

26-Feb-2019

Dear Akshaya I
B.Tech/B.E., Computer Science & Engineering
Prince Dr.K.Vasudevan College of Engineering and Technology

Candidate ID – 13001979

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.338,005/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs.21,005/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.383,755/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs.21,755/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer **Annexure B** for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.


We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2.cognizant.com>

Yours sincerely,
For **Cognizant Technology Solutions India Pvt. Ltd.**,




Suresh Bethavandu
Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature : 

Date: 01.03.19



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

Ref No:OL/THBS/0251/11
Feb 04, 2019

Private & Confidential

Mr. Bharath Kumar
Chennai

Dear Bharath Kumar,

With reference to the discussions you have had with us, we are pleased to make you an offer for the position of a **Associate Software Engineer - Trainee** at **Torry Harris Business Solutions (THBS)**; Bangalore, India.

THBS is a global software company with presence in Europe, Far East, India, Middle East and USA. Our goal is to be an industry leader with a reputation for excellence, focus on quality and our emphasis on absolute customer satisfaction. As we endeavor to expand our business in the international markets, we are keen to have you on board.

We believe that THBS can offer you the right mix of professional growth, leadership opportunities, business experience and financial gains over the long term. The career growth potential for you is tremendous and you will have the unique satisfaction of influencing and building a leading software company.

Your **Gross Salary** will be **Rs. 350,000/- (Rupees Three Lakh Fifty Thousand Only)** per annum. You will be entitled for a **Performance Linked Pay** of up to **Rs. 50,000/- (Rupees Fifty Thousand Only)** per annum, payable as per the Performance Linked Pay Policy.

You will be on **Probation** for a period of **6 (Six)** months from the date of joining. A performance review will be done as per the Company's policy for confirmation.

Your appointment is conditional upon you being certified medically fit by a registered medical practitioner and is contingent upon the successful completion of a background investigation process.

THBS also reserves the right to withdraw this offer made to you even after the acceptance of such an offer by you; if THBS becomes aware of any material information that may have been concealed or misrepresented by you at the time this offer was made.

This is only an offer letter and does not entitle you for an appointment. On completion of all the joining formalities and fulfilling all documentation requirements, you will be formally appointed and inducted into the organization. On successful completion of your training, you will be posted in any location of THBS depending on the requirement of the projects. This will be informed to you on completion of your training.

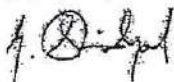
You are requested to return the duplicate copy of this offer duly signed to indicate your acceptance of the compensation package and employment with your reporting date and time will be communicated via Email.

At the time of joining, it is a mandatory requirement for you to submit the following documents:

- Four recent passport size photographs
- Photocopies of all relevant educational certificates and mark sheets starting from Grade X
- Photocopies of all the pages of your passport or driving license or voter ID card

Looking forward to having you on board!

For Torry Harris Business Solutions (P) Ltd,



G. Shivdayal Charan
Manager - HRD

Accepted By:



Bharath Kumar
Date: 19 - Feb - 2019



PRINCIPAL
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OF ENGINEERING AND TECHNOLOGY
PONMAR, CHENNAI-600127

Date:16-Nov-2018

To

Dedeepyasailakshmi D
CHENNAI

Dear Dedeepyasailakshmi D,

Sub: Offer of Training and Employment

1. This has reference to the selection process for employment opportunity at Mindtree in the campus of Kalinga.
2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an ENGINEER in the competency Level C1 subject to the following terms and conditions.

2.1. a) You should complete the Degree which you are now pursuing without any backlog (subjects where you have not obtained the passing marks) at the time of joining

b) Secure 65% aggregate in the degree. Aggregate is calculated as follows:


$$\text{Aggregate} = \frac{\text{(Total of marks obtained in all the subjects from the first to last semester)}}{\text{(Total of maximum marks in all the subjects from first to last semester)}}$$

$$\text{Aggregate \%} = \text{Aggregate} * 100$$

c) Provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters on your day of joining.

2.2. You shall initially undergo training at Mindtree, Kalinga, Bhubaneswar, Odisha and undergo Orchard Learning Programme conducted by Mindtree, Kalinga which helps you to transition to the Corporate world of technology solutions. The details of the programme are provided separately.

2.3. Your joining location would be Mindtree Kalinga, Bhubaneswar and joining date would be communicated in subsequent mails.



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Dedeepyasailakshmi D (Nov 23, 2018)

2.4. Orchard Learning Program spans for about 90 calendar days. However, the duration could be shortened or extended based on the business requirements and an individual's readiness for working on projects as determined by Mindtree.

2.5. The other terms and conditions of your appointment at Mindtree is in Annexure - A. Besides, you will be governed by the rules, regulations and policies of Mindtree which will be in force from time to time

2.6. You shall also execute a Service Agreement along with a surety undertaking to serve the Company for a minimum period of 24 months. Please go through the terms and conditions enclosed in Annexure A and also the terms and conditions stated in the specimen of the Service Agreement.

2.7. You shall bring with you the following documents at the time of reporting for Training at Mindtree, Kalinga, Bhubaneswar, for completing the joining formalities.

- Signed Service Agreement in originals
- 10th, 12th and graduation (all semesters) mark sheets originals and 2 sets of photocopies
- Degree completion/provisional certificate originals and 2 sets of photocopies
- Pan card originals and 2 photocopies
- Aadhaar card originals and 2 photocopies
- Voter ID / Driving license originals and 2 photocopies
- 4 passport size photographs

If the above terms and conditions are acceptable, you may confirm your acceptance by digitally signing this offer within 5 days from the date of receipt of this mail and offer document.

If you have any questions or need any clarification, please do not hesitate to contact us at campus@mindtree.com.


We wish you a long and successful career with Mindtree.

I personally look forward to working with you soon.

Thank you,
For Mindtree Limited



Pankaj Khanna




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OF ENGINEERING AND TECHNOLOGY
PONMAR, CHENNAI-600127


Dedeepya Lakshmi D, Nov 21, 2018

Enclosed: Annexure to your Offer of Employment**Acceptance of the offer**

I, Dedeepyasailakshmi D, agree to accept the employment on the terms and conditions mentioned in this Offer of Employment and the annexure.

Your Signature	 Dedeepyasailakshmi D (Nov 21, 2018)
Your Name in Capital letters	DEDEEPYASAILAKSHMI D

Annexure 1

Compensation stack during the Orchard Learning Program (from the date of joining till the date of confirmation)

Name : Dedeepyasailakshmi D
Competency : C1
Designation : ENGINEER
Stipend : INR 22,000 per month.


Payment will be after deduction of below amount from the monthly stipend:

- INR 6000 per month covering for accommodation on twin share basis on a subsidized cost (excluding food expenses)
- Food expenses will have to be borne by you.
- Premium for Insurance which is INR 470 per month.
- Applicable taxes like Professional tax and Income tax, prevailing at the time of pay out.

You will be covered for Insurance benefits as prevailing at the time of joining. The following are the coverage for 2018 - 2019 for your reference. You will get more details on joining.

- Group Medical Coverage (GMC) for you and your family. The standard coverage under GMC is INR 400,000 per annum per family. Family means your spouse and children (up to 2 children). Parents/Parents-in-law or siblings or any other relationships are not covered.
- Group Term Life (GTL) coverage for you and is up to INR 2,000,000.
- Group Personal Accident (GPA) coverage for you and is up to INR 1,500,000.

