

Encl: Annexure

ANNEXURE A

SALARY DISTRIBUTION

Name : Bhavithra 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
PONMAR, CHENNAI-600127

Date:16-Nov-2018

To

Deepak B
CHENNAI

Dear Deepak B,

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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PONMAR, CHENNAI-600127



Deepak B (Nov 20, 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.

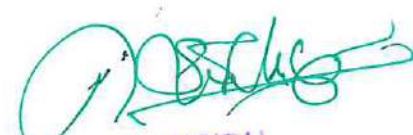
We wish you a long and successful career with Mindtree.

I personally look forward to working with you soon.

Thank you,
For Mindtree Limited




Pankaj Khanna


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

Deepak, B(Nov 21, 2016)

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

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

Your Signature	 Deepak B (Nov 21, 2018)
Your Name in Capital letters	DEEPAK B

Annexure 1**Compensation stack during the Orchard Learning Program (from the date of joining till the date of confirmation)**

Name : Deepak B
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

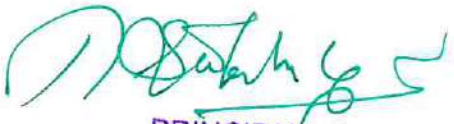
Annexure 2**Compensation stack effective from the date of confirmation**

Name : Deepak B
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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OF ENGINEERING AND TECHNOLOGY
PONMAR, CHENNAI-600127


Deepak B (Nov 21, 2016)

I TECH ELECTRONICS

No.41, Kumar Nagar East, Tirupur - 641 603. ☎ : 0421- 432 4110

January 24, 2019

OFFER LETTER

Dear Devendiran G,

Congratulations! We are glad to offer you the position of Associate Product Developer at our Chennai office in relation to your interview. Also, you must finish your PCB Design certification within three months of joining our team.

Unless otherwise agreed to in writing, we would want you to join our company in the month of May 2019, failing which the offer would be worthless. We would let you know 15 days before your date of joining. Upon joining, you will receive a thorough appointment letter.

Your Compensation will be **2,50,000** per year, and you will be eligible for Health Insurance up to 2,00,000. You will also be entitled to 24 days of paid time off, which you can use at your discretion.

Your key responsibilities will include:

- Developing new products and improving existing products
- Conducting market research to identify customer needs and trends.
- Collaborating with designers and other team members to ensure that products are aesthetically pleasing and meet customer needs.
- Conducting product tests and trials to ensure that products are of the highest quality.
- Creating product specifications, manuals, and other technical documents


Please indicate your acceptance of this offer under the terms described above by returning a signed and dated copy of this letter no later than 5th February 2019 post which the offer stands null & void.

We count on you to take I Tech Electronics to greater heights. Wish you the very best!

Best Regards,



Suraj M
HR Executive

Accepted by:  [Devendiran G]



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

Date:16-Nov-2018

To

Gayathri M
CHENNAI

Dear Gayathri M,

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.

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


Gayathri M (Nov 17 2018)

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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

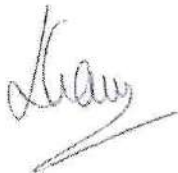
If the above terms and conditions are acceptable, you may confirm your acceptance by digitally signing this offer within 5 days from the date of receipt of this mail and offer document.

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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OF ENGINEERING AND TECHNOLOGY
PONMAR, CHENNAI-600127



Gayathri M (Nov 17, 2018)

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

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

Your Signature	 Gayathri M (Nov 17, 2018)
Your Name in Capital letters	GAYATHRI M

Annexure 1**Compensation stack during the Orchard Learning Program (from the date of joining till the date of confirmation)**

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

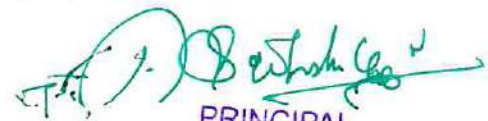
Payment will be after deduction of below amount from the monthly stipend:

- 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 M****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
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Annual Gross	286,008
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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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PRINCE Dr. K. VASUDEVAN COLLEGE
OF ENGINEERING AND TECHNOLOGY
PONMAR, CHENNAI-600127
Gayathri M (Nov 17, 2018)

URJITA ELECTRONICS PRIVATE LIMITED

+91-9446253147

urjitaelectronics@gmail.com

03rd June 2019

Ref: UEPL/7696

APPOINTMENT LETTER

Mr. Hari Prasad R

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

Dear Hari Prasad,

Congratulations! We are pleased to announce that you have been appointed as a Trainee – Product Developer with Urjita Electronics Private Limited in Grade S1 as a result of your campus recruitment for employment with us.

