20152989027**

11

**TATA CONSULTANCY SERVICES**  
**Tata Consultancy Services Limited**

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India  
Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com  
Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021  
TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

APPS/1073256/07708314/Chennai/August/V0

## PRIVATE AND CONFIDENTIAL

03 August 2018

Aravind Krishnan S

Tamil Nadu Chennai  
India.

Dear Aravind Krishnan S,

Welcome to Mphasis. It gives me great pleasure to invite you to join the family of Mphasis.

We are pleased to offer you the position of a **Trainee Associate Software Eng**, in **Band 5** and **Level 1** with our organisation for a period of 12 months. The gross compensation will be **INR 180000 /-** ( **One lakh eighty thousand rupees only**) per annum.

You are required to sign a training bond and agreement for **INR 1,00,000/- (Rupees One Lakh Only)** for a period of 24 months. This bond is applicable from your date of joining the company. The bond for the complete amount of **INR 1,00,000/- (Rupees One Lakh Only)** would be recovered if you resigned within 24 months.

Upon successful completion of 12 months in Mphasis:

- You would be moved to **Band 5 and Level 2**
- Your gross compensation will be revised to **INR 2,25,000/- (Rupees Two Lakhs Twenty Five Thousand Only)** per annum
- This salary change will be effective from the subsequent month after completion of 12 months from your date of joining

Mphasis is defined by a strong and intrinsic culture that sets us apart. Our DNA, while evolving through various transformations, has still fundamentally been driven by the same core values. **Customer centricity** has been one such tenet that influences every Mphasian. We strive to understand our customer's need, staying ahead of the curve to deliver best-in-class service. Equally crucial, is our **outcome focus**, wherein our eyes stay on the end result without compromising on our quality, ethics and people. We draw our greatest strength from our people. Hence, **empowering** our workforce has gone hand-in-hand with greater accountability, thereby creating responsible citizens of the world. As we redefine what business success means in the changing landscape, we believe in inculcating the spirit of **experimentation** so that established systems and ways of doing things are constantly tested, questioned and disrupted. Imagination, innovation and the ability to take risks are fundamental characteristics that make us shatter boundaries.

These shared values and beliefs are the influencers of everyday work culture at Mphasis that has eventually built our ethos. It is what integrates us across technologies, platforms and geographies.



PRINCIPAL

PRINCE Dr. K. VASUDEVAN COLLEGE  
OF ENGINEERING AND TECHNOLOGY  
PONMAR, CHENNAI-600127

Mphasis Limited,

Registered Office: Bagmane World Technology Centre, Marathahalli Outer Ring Road, Bellandur, Bangalore, Karnataka, India  
T: +91 080 3352 3000 | F: +91 080 0095 9943  
CIN: L30007KA1992PLC025264

- \*Originals need to be submitted. These original certificates will be returned to you after due verification.
- Your offer has been made based on the information furnished by you. However, if there is a discrepancy in the copies of the documents/certificates given by you as a proof in support of the above, the company reserves the right to revoke the offer.
- Being an ISO certified company, it is essential for you to submit these documents at the time of joining. We will not be able to process your records unless you submit all the documents mentioned above.
- It is mandatory for all Mphasis employees to possess a valid passport. Else, please apply for one. You are expected to have a valid passport within 60 days from the time you join Mphasis.
- Apart from this we would like you to have the following information ready with you, for usage during your joining formalities.
  - DOB and Name of Father, Mother, Spouse, Child/ Children
  - Educational details with the passing year
  - Your past experience details with the exact years and role played to be mentioned.
  - Blood Group
  - 1 Passport size photograph of all your dependants
  - Your Citibank account number, if existing already.
  - Your PF account number with current employer
  - Your PAN number
  - Passport number, Place of issue, Date of issue, Validity: From and to date.

Digitally signed by SRIKANTH KARRA  
Date: 2018.08.04 09:51:27 +05:30  
Reason: Authenticating Service  
Location: Bangalore



PRINCIPAL  
PRINCE Dr. K. VASUDEVAN COLLEGE  
OF ENGINEERING AND TECHNOLOGY  
PONMAR, CHENNAI-600127

# TeamBest Theratronics ASIA

CIN NO: U85110KA2015PTC080132

Page 1 of 2

TBA/17-18/211

27/12/2017

Ashwin Karthik S  
No. 45, Chinmaya Nagar  
Puzhuthivakkam  
Chennai

Contact no: 9487442125

Email: rashhhkar87@gmail.com

**SUB – Employment Offer Letter– JUNIOR PROJECT DEVELOPMENT ENGINEER**

Dear Mr. Ashwin Karthik S,

We are delighted to offer you the position of **JUNIOR PROJECT DEVELOPMENT ENGINEER** with **TEAMBEST THERATRONICS ASIA PVT. LTD., CHENNAI.**