More details will be provided at the time of joining.

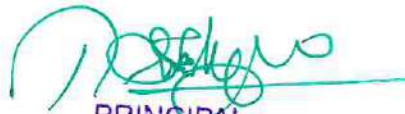

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Annexure 2**Compensation stack effective from the date of confirmation****Name : Dedeepyasailakshmi D****Competency : C1****Designation : ENGINEER**

Detailed break up of your CTC components is given below (all figures are in INR and per annum)

Basic	103,344
HRA	51,672
Conveyance	30,000
Competence Linked Pay	24,000
Communication Allowance	30,000
Education Allowance	24,000
Provident Fund	12,396
Gratuity	4,956
Insurance Benefits*	5,640
Annual Gross	286,008
Bonus**	39,000
Annual Cost to Company	325,008

*The Insurance coverage provided to you at the time of joining will continue on your confirmation, as per the prevailing insurance policies at the time of your confirmation. The premium for standard coverage is part of your CTC.



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Dedeepyasailakshmi D (Nov 23, 2019)

Date: December 09, 2018

Ref: LTI/HR/Campus/2019

Name: Devi M K

College: Prince Dr.K.Vasudevan College of Engineering & Technology

OFFER OF EMPLOYMENT

Dear Devi M K,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Graduate Engineer Trainee**.

During the initial training period of 12 months, your CTC including all benefits will be **Rs.3,50,000/-** as per the details mentioned in '**Annexure-1**'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in '**Annexure-2**'.

The date of commencement of training and venue for reporting will be intimated to you in advance.

Upon joining and during the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to complete the LTI training which will be communicated to you separately. LTI has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings will be used to allocate you on various projects and the results would also impact your date of joining. If you do not get the minimum score required, you will be asked to reappear for the training assessments prior to your date of joining.

TERMS AND CONDITIONS

1. Increments and Promotions

Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.


2. Overseas Deputation/International Assignment

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.

Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.


3. Documents

Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.


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ANNEXURE-1

Name : Devi M K		Date : December 09, 2018
Salary Grade : GET(I)		
Components	Rs. p.a.	Rs. p.m.
Basic		15,000
Bouquet of Benefits		11,300
A. Base Salary (PA)	315,602	26,300
Annual Incentive	0	
B. Total Variable (PA)	0	
C. Total Target Cash (A+B)	315,602	
Provident Fund (PF)	21,600	1,800
Gratuity	8,664	722
Mediclaime Premium	4,140	
D. Retirals & Other Benefits	34,398	
Cost to Company (CTC) C+D	350,000	


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November 7, 2019

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 Ebenezar Paul S

The world is at a major turning point; technology is enabling entirely new forms of business operations, business models, industries and outcomes. We have exponentially more power to reach the full potential of our life's work than any humans before us. This is IBM's vision for the future.

We invite you to join us as a Technical Support Associate, in band 3 to do your best work ever. You will be working alongside passionate IBMers, business & technology experts, who are constantly building their knowledge and expertise to find the best solutions to help our clients achieve their goals and create new possibilities.

At IBM you will experience an inclusive and collaborative culture where you can offer ideas and solutions, no matter your experience or area of expertise – you have an audience that listens from Day 1. You will have access to world-class learning opportunities to help you create the career you've always imagined. Join us and you'll be proud to call yourself an IBMer.

Your letter of employment 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 welcome you to be a part of our team.



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PONMAR, CHENNAI-600127



IBM CONFIDENTIAL

ANNEXURE A

DATE	November 7, 2019		
NAME	Ebenazar Paul S	BAND	3
DESIGNATION	Technical Support Associate	LOCATION	BANGALORE
<u>Compensation Components</u>		<u>IBM Offer (in INR)</u>	
1. Annual Basic Salary		180000	
2. Annual Flexible Benefit Plan (FBP)		67314	
Annual Reference Salary		247314	


3. Retirals	
a) Provident Fund (PF)	21600
b) Gratuity @ 4.8%	8640
Annual Reference Salary + Retirals	277554
4. Performance Linked Variable Pay	0 to 43800
5. Annual Potential Compensation	Annual Reference Salary + Retirals + Performance Linked Variable Pay

*Company currently has performance linked variable pay program with performance measured against criteria announced at monthly or quarterly frequency. This forms a part of the variable earnings and actual earnings & frequency of payment will be as per the defined Company Policies. The management reserves the right at its discretion to modify/amend/withdraw/continue with the program.

All salary components may be subject to restructuring or modification based on IBM policies.

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


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OF ENGINEERING AND TECHNOLOGY
PONMAR, CHENNAI-600127

Date:16-Nov-2018

To

Gayathri V
CHENNAI

Dear Gayathri V ,

Sub: Offer of Training and Employment

1. This has reference to the selection process for employment opportunity at Mindtree in the campus of Kalinga.
2. We take pleasure in informing you that you have been selected for appointment in Mindtree as an ENGINEER in the competency Level C1 subject to the following terms and conditions.

2.1. a) You should complete the Degree which you are now pursuing without any backlog (subjects where you have not obtained the passing marks) at the time of joining

b) Secure 65% aggregate in the degree. Aggregate is calculated as follows:

$$\text{Aggregate} = \frac{\text{(Total of marks obtained in all the subjects from the first to last semester)}}{\text{(Total of maximum marks in all the subjects from first to last semester)}}$$

$$\text{Aggregate \%} = \text{Aggregate} * 100$$

c) Provide a copy of the degree certificate or provisional degree certificate along with mark sheets of all semesters on your day of joining.

2.2. You shall initially undergo training at Mindtree, Kalinga, Bhubaneswar, Odisha and undergo Orchard Learning Programme conducted by Mindtree, Kalinga which helps you to transition to the Corporate world of technology solutions. The details of the programme are provided separately.

2.3. Your joining location would be Mindtree Kalinga, Bhubaneswar and joining date would be communicated in subsequent mails.



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OF ENGINEERING AND TECHNOLOGY
PONMAR, CHENNAI-600127


Gayathri V (Nov 18, 2018)

2.4. Orchard Learning Program spans for about 90 calendar days. However, the duration could be shortened or extended based on the business requirements and an individual's readiness for working on projects as determined by Mindtree.

2.5. The other terms and conditions of your appointment at Mindtree is in Annexure - A. Besides, you will be governed by the rules, regulations and policies of Mindtree which will be in force from time to time

2.6. You shall also execute a Service Agreement along with a surety undertaking to serve the Company for a minimum period of 24 months. Please go through the terms and conditions enclosed in Annexure A and also the terms and conditions stated in the specimen of the Service Agreement.

2.7. You shall bring with you the following documents at the time of reporting for Training at Mindtree, Kalinga, Bhubaneshwar, for completing the joining formalities.

- Signed Service Agreement in originals
- 10th, 12th and graduation (all semesters) mark sheets originals and 2 sets of photocopies
- Degree completion/provisional certificate originals and 2 sets of photocopies
- Pan card originals and 2 photocopies
- Aadhaar card originals and 2 photocopies
- Voter ID / Driving license originals and 2 photocopies
- 4 passport size photographs

If the above terms and conditions are acceptable, you may confirm your acceptance by digitally signing this offer within 5 days from the date of receipt of this mail and offer document.

If you have any questions or need any clarification, please do not hesitate to contact us at campus@mindtree.com.