Your total annual CTC salary will be **Rs. 210,000/- (Rupees Two Lakhs Ten Thousand only)**. For the avoidance of doubt, your remuneration information and associated statistics rely on your company's job band and business vertical.


The following are the terms and conditions of our offer to hire you:

1. Date of Commencement:

Your employment with the Company shall commence on **June 10, 2019**.

2. Location:

You will be employed in Chennai, India. However, Urjita Electronics Private Limited reserves the right to transfer or use your services to any of its unit(s), department(s), office(s), work sites, connected or affiliated firms in India or outside India at any time, subject to the terms and conditions in effect at the time of transfer.


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

URJITA ELECTRONICS PRIVATE LIMITED

+91-9446253147

urjitaelectronics@gmail.com

As a token of your acceptance of this offer, kindly email us your acceptance on or before 07th June 2019.

We welcome you to the Urjita Electronics Private Limited family and wish you a rewarding career over the years to come.

Yours sincerely,



HR Manager



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



20-June-2019
Chennai 600 100

Ms. Haripriya B,
Prince Dr.K.Vasudevan College of Engineering and Technology,
Chennai.

Dear Haripriya B,

We refer to the discussion had with us and have pleasure in offering you the position of **Assistant Systems Engineer** in our organization on the following terms & conditions.

1. This offer is based on your profile and performance in the selection process.
2. Date of joining will be **15-Jul-2019**. Your total compensation of **Rs.3,00,000/ (Rupees Three lakhs only)** consists of total fixed pay component & Variable pay. Actual amount of variable pay will be paid based on review conducted half yearly. Please refer details in Annexure - A
3. Kindly confirm your acceptance of this offer through mail. 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.
4. A detailed Appointment letter shall be drawn up and signed after you join our organization.
5. You will be governed by the rules and regulations as applicable to your category of employees.
6. Your employment will be governed by the service rules of the company in force from time to time. you will abide by the rules and regulation of the company, which can be altered by the management as required.
7. You shall maintain confidentiality in terms of salary offered and requested not to disclose nor seek salary details of any employee of the company. If it comes to our notice of any breach of confidentiality, the offer will be withdrawn.
8. If in any case of resigning the job you have to give a prior notice to the organization before 3 months. Details on Notice period will be provided in your appointment letter.

 ..2..
PRINCIPAL

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

Regd & Admin Office : Plot No.119, Survey No. 56/2C/2, Velachery Tambaram Road, Pallikaranai, Chennai - 600 100.

Tel : 91 - 44 - 6666 9600 / 6604 9600 | Web : www.jasmin-infotech.com



-2-

9. Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 70% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable). Graduation and Post-Graduation examination which includes successful completion of your final semester/year without any pending arrears/back logs during the entire course duration.
10. As per our eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.
11. As communicated to you during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University.
12. It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.
13. Your association with us will be subject to a background check in line with our Back ground verification policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.

If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of service without notice.
14. You will be required to promote a safe and healthy workplace. You will undergo medical examination in the first month of joining in any of the labs/hospitals company has recommended and as per business requirements at any time during your tenure with the company. You are requested to disclose serious illness if any certified by a doctor.

..3..

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-4 -

15. At the time of your joining, photocopy of the following documents should be submitted.

Please carry the original copies for verification.

- Standard X and XII mark sheets
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a Postgraduate)
- Birth Certificate/Proof of Age
- Passport [If available or proof of having applied]
- 6 photographs

The original documents listed above will be returned to you after verification.

We welcome you to our organization and hope that your career with us will be mutually beneficial.

As an employee of Jasmin Infotech, you will demonstrate outstanding qualities and results that exceeds our clients' expectations. In addition, we are also committed to providing you with opportunities to learn, grow and stretch to the highest level of your ability and potential.

For Jasmin Infotech Pvt. Ltd.,

Sivasankara Prasad Thupalli
CEO.

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



ANNEXURE – A

Name : Haripriya B
Designation : Assistant Systems Engineer

FIXED COMPENSATION	Per Month	Per annum
BASIC SALARY	13727	164724
HRA	6864	82362
Employer's PF Contribution	1647	19767
Gratuity	618	7413
Group Mediclaim Insurance & PA	895	10740
Fixed pay	23750	285005
Variable Pay		15000

TOTAL COMPENSATION	Per Annum
(Rupees Three lakhs only)	300005

For Jasmin Infotech Pvt. Ltd.,

Sivasankara Prasad Thupalli
CEO.