**TEAMBEST THERATRONICS ASIA PVT. LTD.,(TBA)**, Chennai, is the sole Service and Sales provider for the Asia and African Countries for the equipment manufactured by the TeamBest group of companies. By joining TBA, you will become part of a fast-paced and dedicated team that works together to provide our Customers with the highest possible level of service and Solutions.

As a member of **TBA** team, we would ask for your commitment to deliver outstanding quality and results that exceed our customer expectations. In addition, we expect your personal accountability in all the products, actions, advice and results that you provide as a representative of **TBA**. In return, we are committed to providing you with every opportunity to learn grow and stretch to the highest level of your ability and potential.

Ashwin Karthik S, as you can appreciate, you will be provided with or have access to a considerable amount of material and confidential information concerning our business. Confidential information is information disclosed to you as an employee as a consequence of your employment by TeamBest Theratronics Asia, which is not generally known in the trade or industry in which TBA operates, or that relates to the company's past, present and future products, processes and services. At all times during the term of your employment and thereafter, you agree to hold in strictest confidence and not to disclose or use in any manner the company's confidential information except as may be required in connection with your employment with TBA or as otherwise expressly authorized by TBA in writing.

VAT TIN: 33576341056

CST NO: 1137964 Dated 29/09/2015

Service Tax: AAFCT3304ASD001

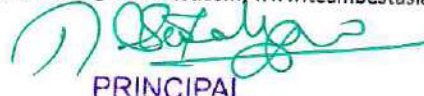
PAN No: AAFCT3304A

**TeamBest Theratronics Asia Pvt Ltd**

2/299A Plot 36, 5<sup>th</sup> Cross Street, VGP Prabhu Nagar

Perumbakkam, Chennai – 600 100, India

Phone: +91-44-65555601; Email: asla@teambest.com; www.teambestasia.in



**PRINCIPAL**  
**PRINCE Dr. K. VASUDEVAN COLLEGE**  
**OF ENGINEERING AND TECHNOLOGY**  
**PONMAR, CHENNAI-600127**

# TeamBest Theratronics ASIA

CIN NO: U85110KA2015PTC080132

Page 2 of 2

Confidential information shall include any trade secrets, plans for research and development, joint ventures, engineering, operation processes, computer programming, new products or services, marketing and sales plans, budgets, business plans, unpublished financial information, prices, costs or customer information and lists, information conceived, originated, discovered, or developed by you in the course of your employment with TBA shall be considered confidential.

You will have an internship for a period of six months. Your CTC will be Rs.3.6 lakh per annum. And during the period of your internship, you will receive half your CTC.

As discussed in the personal interview, we request you to sign an agreement to work for two years since we will be spending our time and resources for your training.

We are confident you will find this new opportunity both challenging and rewarding.

To confirm your acceptance of this offer, please return a signed copy of this letter to us (scanned email copy is acceptable) no later than **December 30, 2017**.

Wishing all the best,


For TEAMBEST THERATRONICS ASIA P LTD



M.AARTHI RAMYA,

HR Executive

Accepted,

  
Ashwin Karthik S  
PRINCIPAL  
PRINCE Dr. K. VASUDEVAN COLLEGE  
OF ENGINEERING AND TECHNOLOGY  
PONMAR, CHENNAI-600127

VAT TIN: 33576341056  
CST NO: 1137964 Dated 29/09/2015  
Service Tax: AAFCT3304ASD001  
PAN No: AAFCT3304A

TeamBest Theratronics Asia Pvt Ltd  
2/299A Plot 36, 5<sup>th</sup> Cross Street, VGP Prabhu Nagar  
Perumbakkam, Chennai – 600 100, India  
Phone: +91-44-65555601; Email: asia@teambest.com; www.teambestasia.in

**OFFER CUM APPOINTMENT LETTER**

Backiyam S  
No 57E Annai Flats Balaji Nagar 1st Street Keelkattalai  
Chennai  
600117  
IND