We wish you a long and successful career with Mindtree.

I personally look forward to working with you soon.

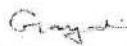
Thank you,
For Mindtree Limited



Pankaj Khanna




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


Gayatri V (Nov 18, 2018)

Enclosed: Annexure to your Offer of Employment

Acceptance of the offer

I, Gayathri V, agree to accept the employment on the terms and conditions mentioned in this Offer of Employment and the annexure.

Your Signature	 Gayathri V (Nov 19, 2018)
Your Name in Capital letters	GAYATHRI V

Annexure 1

Compensation stack during the Orchard Learning Program (from the date of joining till the date of confirmation)

Name : Gayathri V
Competency : C1
Designation : ENGINEER
Stipend : INR 22,000 per month.


Payment will be after deduction of below amount from the monthly stipend:

- INR 6000 per month covering for accommodation on twin share basis on a subsidized cost (excluding food expenses)
- Food expenses will have to be borne by you.
- Premium for Insurance which is INR 470 per month.
- Applicable taxes like Professional tax and Income tax, prevailing at the time of pay out.

You will be covered for Insurance benefits as prevailing at the time of joining. The following are the coverage for 2018 - 2019 for your reference. You will get more details on joining.

- Group Medical Coverage (GMC) for you and your family. The standard coverage under GMC is INR 400,000 per annum per family. Family means your spouse and children (up to 2 children). Parents/Parents-in-law or siblings or any other relationships are not covered.
- Group Term Life (GTL) coverage for you and is up to INR 2,000,000.
- Group Personal Accident (GPA) coverage for you and is up to INR 1,500,000.

More details will be provided at the time of joining.




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PONMAR, CHENNAI-600127

Annexure 2**Compensation stack effective from the date of confirmation****Name** : Gayathri V**Competency** : C1**Designation** : ENGINEER


Detailed break up of your CTC components is given below (all figures are in INR and per annum)

Basic	103,344
HRA	51,672
Conveyance	30,000
Competence Linked Pay	24,000
Communication Allowance	30,000
Education Allowance	24,000
Provident Fund	12,396
Gratuity	4,956
Insurance Benefits*	5,640
Annual Gross	286,008
Bonus**	39,000
Annual Cost to Company	325,008

*The Insurance coverage provided to you at the time of joining will continue on your confirmation, as per the prevailing insurance policies at the time of your confirmation. The premium for standard coverage is part of your CTC.



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PONMAR, CHENNAI-600127



Gayathri V (Nov 18, 2016)



APPOINTMENT LETTER

November 22, 2018

Dear Geetha Lakshmi S,

Welcome to Wipro Limited (Company/Wipro') and congratulations on your appointment as **Project Engineer**. The terms of your employment with the Company is listed below. Please be informed that the terms may be modified pursuant to changes in the Company policy updated from time to time.

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 your appointment. On completion of the probation period, your appointment shall be confirmed at the discretion of the Company based on your performance and other criteria as applicable to your band and stream. Unless confirmation is communicated in writing, your probation period shall be deemed to have been extended.
- c. The retirement age is 58 years.
- d. You may be transferred to any other location, department, function, establishment, or branch of the Company or subsidiary, associate or affiliate company, in such capacity as the Company may from time to time determine. In such a 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 Company locations in India to suit customer requirements by operating 24x7. You would be operating from any of these locations and in any of the shifts, including night shift, as may be decided by the Company, keeping in mind the business needs and deliverables to customers.
- f. This offer of appointment is subject to your successful completion of all curricular requirements as laid down by the University/Institution for award of the degree/diploma and the requirements, including aggregate, specified by the Company for your role, and any other criteria specified by the Company in terms of your educational qualifications on/before the date of appointment.
- g. The copy of this letter duly signed by you, has to be mandatorily submitted on the date of joining,

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OF ENGINEERING AND TECHNOLOGY
PONMAR, CHENNAI 600127

Registered Office:

Wipro Limited
Doddakannelli
Sarjapur Road
Bengaluru 560 035
India

T : +91 (80) 2844 0011
F : +91 (80) 2844 0054
E : info@wipro.com
W : wipro.com

C : L32102KA1945PLC020800

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12. Pre Joining Program (PJP):

During the time period between your offer and onboarding, the Company will provide you an online, self-directed learning opportunity through a Pre Joining Program(PJP). You will be given a specific technology track to learn and we urge you to utilize this opportunity to gain hands-on experience so as to enable you to obtain a suitable project.

Please confirm that the above terms and conditions are acceptable to you and that you accept the appointment by submitting a signed copy of this letter of appointment with your original signature on the date of joining.

Yours sincerely,
For Wipro Limited,

Sunil Kalachar
General Manager – Talent Acquisition

I have read, understood and agree to accept the employment on the terms and conditions herein.

I shall be reporting for duty on ___/___/___

Name: _____

Signature: _____ Date: ___/___/___

Place: _____

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OF ENGINEERING AND TECHNOLOGY
PONMAR, CHENNAI-600127

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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8521021



ANNEXURE III
SALARY OFFER SHEET

Name : Geetha Lakshmi S

Position: Project Engineer

Career Group: TRB - II

You shall receive salary as detailed below.

COMPONENT	AMOUNT (INR)
Basic	11,670
HRA	5,835
Bonus	2,334
Wipro Benefits Plan (WBP)	4,849
Total Fixed Cash	24,688
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
Total Fixed Compensation	27,108
Other Compensation Benefits	
Health benefit (Medical)	600
Variable Pay	
Target Variable Pay	1,459
Target Cost to Company per month	29,167
Total Cost to Company per annum	3,50,004

*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:

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 : L32102KA1945PLC020900

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OF ENGINEERING AND TECHNOLOGY
PONMAR, CHENNAI-600127
8521921



Worksbot Applications Private Limited
Carevoyant Campus, 4th Main Road, 4th
Main Road, Sipcot IT park, Siruseri, Chennai
- 603103
CIN : U72100TN2014PTC094454

Offer Letter

REF : WAPL/JID-223/5919/2019

Date: 3 April 2019

Name : C.Girija

College : Prince Dr.K.Vasudevan College of Engineering and Technology

Dear C.Girija,

Congratulations!

We are pleased to Offer you employment at **Worksbot Applications Pvt Ltd**. We feel that your skills and background will be valuable assets to our team. Further to our discussion and the subsequent Interviews, you have been selected as **“Software Engineer Trainee”**.

After successful completion of performance evaluation of the project at the end of your probation period your Annual Total Compensation ranges from INR 3,60,000PA(Three Lakhs Sixty Thousand only). After your probation period, you will be appointed as permanent employee as per the company norms.


Your services are transferable and you can be seconded or deputed by the company in any operation/ projects or any other establishment in India, at the sole discretion of the management. If found insubordination during your probation period and gross negligence of duties for which you are making yourself liable for necessary action or corrective action up to and include discharge.

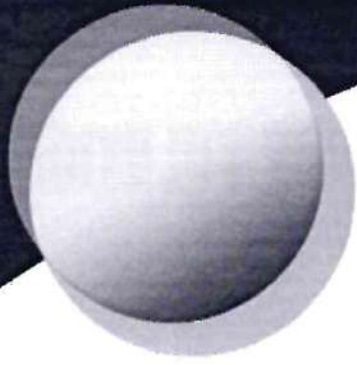
We will inform you the D.O.J after completing your probation period. At the time of joining please submit the photocopy of following documents (Educational documents, 5 Passport size photograph, Address proof and Id proof (Aadhaar Card, PAN Card)).