Note:

Your total compensation consists of total fixed pay component & variable pay. Actual amount of variable pay will be paid based on review conducted half yearly.

Please employee should be active on rolls of organization/should not be serving notice period during the time of payout of variable pay.

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Regd & Admin Office : Plot No.119, Survey No. 56/2C/2, Velachery Tambaram Road, Pallikaranai, Chennai - 600 100.

Tel : 91 - 44 - 6666 9600 / 6604 9600 | Web : www.jasmin-infotech.com

26-February-2019

To

Ms. Kanniyappan H,
12, Madha koil Street,
Bharathi Nagar,
Chennai -73.

Dear Kanniyappan,

It was a pleasure meeting you to explore your career opportunity with Ideas2IT Technology Services Private Limited.

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 Ideas2IT Family!

Ideas2IT Technology Services is 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 located in Chennai on or before **03rd June 2019**.

Yours Sincerely,
For Ideas2IT Technology Services Private Limited,

Gaayathri P. N.

Gaayathri Padmanabhan
HR Specialist

[Signature]

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

Annexure

Name: Kanniyappan H	Effective Date: 03-June-2019
Designation: Software Engineer Trainee	Next Appraisal Date: 03-June-2020

(A) Monthly Components	Amount in Rs.	
	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

* PF Employer contribution might vary based on Government rules.

** **Medical Insurance** Premium amount is only an approximation and may vary based on the age of the insured. The Medical Insurance cover is applicable to the employee in full and dependents partially.

****Internet Reimbursement** will be up to Rs. 500/- per month

*****PT** will be deducted on monthly basis; PT deduction is as per Tamil Nadu Professional Tax Slab.



Venture Lighting India Limited

Plot No. A30, D5, Phase - II, Zone B, Mepz, Tambaram,
Chennai - 600 045. Cell : 93818 53633

12-04-2019

Mr. Kathiresan A R

Prince Dr.K.Vasudevan College of Engineering and Technology

Dear Kathiresan A R,

We are delighted to offer you the position of Electrical Engineer at Venture Lighting India Limited. The detail of your appointment as follows:

Position: Electrical Engineer

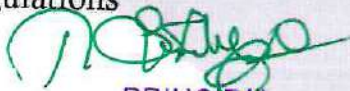
Location: Tambaram, Chennai

Start Date: 20-05-2019.

Salary: **2,70,000** per annum

Your responsibilities as Electrical Engineer will include, but are not limited to:

- Designing, developing, and testing electrical systems and components
- Creating and reviewing technical specifications and drawings
- Conducting feasibility studies and cost analyses
- Collaborating with cross-functional teams to ensure successful project completion.
- Ensuring compliance with industry standards and regulations
- Troubleshooting and providing technical support



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



Venture Lighting India Limited

Plot No. A30, D5, Phase - II, Zone B, Mepz, Tambaram,
Chennai - 600 045. Cell : 93818 53633

Benefits:

- Health, dental, and vision insurance
- Retirement savings plan
- Paid time off and company holidays

To accept this offer, please sign and date this letter and return it to us no later than
15-04-2019.

We look forward to your acceptance of this offer and to having you join our
team.

Sincerely,




Human Resources - Head

I, Kathiresan A. R, accept the offer of employment as described in this letter.

Signature: _____

Date: _____

13-04-2019



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

Date: December 09, 2018

Ref: LTI/HR/Campus/2019

Name: Kaviarasi J

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

OFFER OF EMPLOYMENT

Dear Kaviarasi J,

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.



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

ANNEXURE-1

Name : Kaviarasi J		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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PONMAR, CHENNAI-600127

Venture Lighting India Limited

Plot No. A30, D5, Phase - II, Zone B, Mepz, Tambaram,
Chennai - 600 045. Cell : 93818 53633

12-04-2019

Ms. Kavitha K

Prince Dr.K.Vasudevan College of Engineering and Technology

Dear Kavitha K,

We are delighted to offer you the position of Electrical Engineer at Venture Lighting India Limited. The detail of your appointment as follows:

Position: Electrical Engineer

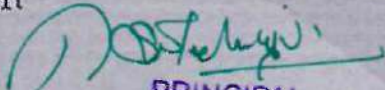
Location: Tambaram, Chennai

Start Date: 20-05-2019.