Dear Backiyam,

On behalf of **Amazon Development Centre (India) Private Limited**, a company incorporated under the laws of India, having its registered office at # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr.Rajkumar Road, Malleshwaram (W) Bangalore - 560 055, Karnataka India (hereinafter the "Company" or "Amazon India"), we are very pleased to issue this Offer cum Appointment Letter for the position of **Associate, Quality Services at Chennai, India.**

Your employment with the Company will be subject to your acceptance of this Offer cum Appointment Letter and the terms and conditions set forth hereinbelow. If you wish to accept employment with the Company, please convey your acceptance in the manner provided for by the Company. The offer of employment contained in this Offer cum Appointment Letter will expire if you have not accepted the same on or before **10 business days.**

Upon your acceptance of the offer herein, this Offer cum Appointment Letter shall form the employment contract that is a valid and binding agreement of employment between Amazon India and you, and you shall be bound by the terms and conditions stipulated herein below.

**1. Date of Commencement**

Your fixed-term employment with Amazon India will commence on **17-Sep-2018.**

**2. Probation**

You shall be on probation for a period of 3 months ("Probation Period") from the date of joining. Your performance will be reviewed and evaluated at regular intervals during the Probation Period. Depending on the outcome of such evaluation/s, the Company may, at its sole discretion, either (a) if your performance is found satisfactory, confirm your appointment; or (b)

1

REGISTERED OFFICE: # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road,  
Malleshwaram (W) Bangalore - 560 055, Karnataka India

Tel.: +91 - 80 - 6787 3000, Fax: +91 - 80 - 3007 1031 / 33 CIN :  
U72200KA2004FTC034233



PRINCIPAL  
PRINCE Dr. K. VASUDEVAN COLLEGE  
OF ENGINEERING AND TECHNOLOGY  
PONMAR, CHENNAI-600127

course of your employment, as appropriate. Certain business teams also operate on 24x7 basis and hence, may have rotational shifts or related requirements for their respective team members. Please refer to Amazon India's Policies and Procedures for further details.

**5. Place of Work**

Your initial place of work will be at Amazon India's in Chennai. However, you should be aware that the Company and/or its affiliates have offices throughout the world and because of the nature of your duties, the Company has the right to transfer you from one place to another or from one section to another or from one unit to any other unit of the Company, its parent company or to any of its sister concerns, which are either existing or may be set up in future. The decision of the Company in this regard shall be final and binding on you.

**6. Remuneration**

- 6.1 Your Annual Base Pay will be Rs. **220,900** per annum made payable in arrears in accordance with Amazon India's standard payroll practice and subject to all lawful deductions of income tax, provident fund contribution (if any), insurances or otherwise. Your Base Pay is inclusive of both the employer's and the employee's provident fund contributions. Your Base pay will be reviewed in accordance with internal performance review systems, details of which are set out in Amazon India's Policies and Procedures. If your hire date is on or before the first Monday in October of the Current year, you will be eligible for a performance assessment and salary adjustment in the next calendar year. Ordinarily, this process occurs in the month of April each year.
- 6.2 Amazon India has the right to deduct from your pay/salary any sums which you may owe Amazon India, including without limitation, any over-payments or loans made to you by Amazon India or any demand raised by any judicial or quasi-judicial authority for your acts or omissions and / or losses suffered by Amazon India as a result of your negligence or breach of the terms contained in this Offer cum Appointment Letter/Amazon India's Policies, or your failure to return Amazon India's property.


**7. Provident Fund**

Amazon India will contribute to a Provident Fund as and when required by the Employees' Provident Fund and Miscellaneous Provision Act, 1952, and as further described in Amazon India's Policies and Procedures.

3

REGISTERED OFFICE : # 26/1, Brigade Gateway, World Trade Centre, 10th Floor, Dr. Rajkumar Road,  
Malleshwaram (W) Bangalore - 560 055. Karnataka India

Tel. : +91 - 80 - 6787 3000, Fax : +91 - 80 - 3007 1031 / 33 CIN :  
U72200KA2004FTC034233

  
PRINCIPAL  
PRINCE Dr. K. VASUDEVAN COLLEGE  
OF ENGINEERING AND TECHNOLOGY  
PONMAR, CHENNAI-600127





May 24, 2018

Barathi S  
No.5, 12th Main Road, Vijaya Nagar,  
Velachery,  
Chennai - 600042

Dear Barathi,

We refer to the discussions you had with us and are pleased to offer you a position in **Flextronics Technologies India Private Limited** (hereinafter referred to as "Company") as **Senior Analyst - GBS Planning** in **Grade 23**. You will be working in **Day** shift and the Company in its sole discretion can change the shift as per business requirement. Your base location would be Chennai, subject to change as deemed by the company. We look forward to having you on board on **May 28, 2018** at 8.30am at our **Chennai office**. The address is:

**Flextronics Technologies India Pvt. Ltd**  
**Global Business Services, 6th Floor,**  
**Campus 5, RMZ Millennia Business Park,**  
**No. 143, Dr. MGR Road,**  
**Kandanchavadi, Chennai - 96.**

Your Target Cash will be **INR 2,50,000/- per annum**. The enclosed annexure 1 would give you the breakup of your TTC.. Please note that this offer shall be valid subject to your clearing the Background verification check as per the Company's policies. As discussed, you will be issued a detailed appointment letter once you submit the provisional certificate from the college. The provisional certificate copy needs to be submitted within 3 months from the date of joining or 15 days from the announcement of results or date announced by the university thereof, whichever is earlier. You agree to sign an Undertaking at the time of joining & will have to abide by the terms mentioned in the same. You would be reporting to **Meena R, Assistant Manager - GBS Planning** on the date of joining; reporting is subject to change post joining, if required.

**Please bring along the original & 2 copies of the below documents with you on your date of joining:**

1. Aadhaar Card Copy
2. Print out of this Offer letter.
3. Three passport size photographs (Formal Attire in White Background)
4. ID Proofs (Voter ID, Driving License, Passport, etc.)
5. PAN card details (Mandatory). If you have applied for a New PAN card, kindly provide copy of acknowledgement receipt that it has been applied.

We would appreciate your returning the duplicate copy of this offer letter with the annexure duly signed by you as a token of your acceptance. We look forward to having you on board with us at the earliest.

Thanking you,  
For **Flextronics Technologies (I) Pvt. Ltd.**  
**Global Business Services**

**Prakash B**  
**Human Resources**

**PRINCIPAL**  
**PRINCE Dr. K. VASUDEVAN COLLEGE**  
**OF ENGINEERING AND TECHNOLOGY**  
**PONMAR, CHENNAI-600127**

## ANNEXURE 1

Name: Barathi S  
 Designation: Senior Analyst - GBS Planning  
 Grade: 23  
 Compensation Structure:

	Component	Annual (INR)	
A	Basic	69,630	Taxable Component
	House Rent Allowance	34,815	40% of Basic for Non Metro Cities 50% of Basic for Metro Cities
	Medical Reimbursement	15,000	Taxable Component
	Education Allowance	2,400	
	Conveyance	19,200	Taxable Component
	Special Allowance *	70,770	Taxable Component
	Other Allowance*	0	Taxable Component
	<b>Cash Pay</b>	<b>2,11,815</b>	
	<b>Retirals</b>		
B	P.F*	21,240	Employer Contribution
C	Gratuity		As per legislation
	<b>CTC</b>	<b>2,33,055</b>	
D	Target Bonus**	16,945	
	<b>Total Target Cash</b>	<b>2,50,000</b>	

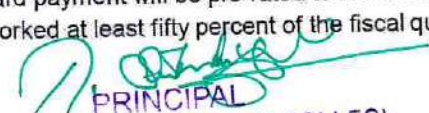
ESIC and Gratuity would apply as per Government rules and laws. Employer contribution is over and above your TTC.

### Flexible Benefits Plan:

Component	Maximum eligibility per annum	Criteria for claims
Gifts Card	Rs. 4,500/-	Annually
Meal Card	Rs. 26,400/-	Monthly

(\*) – Please note that the above is not an additional component, it will be deducted from Special Allowance / Other Allowance. If cards are availed, then the cash portion of your salary will reduce to extent of cards chosen and PF contribution may change as per government regulations.

(\*\*) – You will be eligible for the quarterly variable bonus scheme and the payout target will be a percentage of your quarterly gross salary. Actual payout will be determined on the basis of Flex Worldwide/Site performance announced by corporate. Please note that to be eligible for the quarterly bonus you must be actively employed by the Company for at least fifty percent of the applicable fiscal quarter. The bonus award payment will be pro-rated to reflect the number of days actively at work during the quarter, provided, that you have worked at least fifty percent of the fiscal quarter.

  
 PRINCIPAL  
 PRINCE Dr. K. VASUDEVAN COLLEGE  
 OF ENGINEERING AND TECHNOLOGY  
 PONMAR, CHENNAI-600127