Regards,




Murali T
Head - Human Resource


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



MAYUKAM TECHNOLOGY SOLUTIONS PVT LTD

Date: 14-May-2019

B.Harini
Chennai

Letter of Offer

Dear Harini,

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

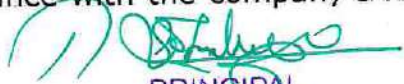
You would be designated as Associate Software Engineer.

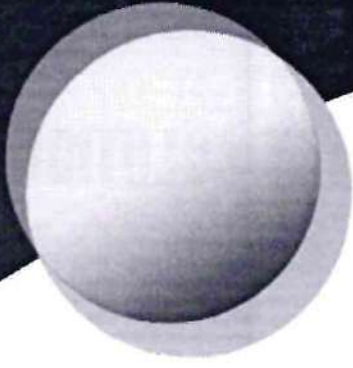
REPORTING / POSTING

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.


PRINCIPAL
PRINCE Dr. K. VASUDEVAN
OF ENGINEERING AND TECHNOLOGY
PONMAGALURU 62127



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 03-Jun-2019. 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

15th June 2019

Ms. Iswariya M S,
B/5, M.A.V Royal Squares,
2nd Bajanai Koil Street,
Sembakkam, Chennai
Tamilnadu - 600074.

Dear Iswariya,

Thank you for the keen interest you have shown in our organization. Consequent to your application and the subsequent discussions you had with us, we are pleased to inform that it has been decided to make you an offer for a career with **Sensiple Software Solutions Pvt. Ltd.** as **Trainee** in the Band E & E1. Please accept our heartiest congratulations and we welcome you to our pursuit of excellence.

Sensiple considers all its employees as Associates in constant endeavor to achieve and surpass our collective goals.

You are required to join the services of the Company by **17th June 2019**. We shall appreciate your confirmation of the above offer on or before **16th June 2019** Non-acceptance before the stipulated date shall make this offer redundant automatically.

Compensation Rs. 2,40,000 /- Per Annum the compensation will be subject to taxes and other deductions as per Indian tax statutes. (If applicable). The detailed salary structure given below.

On the date of joining, you would need to submit the photocopies of the following documents. Your appointment will be effective on submission of the requisite documents mentioned below.

1. All Educational / Technical certificates beginning with tenth standard
2. Current and Previous Employment Experience & Relieving letters (if applicable)
3. ID Proof (PAN Card / Aadhaar Card / Driving License)
4. Proof of Address and Date of Birth
5. Passport
6. Photo as Per B1- Visa Specification (3 Nos.)

Please do bring the original testimonials for verification.

You are also requested to be in possession of a valid passport at the time of joining. In case, you are not in possession of the same, please arrange to get the same at the earliest.



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OF ENGINEERING AND TECHNOLOGY
PONMAR, CHENNAI-600127

Salary Break – Up

Component	Amount	
	Per Month INR	Per Annum INR
Fixed CTC		
Basic	7,600	91,200
HRA	2,000	24,000
Other Taxable Allowances	7,600	91,200
Employer PF	1,800	21,600
Total Fixed CTC	19,000	2,28,000
Performance Based Variable CTC	NA	12,000
Total Annual CTC	NA	2,40,000
Deductions		
PF Employee	1,800	21,600
ESIC Deduction	301	3,612
Income Tax Deduction	As Applicable	
** Year - End Performance Bonus is not payable on prorata basis in the event of employee leaving the organization prior to the completion of the Performance review cycle		
All personal tax liability arising out of compensation and joining expense (if Any) will be borne solely by the employee		

Benefits in addition to the CTC above are:

1. Medical Insurance up to Rs.1, 50,000/- PA for the employee, spouse and two kids.
2. Group personal accident coverage of Rs.2 lakhs Per Annum.

We appreciate your decision to join this organization. We are sure that you will not only contribute in your field of expertise but also be a key part of the overall growth at Sensible Software Pvt. Ltd.

We are sure together we will make it happen.

For Sensible Software Solutions Pvt. Ltd.



Senthil Kumar Prabhakaran
 Director – Human Resources



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



Jagadish M
No. 4, Pudhu Nagar,
Senthangudi,
Mayiladuthurai – 609 001

Dated 06th May 2019

Dear Jagadish,

We are pleased to appoint you in our organisation as Software Developer Trainee.

1. Date of Appointment: Your appointment is effective from the date of joining, which shall not be later than 03rd June 2019.

2. Compensation: You will be paid a gross salary of Rs. 2,52,360/- (Rupees Two Lakhs Fifty Two Thousand Three Hundred and Sixty only) per annum.

3. Probation: You be in probation for the first 6 Months in employment after which you will be confirmed based on your performance.

4. Location: You will be based at Chennai and you may be relocated to any place in or outside Chennai for business reasons. If you are relocated to a place outside Chennai, you will be paid an additional allowance, at the discretion of the management, towards living expenses.

5. Responsibilities: You will diligently carry out, to the best of your ability, all such duties and responsibilities as may be entrusted to you from time to time and you shall not engage yourself either directly or indirectly in any other employment, business or occupation. You must effectively perform to ensure results and will be expected to work extra hours to achieve this whenever the job so requires.

6. Holidays & Leaves:


Paid Casual Leave: The entitlement is based on continuity of your service. Other terms and conditions will be applicable to you as per the prevailing policy.

Holidays: You will be provided 10 holidays in a year which may consist of fixed days of holidays and flexible religious holidays and may be availed as per the policy in force.

Octoze Technologies (P) Ltd.
92, 1st Main road,
Chandrasekar Avenue
Okkiyam, Thoraipakkam
Chennai – 600 097

Phone: (91) (44) 24662582
Email: support@octoze.com
www.octoze.com

Registered Address: 11 Sriram Nagar Main Rd., Thiruvanniyur, Chennai – 600 041


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



7. Confidential Information: You will not at any time without the Consent of the undersigned disclose or divulge or make public except on legal obligations any information regarding the organisation's affairs or administration or research carried out whether the same may be confined to you or become known to you in the course of your service or otherwise.

8. Protection of interest: Any discovery, invention, improvement, adaptation or variation of designs, drawings, processes, methods, material specifications, etc., which will be a result of your working in the organisation or its associates, or which you may come to know in the course of your employment, more specifically in relation to the engineering or technology used or adopted by the organisation, shall be the property of the organisation. You shall treat the above information or data in connection with any work done in the Organisation in strict confidence. You shall not use, give or sell any or all of the information to any other person or firm for exploitation, for gain or otherwise.

9. On separation: On termination of the contract you will immediately give up, before you are relieved all correspondence, specifications, formulae, books, documents, cost, data, literature, drawings, effects or records, etc. belonging to the organisation or relating to its business and shall not make or retain any copies of these items.

10. Competitive Business: In the event of your leaving the services of the organisation for whatever reasons, you shall not engage yourself in any competitive business directly or indirectly, for a period of one year from the date of leaving.

11. Resignation/Termination: You have to give two months notice if you decide to resign. If the employer decides to terminate for any other reason other than performance or breach of confidentiality a notice of one month would be given. If the employer decides to terminate for reasons of non-performance or breach of confidentiality no notice would be given.