Salary: **2,70,000** per annum

Your responsibilities as Electrical Engineer will include, but are not limited to:

- Designing, developing, and testing electrical systems and components
- Creating and reviewing technical specifications and drawings
- Conducting feasibility studies and cost analyses
- Collaborating with cross-functional teams to ensure successful project completion.
- Ensuring compliance with industry standards and regulations
- Troubleshooting and providing technical support


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PONMAR, CHENNAI-600127

Venture Lighting India Limited

Plot No. A30, D5, Phase - II, Zone B, Mepz, Tambaram,
Chennai - 600 045. Cell : 93818 53633

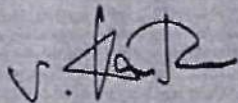
Benefits:

- Health, dental, and vision insurance
- Retirement savings plan
- Paid time off and company holidays

To accept this offer, please sign and date this letter and return it to us no later than 15-04-2019.

We look forward to your acceptance of this offer and to having you join our team.

Sincerely,

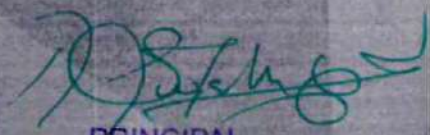


Human Resources - Head

I, Kavitha K, accept the offer of employment as described in this letter.

Signature: 

Date: 12-4-19



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

26-February-2019

To

Mr. **Keerthinarayanan G.**,
4/33, Vayalkarai Street,
Kovilancheri,
Chennai -126.

Dear **Keerthinarayanan G.**,

It was a pleasure meeting you to explore your career opportunity with Ideas2IT Technology Services Private Limited.

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 Ideas2IT Family!

Ideas2IT Technology Services is 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 located in Chennai on or before **03rd June 2019**.

Yours Sincerely,
For Ideas2IT Technology Services Private Limited,

Gaayathri Padmanabhan

Gaayathri Padmanabhan
HR Specialist

Dr. K. Vasudevan

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

Annexure

Name: Keerthinarayanan G	Effective Date: 03-June-2019
Designation: Software Engineer Trainee	Next Appraisal Date: 02-June-2020

(A) Monthly Components	Amount in Rs.	
	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

* PF Employer contribution might vary based on Government rules.

** **Medical Insurance** Premium amount is only an approximation and may vary based on the age of the insured. The Medical Insurance cover is applicable to the employee in full and dependents partially.

****Internet Reimbursement** will be up to Rs. 500/- per month

*****PT** will be deducted on monthly basis; PT deduction is as per Tamil Nadu Professional Tax Slab.


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OF ENGINEERING AND TECHNOL
POMMAR, CHENNAI-600127



20-June-2019
Chennai 600 100

Ms. Manibharathi N,
Prince Dr.K.Vasudevan College of Engineering and Technology,
Chennai.

Dear Manibharathi N,

We refer to the discussion had with us and have pleasure in offering you the position of **Assistant Systems Engineer** in our organization on the following terms & conditions.

1. This offer is based on your profile and performance in the selection process.
2. Date of joining will be **15-Jul-2019**. Your total compensation of **Rs.3,00,000/ (Rupees Three lakhs only)** consists of total fixed pay component & Variable pay. Actual amount of variable pay will be paid based on review conducted half yearly. Please refer details in Annexure - A
3. Kindly confirm your acceptance of this offer through mail. 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.
4. A detailed Appointment letter shall be drawn up and signed after you join our organization.
5. You will be governed by the rules and regulations as applicable to your category of employees.
6. Your employment will be governed by the service rules of the company in force from time to time. you will abide by the rules and regulation of the company, which can be altered by the management as required.
7. You shall maintain confidentiality in terms of salary offered and requested not to disclose nor seek salary details of any employee of the company. If it comes to our notice of any breach of confidentiality, the offer will be withdrawn.
8. If in any case of resigning the job you have to give a prior notice to the organization before 3 months. Details on Notice period will be provided in your appointment letter.

..2..

PRINCIPAL
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OF ENGINEERING AND TECHNOLOGY
PONMAR, CHENNAI-600127

Regd & Admin Office : Plot No.119, Survey No. 56/2C/2, Velachery Tambaram Road, Palikaranai, Chennai - 600 100.