The above terms and conditions are subject to organisation policy. Please confirm that the above terms are acceptable to you by signing a copy of this letter.

Mouli kumar C
Director

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

Name: Jagadish M

Date: 14.05.19

Signature: 

Octoze Technologies (P) Ltd.
92, 1st Main road,
Chandrasekar Avenue
Okkiyam, Thoraipakkam
Chennai – 600 097

Phone: (91) (44) 24662582
Email: support@octoze.com
www.octoze.com

Registered Address: 11 Sriram Nagar Main Rd., Thiruvanimiyur, Chennai – 600 041



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OF ENGINEERING AND TECHNOLOGY
PONMAR, CHENNAI-600127



ANNEXURE I

Name: Jagadish M

Designation: Software Developer Trainee

Appointment Dated: 03rd June 2019


The following is the annual salary structure.

Head	Amount
Basic	Rs. 1,08,842
HRA	Rs. 34,649
Standard Allowance	Rs. 26,122
Special Allowance	Rs. 11,791
Total CTC	Rs. 1,81,404

Octoze Technologies (P) Ltd.
92, 1st Main road,
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Okkiyam, Thoraipakkam
Chennai – 600 097

Phone: (91) (44) 24662582
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www.octoze.com

Registered Address: 11 Sriram Nagar Main Rd., Thiruvanmiyur, Chennai – 600 041


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

Technojinn

No.89/2, Karungalpatti Main Road,
Gugai, Salem - 636 006. Tamil Nadu
Cell : 93611 41031

07-March-2019

To

Karthick V

Prince Dr. K. Vasudevan College of Engineering and Technology
Chennai

Dear **Karthick**,

It was a pleasure meeting you to explore your career opportunity with Technojinn Solutions.

Based on our discussion, we are pleased to offer you the position of Software Engineer Trainee. The CTC (Cost to Company) offered to you will be **Rs. 2,50,000/-** (CTC Two Lakhs Fifty Thousand Only) per annum. The details of the terms and conditions of the offer of employment are detailed in the enclosed annexure.

Welcome to Technojinn Family!

Technojinn Solutions is a fast-growing Software Development, Services and Products Company. In our endeavour to achieve and exceed our goals, we look for professionals like you who would partner the further growth of the Organization. Our work environment encourages people to fulfil their career and professional aspirations in tandem with the organizational goals. We are confident that with your skills, competencies, and capabilities you would be an invaluable addition to the team.

Please confirm your acceptance by duly signing the duplicate copy of this letter. We will appreciate you joining us in our office on or before **31-May-2019**.

Yours Sincerely,
For Technojinn Solutions,



Sowmiya Ravi
HR Specialist




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

Technojinn

No.89/2, Karungalpatti Main Road,
Gugai, Salem - 636 006. Tamil Nadu
Cell : 93611 41031

Annexure 1

Name: Karthick V	Effective Date: 31-May-2019	
Designation: Software Engineer Trainee		
	Amount in Rs.	
(A) Monthly Components	Monthly	Yearly
Basic Pay	6,250	75,000
HRA	3,750	45,000
Conveyance allowance	1,600	19,200
Medical Allowance	1,250	15,000
Special Allowance	4,086	49,026
Monthly Gross	16,936	203,226
(B) Other Benefits		
*PF Employers Contribution (including charges)	1,714	20,568
ESI Employers Contribution	550	6,600
Gratuity with Life Insurance Premium	300	3,606
**Other Allowances (Medical & Internet)	1,333	16,000
Total Cost to Company (CTC) (A+B)	20,833	250,000
Employee's Deductions during the year		
PF Employee's contribution	1,582	18,987
ESI Employee's contribution	127	1,523
***Professional Tax	208	2,496


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

20th March 2019

Intent to Offer

This Offer / Letter of Intent is valid for 6 weeks from the date of issuance.

Dear Keerthika P,
Syntellect ID: SBE1910231

Congratulations!

We are pleased to record this intent to offer for the position **Associate Consultant (AC1)** 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 company 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/Diploma/Post-Graduate** program within the stipulated period of 8 semesters / 6 semesters as the case may be, with a minimum percentage of **60%**; and no standing backlogs.
- 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.



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

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.

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 job training to our satisfaction, your appointment stands cancelled. That the intent of on-boarding will automatically expire if the candidate fails to respond to this Letter of Intent in writing/e-mail on or before the end of **5 days** 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. Some of the foundation skills on which you need to brush up your concept are attached here as part of Annexure B. We take this opportunity to welcome you into Company family and look forward to a very fruitful association with you.

Yours Sincerely,

For Syntel Pvt. Ltd,



Adarsh Krishna
Head - Global Recruitment



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

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


Signature

Encl: Annexure

ANNEXURE A

SALARY DISTRIBUTION

Name : Keerthika P			
Designation : Associate Consultant	-		
Band : AC1	-		
Pay and Allowances	%	Monthly	Yearly
Basic Pay (A)	40%	9,033	108,400
HRA (B)	50%	4,517	54,200
Meal Allowance (CC)	-	1,500	18,000
Special Allowance (D)	-	2,830	33,960
City Allowance (EE)	-	903	10,840
Bonus (F)	-	2,000	24,000
Co.'s Contribution to PF (G)	-	1,800	21,600
Transport Expenses	-	1,600	19,200
Medical Reimbursement Expenses	-	1,250	15,000
	-		
Sub-Total - I (H)	100%	25,433	305,200
	-		
Reimbursements and Other Benefits	-		
Leave Travel Assistance	-	400	4,800
Sub-Total - II	-	400	4,800
	-		
Total Compensation (I + II)	-	25,833	310,000


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

Technojinn

No.89/2, Karungalpatti Main Road,
Gugai, Salem - 636 006. Tamil Nadu
Cell : 93611 41031

14-March-2019

To

Kiruthika A

Prince Dr. K. Vasudevan College of Engineering and Technology
Chennai

Dear **Kiruthika**,

It was a pleasure meeting you to explore your career opportunity with Technojinn Solutions.

Based on our discussion, we are pleased to offer you the position of Software Engineer Trainee. The CTC (Cost to Company) offered to you will be **Rs. 2,50,000/-** (CTC Two Lakhs Fifty Thousand Only) per annum. The details of the terms and conditions of the offer of employment are detailed in the enclosed annexure.

Welcome to Technojinn Family!

Technojinn Solutions is a fast-growing Software Development, Services and Products Company. In our endeavour to achieve and exceed our goals, we look for professionals like you who would partner the further growth of the Organization. Our work environment encourages people to fulfil their career and professional aspirations in tandem with the organizational goals. We are confident that with your skills, competencies, and capabilities you would be an invaluable addition to the team.

Please confirm your acceptance by duly signing the duplicate copy of this letter. We will appreciate you joining us in our office on or before **31-May-2019**.

Yours Sincerely,
For Technojinn Solutions,



Sowmiya Ravi
HR Specialist



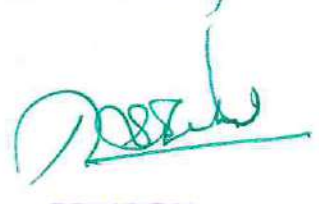
PRINCIPAL
PRINCE Dr. K. VASUDEVAN COLLEGE
OF ENGINEERING AND TECHNOLOGY
PONMAR, CHENNAI-600127

Technojinn

No.89/2, Karungalpatti Main Road,
Gugai, Salem - 636 006. Tamil Nadu
Cell : 93611 41031

Annexure I

Name: Kiruthika A	Effective Date: 31-May-2019	
Designation: Software Engineer Trainee		
	Amount in Rs.	
(A)Monthly Components	Monthly	Yearly
Basic Pay	6,250	75,000
HRA	3,750	45,000
Conveyance allowance	1,600	19,200
Medical Allowance	1,250	15,000
Special Allowance	4,086	49,026
Monthly Gross	16,936	203,226
(B) Other Benefits		
*PF Employers Contribution (including charges)	1,714	20,568
ESI Employers Contribution	550	6,600
Gratuity with Life Insurance Premium	300	3,606
**Other Allowances (Medical & Internet)	1,333	16,000
Total Cost to Company (CTC) (A+B)	20,833	250,000
Employee's Deductions during the year		
PF Employee's contribution	1,582	18,987
ESI Employee's contribution	127	1,523
***Professional Tax	208	2,496


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



MAYUKAM TECHNOLOGY SOLUTIONS PVT LTD

Date: 14-May-2019

S. Kowsalya
Chennai

Letter of Offer

Dear Kowsalya,

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.

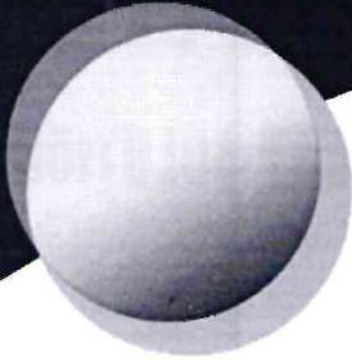
REPORTING / POSTING

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.


PRINCIPAL
PRINCE Dr. K. VASUDEVAN CO
OF ENGINEERING AND
PONMAR



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 03-Jun-2019. 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-600066

MAYUKAM TECHNOLOGY SOLUTIONS PVT LTD

Date: 14-May-2019

M. Krithika
Chennai

Letter of Offer

Dear Krithika,

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.


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



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

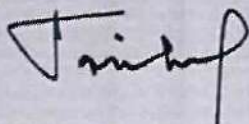
This offer is valid for acceptance within 2 weeks from the date of issuance.

APPOINTMENT

The appointment will be effective from the date 03-Jun-2019. 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,

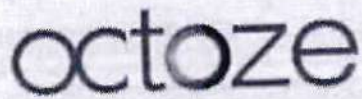


HR – Head

Mayukkam Technology Solutions Pvt Ltd



PRINCIPAL
PRINCE Dr. K. VASUDEVAN COLLEGE
OF ENGINEERING AND TECHNOLOGY
PONMAR, CHENNAI-600



Lokesh S
No31, Joseph Street,
Near Madha Kovil,
Kelambakkam – 603 103

Dated 06th May 2019

Dear Lokesh,

We are pleased to appoint you in our organisation as Software Developer Trainee.

1. Date of Appointment: Your appointment is effective from the date of joining, which shall not be later than 03rd June 2019.

2. Compensation: You will be paid a gross salary of Rs. 2,52,360/- (Rupees Two Lakhs Fifty Two Thousand Three Hundred and Sixty only) per annum.

3. Probation: You be in probation for the first 6 Months in employment after which you will be confirmed based on your performance.

4. Location: You will be based at Chennai and you may be relocated to any place in or outside Chennai for business reasons. If you are relocated to a place outside Chennai, you will be paid an additional allowance, at the discretion of the management, towards living expenses.

5. Responsibilities: You will diligently carry out, to the best of your ability, all such duties and responsibilities as may be entrusted to you from time to time and you shall not engage yourself either directly or indirectly in any other employment, business or occupation. You must effectively perform to ensure results and will be expected to work extra hours to achieve this whenever the job so requires.

6. Holidays & Leaves:

Paid Casual Leave: The entitlement is based on continuity of your service. Other terms and conditions will be applicable to you as per the prevailing policy.

Holidays: You will be provided 10 holidays in a year which may consist of fixed days of holidays and flexible religious holidays and may be availed as per the policy in force.

Octoze Technologies (P) Ltd.
92, 1st Main road,
Chandrasekar Avenue
Okkiyam, Thoraiakkam
Chennai – 600 097

PRINCIPAL
PRINCE Dr. K. VASUDEVAN COLLEGE
OF ENGINEERING AND TECHNOLOGY
POMMAR, CHENNAI-600127
Phone: (91) (44) 24662562
Email: support@octoze.com
www.octoze.com

7. Confidential Information: You will not at any time without the Consent of the undersigned disclose or divulge or make public except on legal obligations any information regarding the organisation's affairs or administration or research carried out whether the same may be confined to you or become known to you in the course of your service or otherwise.

8. Protection of interest: Any discovery, invention, improvement, adaptation or variation of designs, drawings, processes, methods, material specifications, etc., which will be a result of your working in the organisation or its associates, or which you may come to know in the course of your employment, more specifically in relation to the engineering or technology used or adopted by the organisation, shall be the property of the organisation. You shall treat the above information or data in connection with any work done in the Organisation in strict confidence. You shall not use, give or sell any or all of the information to any other person or firm for exploitation, for gain or otherwise.

9. On separation: On termination of the contract you will immediately give up, before you are relieved all correspondence, specifications, formulae, books, documents, cost, data, literature, drawings, effects or records, etc. belonging to the organisation or relating to its business and shall not make or retain any copies of these items.

10. Competitive Business: In the event of your leaving the services of the organisation for whatever reasons, you shall not engage yourself in any competitive business directly or indirectly, for a period of one year from the date of leaving.

11. Resignation/Termination: You have to give two months notice if you decide to resign. If the employer decides to terminate for any other reason other than performance or breach of confidentiality a notice of one month would be given. If the employer decides to terminate for reasons of non-performance or breach of confidentiality no notice would be given.

The above terms and conditions are subject to organisation policy. Please confirm that the above terms are acceptable to you by signing a copy of this letter.

Mouli kumar C
Director

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

Name: Lokesh S

Date: 16.05.2019

Signature:.....

Octoze Technologies (P) Ltd.
92, 1st Main road,
Chandrasekar Avenue
Okkiyam, Thoraipakkam
Chennai - 600 097

Phone: (91) (44) 24662582
Email: support@octoze.com
www.octoze.com



PRINCIPAL

Registered Address: 11 Sriram Nagar Main Rd., Thiruvanniyur, Chennai

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OF ENGINEERING AND TECHNOLOGY
PONMAR, CHENNAI-600127

ANNEXURE I

Name: Lokesh S


Designation: Software Developer Trainee

Appointment Dated: 03rd June 2019

The following is the annual salary structure.

Head	Amount
Basic	Rs. 1,08,842
HRA	Rs. 34,649
Standard Allowance	Rs. 26,122
Special Allowance	Rs. 11,791
Total CTC	Rs. 1,81,404

Octoze Technologies (P) Ltd.
92, 1st Main road,
Chandrasekar Avenue
Okkiyam, Thoraipakkam
Chennai – 600 097


PRINCIPAL
PRINCE DINKASUDEWAN COLLEGE
OF ENGINEERING AND TECHNOLOGY
PONDICHERRY
CHENNAI - 600127

26-Feb-2019

Dear Manimazhi P
B.Tech/B.E., Computer Science & Engineering
Prince Dr.K.Vasudevan College of Engineering and Technology

Candidate ID – 13002014

In continuation to our discussions, we are pleased to offer you the role of **Programmer Analyst Trainee** in **Cognizant Technology Solutions India Private Limited ("Cognizant")**.