Tel : 91 - 44 - 6666 9600 / 6604 9600 | Web : www.jasmin-infotech.com



-2-

9. Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 70% or above in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable). Graduation and Post-Graduation examination which includes successful completion of your final semester/year without any pending arrears/back logs during the entire course duration.
10. As per our eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.
11. As communicated to you during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University.
12. It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.
13. Your association with us will be subject to a background check in line with our Back ground verification policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining.

If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of service without notice.
14. You will be required to promote a safe and healthy workplace. You will undergo medical examination in the first month of joining in any of the labs/hospitals company has recommended and as per business requirements at any time during your tenure with the company. You are requested to disclose serious illness if any certified by a doctor.


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PONMAR, CHENNAI-600127

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Tel : 91 - 44 - 6666 9600 / 6604 9600 | Web : www.jasmin-infotech.com



-4 -

15. At the time of your joining, photocopy of the following documents should be submitted.

Please carry the original copies for verification.

- Standard X and XII mark sheets
- Degree certificate and mark sheets for all semesters
- Postgraduate degree certificate and mark sheets for all semesters (if you are a Postgraduate)
- Birth Certificate/Proof of Age
- Passport [If available or proof of having applied]
- 6 photographs

The original documents listed above will be returned to you after verification.

We welcome you to our organization and hope that your career with us will be mutually beneficial.

As an employee of Jasmin Infotech, you will demonstrate outstanding qualities and results that exceeds our clients' expectations. In addition, we are also committed to providing you with opportunities to learn, grow and stretch to the highest level of your ability and potential.

For Jasmin Infotech Pvt. Ltd.,

Sivasankara Prasad Thupalli
CEO.

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



ANNEXURE – A

Name : Manibharathi N
Designation : Assistant Systems Engineer

FIXED COMPENSATION	Per Month	Per annum
BASIC SALARY	13727	164724
HRA	6864	82362
Employer's PF Contribution	1647	19767
Gratuity	618	7413
Group Mediclaim Insurance & PA	895	10740
Fixed pay	23750	285005
Variable Pay		15000

TOTAL COMPENSATION	Per Annum
(Rupees Three lakhs only)	300005

For Jasmin Infotech Pvt. Ltd.,

S. Sankar
Sivasankara Prasad Thupalli
CEO.

Note:

Your total compensation consists of total fixed pay component & variable pay. Actual amount of variable pay will be paid based on review conducted half yearly.

Please employee should be active on rolls of organization/should not be serving notice period during the time of payout of variable pay.

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

Regd & Admin Office : Plot No.119, Survey No. 56/2C/2, Velachery Tambaram Road, Pallikaranai, Chennai - 600 100.

Tel : 91 - 44 - 5666 9600 / 6604 9600 | Web : www.jasmin-infotech.com

I TECH ELECTRONICS

No.41, Kumar Nagar East, Tirupur - 641 603. ☎ : 0421- 432 41 10

January 24, 2019

OFFER LETTER

Dear **Manikandan K,**

Congratulations! We are glad to offer you the position of Associate Product Developer at our Chennai office in relation to your interview. Also, you must finish your PCB Design certification within three months of joining our team.

Unless otherwise agreed to in writing, we would want you to join our company in the month of May 2019, failing which the offer would be worthless. We would let you know 15 days before your date of joining. Upon joining, you will receive a thorough appointment letter.

Your Compensation will be **2,50,000** per year, and you will be eligible for Health Insurance up to 2,00,000. You will also be entitled to 24 days of paid time off, which you can use at your discretion.

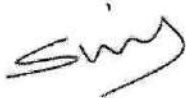
Your key responsibilities will include:

- Developing new products and improving existing products
- Conducting market research to identify customer needs and trends.
- Collaborating with designers and other team members to ensure that products are aesthetically pleasing and meet customer needs.
- Conducting product tests and trials to ensure that products are of the highest quality.
- Creating product specifications, manuals, and other technical documents


Please indicate your acceptance of this offer under the terms described above by returning a signed and dated copy of this letter no later than 5th February 2019 post which the offer stands null & void.

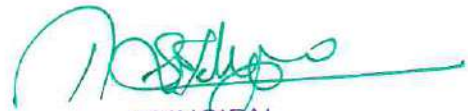
We count on you to take I Tech Electronics to greater heights. Wish you the very best!

Best Regards,



Suraj M
HR Executive

Accepted by:  [Manikandan K]



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

Thales Data Learning Pvt. Ltd

Date: 13-02-2019

Mr. Manikandan S

Chennai

Dear **Manikandan S**,

Subj: Letter of Offer

We appreciate your interest in working for Thales Data Learning Private Limited.