During your probation period of 12 months, which includes your training program, you are entitled to an Annual Total Remuneration (ATR) of **Rs.338,005/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs.21,005/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity. The break up is presented in **Annexure A**.

On successful completion of the probation period, clearing the required training assessments and subject to you being part of a delivery project, your annual Total Remuneration (ATR) would stand revised to **Rs.383,755/-**. This includes an annual incentive indication of **Rs.20,000/-** as well as Cognizant's contribution of **Rs. 21,755/-** towards benefits such as Medical, Accident, Life Insurance and Gratuity.

Your appointment will be governed by the terms and conditions of employment presented in **Annexure B**. You will also be governed by the other rules, regulations and practices in vogue and those that may change from time to time. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

Cognizant is keen that there is a secure environment for clients and internally too. You are required to be registered with the National Skills Registry (NSR) and provide the ITPIN while joining the organization. Please refer Annexure B for more details.

Please note

- This appointment is subject to satisfactory professional reference checks and you securing a minimum of 60% aggregate (all subjects taken into consideration) with no standing arrears in your Graduation/Post-Graduation.
- Prior to commencing employment with Cognizant you must provide Cognizant with evidence of your right to work in India and other such documents as Cognizant may request.

We look forward to you joining us. Should you have any further questions or clarifications, please log into <https://campus2.cognizant.com>

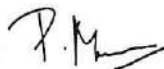
Yours sincerely,
For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu
Global Head-Talent Acquisition

I have read the offer, understood and accept the above mentioned terms and conditions.

Signature:



Date: 2.3.19



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Gugai, Salem - 636 006. Tamil Nadu
Cell : 93611 41031

14-March-2019

To

Nithya K
Prince Dr. K. Vasudevan College of Engineering and Technology
Chennai

Dear **Nithya**,

It was a pleasure meeting you to explore your career opportunity with Technojinn Solutions.

Based on our discussion, we are pleased to offer you the position of Software Engineer Trainee. The CTC (Cost to Company) offered to you will be **Rs. 2,50,000/-** (CTC Two Lakhs Fifty Thousand Only) per annum. The details of the terms and conditions of the offer of employment are detailed in the enclosed annexure.

Welcome to Technojinn Family!

Technojinn Solutions is a fast-growing Software Development, Services and Products Company. In our endeavour to achieve and exceed our goals, we look for professionals like you who would partner the further growth of the Organization. Our work environment encourages people to fulfil their career and professional aspirations in tandem with the organizational goals. We are confident that with your skills, competencies, and capabilities you would be an invaluable addition to the team.

Please confirm your acceptance by duly signing the duplicate copy of this letter. We will appreciate you joining us in our office on or before **31-May-2019**.

Yours Sincerely,
For Technojinn Solutions,



Sowmiya Ravi
HR Specialist



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PONMAR, CHENNAI-600127

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No.89/2, Karungalpatti Main Road,
Gugai, Salem - 636 006. Tamil Nadu
Cell : 93611 41031

Annexure 1

Name: Nithya K	Effective Date: 31-May-2019	
Designation: Software Engineer Trainee		
	Amount in Rs.	
(A) Monthly Components	Monthly	Yearly
Basic Pay	6,250	75,000
HRA	3,750	45,000
Conveyance allowance	1,600	19,200
Medical Allowance	1,250	15,000
Special Allowance	4,086	49,026
Monthly Gross	16,936	203,226
(B) Other Benefits		
*PF Employers Contribution (including charges)	1,714	20,568
ESI Employers Contribution	550	6,600
Gratuity with Life Insurance Premium	300	3,606
**Other Allowances (Medical & Internet)	1,333	16,000
Total Cost to Company (CTC) (A+B)	20,833	250,000
Employee's Deductions during the year		
PF Employee's contribution	1,582	18,987
ESI Employee's contribution	127	1,523
***Professional Tax	208	2,496



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Ref No:OL/THBS/0251/18
Feb 04, 2019

Private & Confidential

Ms.Nivedha D
Chennai

Dear Nivedha,

With reference to the discussions you have had with us, we are pleased to make you an offer for the position of a **Associate Software Engineer - Trainee** at **Torry Harris Business Solutions (THBS)**; Bangalore, India.

THBS is a global software company with presence in Europe, Far East, India, Middle East and USA. Our goal is to be an Industry leader with a reputation for excellence, focus on quality and our emphasis on absolute customer satisfaction. As we endeavor to expand our business in the international markets, we are keen to have you on board.

We believe that THBS can offer you the right mix of professional growth, leadership opportunities, business experience and financial gains over the long term. The career growth potential for you is tremendous and you will have the unique satisfaction of influencing and building a leading software company.

Your **Gross Salary** will be **Rs. 350,000/- (Rupees Three Lakh Fifty Thousand Only)** per annum. You will be entitled for a **Performance Linked Pay** of up to **Rs. 50,000/- (Rupees Fifty Thousand Only)** per annum, payable as per the Performance Linked Pay Policy.

You will be on **Probation** for a period of **6 (Six)** months from the date of joining. A performance review will be done as per the Company's policy for confirmation.

Your appointment is conditional upon you being certified medically fit by a registered medical practitioner and is contingent upon the successful completion of a background investigation process.

THBS also reserves the right to withdraw this offer made to you even after the acceptance of such an offer by you; if THBS becomes aware of any material information that may have been concealed or misrepresented by you at the time this offer was made.

This is only an offer letter and does not entitle you for an appointment. On completion of all the joining formalities and fulfilling all documentation requirements, you will be formally appointed and inducted into the organization. On successful completion of your training, you will be posted in any location of THBS depending on the requirement of the projects. This will be informed to you on completion of your training.


You are requested to return the duplicate copy of this offer duly signed to indicate your acceptance of the compensation package and employment with your reporting date and time will be communicated via Email.

At the time of joining, it is a **mandatory requirement** for you to submit the following documents:

- Four recent passport size photographs
- Photocopies of all relevant educational certificates and mark sheets starting from Grade X
- Photocopies of all the pages of your passport or driving license or voter ID card

Looking forward to having you on board!

For Torry Harris Business Solutions (P) Ltd,



G. Shivdayal Charan
Manager - HRD

Accepted By:



Nivedha
Date: 15.02.2019



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PONMAR, CHENNAI-600127



SUTHERLAND

June 21, 2019

Dear **Padmarathika P C,**

Congratulations! We welcome you to the family of Sutherland!

With reference to the discussions you had with us, we are pleased to make an Offer of Employment with us as **Associate-CS Internet** in the Company. Please note that this position is pending a favorable background verification and reference check. You are requested to join us **on or before June 21, 2019 on the following terms and conditions.**

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

Your emoluments by way of Annual Cost to the Company is **Rs.215,000.00** /- per annum (Rupees Two Lakhs Fifteen Thousand Only), the details of which are given in the annexure of the appointment letter.

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

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

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

This is a contract for employment at will. You would be on probation for a period of 6 months and either party can terminate this contract of employment in 15 days advance notice or pay salary in lieu of the same to the other party. On completion of 6 months, your services will be deemed to be confirmed automatically unless informed otherwise in writing. On confirmation, either party can terminate this contract for employment by giving 60 days advance notice or pay salary in lieu of the same to the other party. You understand and agree that if you do not complete the notice period the Company may be subject to losses or irreparable damages. Hence, the Company may, at its sole discretion, reject payment in lieu of notice period, and require you to complete the notice period in accordance with the employment contract, including any changes/amendments to the notice period, duly communicated to you without you having objected to the same within one month of such communication. If you fail to do so, the Company shall be entitled to sue you for specific performance of the contract as also claim ascertained damages.

The company reserves the right to terminate your employment on grounds of unauthorized absence from duty, non-performance, misconduct, fraud, negligence, theft, willful violation of the company rules, misappropriation, imprisonment or censure by a court of law or as it may deem fit in the instant case and

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OF ENGINEERING AND TECHNOLOGY
PONMAR, CHENNAI-600127

Sincerely,
For Sutherland

ShivKumar Ganapathi

I have read the contents of this letter and accept the offer of employment with the terms and conditions mentioned above and the enclosed annexures.

Offer electronically accepted by: Padmarathika P C
Offer electronically accepted on: Jun 21, 2019, 8:23 PM GMT+05:30



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OF ENGINEERING AND TECHNOLOGY
PONMAR, CHENNAI-600127



Worksbot Applications Private Limited
Carevoyant Campus, 4th Main Road, 4th
Main Road, Sipcot IT park, Siruseri, Chennai
- 603103
CIN : U72100TN2014PTC094454

Offer Letter

REF : WAPL/JID-223/5823/2019

Date: 3 April 2019

Name : K.Padmavathy

College : Prince Dr.K.Vasudevan College of Engineering and Technology

Dear K.Padmavathy,

Congratulations!

We are pleased to Offer you employment at **Worksbot Applications Pvt Ltd**. We feel that your skills and background will be valuable assets to our team. Further to our discussion and the subsequent Interviews, you have been selected as "**Software Engineer Trainee**".

After successful completion of performance evaluation of the project at the end of your probation period your Annual Total Compensation ranges from INR 3,60,000PA(Three Lakhs Sixty Thousand only). After your probation period, you will be appointed as permanent employee as per the company norms.

Your services are transferable and you can be seconded or deputed by the company in any operation/ projects or any other establishment in India, at the sole discretion of the management. If found insubordination during your probation period and gross negligence of duties for which you are making yourself liable for necessary action or corrective action up to and include discharge.

We will inform you the D.O.J after completing your probation period. At the time of joining please submit the photocopy of following documents (Educational documents, 5 Passport size photograph, Address proof and Id proof (Aadhaar Card, PAN Card)).

Regards,

Murali T
Head - Human Resource

Date: December 09, 2018

Ref: LTI/HR/Campus/2019

Name: Pooja M

College: Prince Dr.K.Vasudevan College of Engineering & Technology

OFFER OF EMPLOYMENT

Dear Pooja M,

Welcome to LTI (hereinafter referred as the "Company"). Congratulations on successfully completing our initial selection process and being selected as **Graduate Engineer Trainee**.

During the initial training period of 12 months, your CTC including all benefits will be **Rs.3,50,000/-** as per the details mentioned in '**Annexure-1**'.

You will also be issued a detailed 'Letter of Appointment' at the time of your joining LTI subject to you meeting the eligibility criteria as mentioned in '**Annexure-2**'.

The date of commencement of training and venue for reporting will be intimated to you in advance.

Upon joining and during the training period, you will be continuously appraised and your confirmation is subjected to your performance during this period.

As a part of your transition from campus to corporate world, you may be engaged in various learning and development programs prior to your joining LTI. You are therefore requested to complete the LTI training which will be communicated to you separately. LTI has made significant investments into these learning and development programs for your professional development and therefore would urge you to actively participate in the trainings and complete them with at least the minimum score required. The evaluations of your performance in these trainings will be used to allocate you on various projects and the results would also impact your date of joining. If you do not get the minimum score required, you will be asked to reappear for the training assessments prior to your date of joining.

TERMS AND CONDITIONS

1. Increments and Promotions

Your performance and contribution to LTI will be an important consideration for your salary increments, promotions and your career progressions which is subject to Company's policy and guidelines in force.

2. Overseas Deputation/International Assignment

It would be to your advantage to possess a valid passport and driving license. In case you do not already have one, you are required to apply for the same at your own expense.

Based on the business requirements and your performance, you may be given an International Assignment subjected to the guidelines defined by the Company.

3. Documents


Your offer is subject to you submitting all the mandatory documents at the time of joining, the details of which will be intimated to you prior to your joining LTI. You may also need to submit other such documents as Company deems fit from time to time.



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ANNEXURE-1

Name : Pooja M	Date : December 09, 2018	
Salary Grade : GET(I)		
Components	Rs. p.a.	Rs. p.m.
Basic		15,000
Bouquet of Benefits		11,300
A. Base Salary (PA)	315,602	26,300
Annual Incentive	0	
B. Total Variable (PA)	0	
C. Total Target Cash (A+B)	315,602	
Provident Fund (PF)	21,600	1,800
Gratuity	8,664	722
Mediclaime Premium	4,140	
D. Retirals & Other Benefits	34,398	
Cost to Company (CTC) C+D	350,000	


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Gugai, Salem - 636 006. Tamil Nadu
Cell : 93611 41031

07-March-2019

To

Pooja Sree S

Prince Dr. K. Vasudevan College of Engineering and Technology
Chennai

Dear **Pooja Sree**,

It was a pleasure meeting you to explore your career opportunity with Technojinn Solutions.

Based on our discussion, we are pleased to offer you the position of Software Engineer Trainee. The CTC (Cost to Company) offered to you will be **Rs. 2,50,000/-** [CTC Two Lakhs Fifty Thousand Only] per annum. The details of the terms and conditions of the offer of employment are detailed in the enclosed annexure.

Welcome to Technojinn Family!

Technojinn Solutions is a fast-growing Software Development, Services and Products Company. In our endeavour to achieve and exceed our goals, we look for professionals like you who would partner the further growth of the Organization. Our work environment encourages people to fulfil their career and professional aspirations in tandem with the organizational goals. We are confident that with your skills, competencies, and capabilities you would be an invaluable addition to the team.

Please confirm your acceptance by duly signing the duplicate copy of this letter. We will appreciate you joining us in our office on or before **31-May-2019**.

Yours Sincerely,
For Technojinn Solutions,



Sowmiya Ravi
HR Specialist



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PONMAR, CHENNAI-600127

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No.89/2, Karungalpatti Main Road,
Gugai, Salem - 636 006. Tamil Nadu
Cell : 93611 41031

Annexure I

Name: Pooja Sree S	Effective Date: 31-May-2019	
Designation: Software Engineer Trainee		
	Amount in Rs.	
(A) Monthly Components	Monthly	Yearly
Basic Pay	6,250	75,000
HRA	3,750	45,000
Conveyance allowance	1,600	19,200
Medical Allowance	1,250	15,000
Special Allowance	4,086	49,026
Monthly Gross	16,936	203,226
(B) Other Benefits		
*PF Employers Contribution (including charges)	1,714	20,568
ESI Employers Contribution	550	6,600
Gratuity with Life Insurance Premium	300	3,606
**Other Allowances (Medical & internet)	1,333	16,000
Total Cost to Company (CTC) (A+B)	20,833	250,000
Employee's Deductions during the year		
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