We are glad to extend you an offer as a result of your success in the initial phase of our selection process. This offer is dependent on your performance during the selection process and your profile. You have been chosen to fill the Grade A Software Engineer Trainee position.

Your gross salary including all benefits will be **INR 3,20,000 /-** per annum, as per the terms and conditions set out herein.

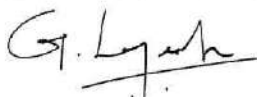
Please acknowledge with your signature to formally accept this offer. This offer will automatically be withdrawn if it is not accepted within 7 days, at which point it will be assumed that you are not interested in the position.

After you accept this offer, you will be given a joining letter indicating the details of your joining 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.

At the time of joining, you are requested to bring the following documents without fail.

1. Copies of All Certificates in proof of your age, Qualification and experience.
2. Four number of passport size photo.
3. Medical Fitness Certificate.
4. Copy of any document like Driving license/ voter ID/ passport/ Ration card/ Aadhar Card in proof of your residence.
5. A photocopy of your pancard.

Thanking you,
Thales Data Learning Private Limited



Director



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

I TECH ELECTRONICS

No.41, Kumar Nagar East, Tirupur - 641 603. ☎ : 0421- 432 4110

January 24, 2019

OFFER LETTER

Dear Nanda M J,

Congratulations! We are glad to offer you the position of Associate Product Developer at our Chennai office in relation to your interview. Also, you must finish your PCB Design certification within three months of joining our team.

Unless otherwise agreed to in writing, we would want you to join our company in the month of May 2019, failing which the offer would be worthless. We would let you know 15 days before your date of joining. Upon joining, you will receive a thorough appointment letter.

Your Compensation will be 2,50,000 per year, and you will be eligible for Health Insurance up to 2,00,000. You will also be entitled to 24 days of paid time off, which you can use at your discretion.

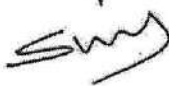
Your key responsibilities will include:

- Developing new products and improving existing products
- Conducting market research to identify customer needs and trends.
- Collaborating with designers and other team members to ensure that products are aesthetically pleasing and meet customer needs.
- Conducting product tests and trials to ensure that products are of the highest quality.
- Creating product specifications, manuals, and other technical documents.

Please indicate your acceptance of this offer under the terms described above by returning a signed and dated copy of this letter no later than 5th February 2019 post which the offer stands null & void.

We count on you to take I Tech Electronics to greater heights. Wish you the very best!

Best Regards,



Suraj M
HR Executive

Accepted by: M.J. Nanda [Nanda M J]



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

I TECH ELECTRONICS

No.41, Kumar Nagar East, Tirupur - 641 603. ☎ : 0421- 432 4110

January 24, 2019

OFFER LETTER

Dear Nirosha J,

Congratulations! We are glad to offer you the position of Associate Product Developer at our Chennai office in relation to your interview. Also, you must finish your PCB Design certification within three months of joining our team.

Unless otherwise agreed to in writing, we would want you to join our company in the month of May 2019, failing which the offer would be worthless. We would let you know 15 days before your date of joining. Upon joining, you will receive a thorough appointment letter.

Your Compensation will be 2,50,000 per year, and you will be eligible for Health Insurance up to 2,00,000. You will also be entitled to 24 days of paid time off, which you can use at your discretion.

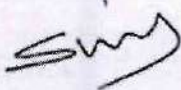
Your key responsibilities will include:

- Developing new products and improving existing products
- Conducting market research to identify customer needs and trends.
- Collaborating with designers and other team members to ensure that products are aesthetically pleasing and meet customer needs.
- Conducting product tests and trials to ensure that products are of the highest quality.
- Creating product specifications, manuals, and other technical documents

Please indicate your acceptance of this offer under the terms described above by returning a signed and dated copy of this letter no later than 5th February 2019 post which the offer stands null & void.

We count on you to take I Tech Electronics to greater heights. Wish you the very best!

Best Regards,



Suraj M
HR Executive

Accepted by:  [Nirosha J]



PRINCIPAL
PRINCE Dr. K. VASUDEVAN COLLEGE
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-223/5868/2019

Date: 3 April 2019

Name : V.Prakash

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

Dear V.Prakash,

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

March 13, 2019

Mr Praveen M
praveen20@gmail.com


Dear Praveen,

Further to our interactions with you, we are pleased to offer you the position of Associate (Training) at Focus 4-D Career Education Pvt. Ltd (referred to as FACE – Focus Academy for Career Enhancement). Your joining letter, which will be issued closer to the date of joining, will have details regarding the location of induction training, location of posting, and supervisory arrangements. During the course of your employment with us, you may be transferred to any of the company's locations based on organizational needs. In addition to the duties that were outlined during your interviews, you shall perform such other duties as are customarily associated with such a position and as the authorized representatives of the management may from time to time require.

You shall devote your full business efforts and time to FACE and agree to perform your duties faithfully and to the best of your ability. You will initially be on probation for 3 months. During this period you will be paid a stipend of Rs 10,000/ out of which Rs.8000 will be fixed and Rs 2000 will be performance based pay plus an accommodation allowance of Rs.2,500 to Rs.5,000 depending on location of posting. The probation period above may be cut short based on your performance. The same can also be extended to 6 months, if your performance is not deemed satisfactory.

Upon successful completion of probation, you will be inducted as an Associate (Training) with an Annual CTC of Rs.2,88,000/-. The break-up of the same is provided in Annexure I. In addition, all expenses incurred for official purposes such as business travel will be reimbursed as per company policy.

Your appointment will include a commitment of service for a period of 2 years starting from the date of start of probation. You will be required to submit your along with the signed copy of this letter as an acknowledgement of acceptance, at the start of probation. Upon commencing the commitment of service of 2 years, any requests to be relieved of duties cannot be submitted before the end of the service period.



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OF ENGINEERING AND TECHNOLOGY
PONMAR, CHENNAI-600127

Annexure J: Compensation Structure			
Name	Praveen	Position & Department	Associate - Training
#	Components of Total Fixed Pay		Per Annum (In INR)
1	Basic Pay		96,000/-
2	House Rent Allowance		38,400/-
3	Medical Allowance		15000/-
4	Conveyance Allowance		19200/-
5	Special Allowance		71400/-
	Total Fixed Pay per annum		2,40,000/-
	Annual Performance Linked Pay (Maximum)		48,000/-
	Total Cost to Company		2,88,000/-

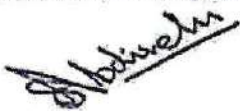
Notes: *Associates will be covered under the company group insurance policies for Life Cover (Rs.10,00,000) and Medical Cover (Rs.1,00,000 per annum). The premium for the same will be borne by the company.

*If the employee opts for availing the Provident Fund facility, the Contribution to the same shall be appropriately adjusted from the Total Cost to Company

Thank you

Yours sincerely

For Focus 4 - D Career Education Pvt Ltd




Arumugam N Vadivelu

Manager - (HR Ops & Strategy)

ACCEPTANCE OF OFFER

I hereby confirm that I accept the above offer with all its terms and conditions of employment.

 [Praveen] 20/03/19
Name & Signature of the candidate with date of acceptance


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

Thales Data Learning Pvt. Ltd

Date: 13-02-2019

Mr. Ramsudharsan M
Chennai

Dear Ramsudharsan M,

Subj: Letter of Offer

We appreciate your interest in working for Thales Data Learning Private Limited.

We are glad to extend you an offer as a result of your success in the initial phase of our selection process. This offer is dependent on your performance during the selection process and your profile. You have been chosen to fill the Grade-A Software Engineer Trainee position.

Your gross salary including all benefits will be INR 2,98,000 /- per annum, as per the terms and conditions set out herein.

Please acknowledge with your signature to formally accept this offer. This offer will automatically be withdrawn if it is not accepted within 7 days, at which point it will be assumed that you are not interested in the position.

After you accept this offer, you will be given a joining letter indicating the details of your joining 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.

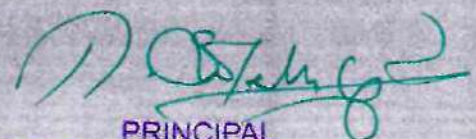
At the time of joining, you are requested to bring the following documents without fail.

1. Copies of All Certificates in proof of your age, Qualification and experience.
2. Four number of passport size photo.
3. Medical Fitness Certificate.
4. Copy of any document like Driving license/ voter ID/ passport/ Ration card/ Aadhar Card in proof of your residence.
5. A photocopy of your pancard.

Thanking you,
Thales Data Learning Private Limited



Director



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

Thales Data Learning Pvt. Ltd

Date: 13-02-2019

Mr. Salai Vinmathi S
Chennai

Dear Salai Vinmathi S,

Subj: Letter of Offer

We appreciate your interest in working for Thales Data Learning Private Limited.

We are glad to extend you an offer as a result of your success in the initial phase of our selection process. This offer is dependent on your performance during the selection process and your profile. You have been chosen to fill the Grade A Software Engineer Trainee position.

Your gross salary including all benefits will be INR 2,98,000 /- per annum, as per the terms and conditions set out herein.

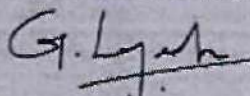
Please acknowledge with your signature to formally accept this offer. This offer will automatically be withdrawn if it is not accepted within 7 days, at which point it will be assumed that you are not interested in the position.

After you accept this offer, you will be given a joining letter indicating the details of your joining 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.

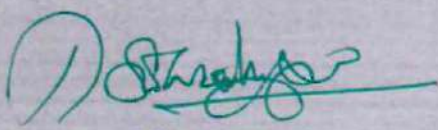
At the time of joining, you are requested to bring the following documents without fail.

1. Copies of All Certificates in proof of your age, Qualification and experience.
2. Four number of passport size photo.
3. Medical Fitness Certificate.
4. Copy of any document like Driving license/ voter ID/ passport/ Ration card/ Aadhar Card in proof of your residence.
5. A photocopy of your pancard.

Thanking you,
Thales Data Learning Private Limited



Director



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

Thales Data Learning Pvt. Ltd

Date: 13-02-2019

Mr. Saranraj S
Chennai

Dear Saranraj S,

Subj: Letter of Offer

We appreciate your interest in working for Thales Data Learning Private Limited.

We are glad to extend you an offer as a result of your success in the initial phase of our selection process. This offer is dependent on your performance during the selection process and your profile. You have been chosen to fill the Grade A Software Engineer Trainee position.

Your gross salary including all benefits will be INR 2,98,000 /- per annum, as per the terms and conditions set out herein.

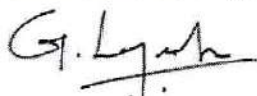
Please acknowledge with your signature to formally accept this offer. This offer will automatically be withdrawn if it is not accepted within 7 days, at which point it will be assumed that you are not interested in the position.

After you accept this offer, you will be given a joining letter indicating the details of your joining 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.

At the time of joining, you are requested to bring the following documents without fail.

1. Copies of All Certificates in proof of your age, Qualification and experience.
2. Four number of passport size photo.
3. Medical Fitness Certificate.
4. Copy of any document like Driving license/ voter ID/ passport/ Ration card/ Aadhar Card in proof of your residence.
5. A photocopy of your pancard.

Thanking you,
Thales Data Learning Private Limited

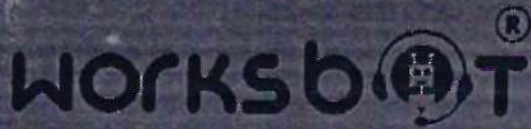


Director



PRINCIPAL

PRINCE Dr. K. VASUDEVAN COLLEGE
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
GIN : U72100TN2014PTC094454

Offer Letter

REF : WAPL/JID-223/5889/2019

Date: 3 April 2019

Name : S.Saravanakumar

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

Dear S.Saravanakumar,

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
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OF ENGINEERING AND TECHNOLOGY
PONMAR, CHENNAI-600127



May 22, 2019

Shanmuganathan R
4/46, Yogeswaran Street,
Ullagaram,
Chennai - 600091

Dear Shanmuganathan,

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 29, 2019** 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: Shanmuganathan R
 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
	Cash Pay	2,11,815	
	Retirals		
B	P.F*	21,240	Employer Contribution
C	Gratuity		As per legislation
	CTC	2,33,055	
D	Target Bonus**	16,945	
	Total Target Cash	2,50,000	


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.


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 OF ENGINEERING AND TECHNOLOGY
 PONMAR, CHENNAI-600127

Ref No:OL/THBS/0251/27

Feb 04, 2019

Private & Confidential

Mr.Sivattheetharappan S
Chennai

Dear Sivatheetharappan,

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:

Sivattheetharappan
Date: 19/2/19


PRINCIPAL
PRINCE Dr. K. VASUDEVAN COLLEGE
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-223/5923/2019

Date: 3 April 2019

Name : S.Sridhar

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

Dear S.Sridhar,

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

URJITA ELECTRONICS PRIVATE LIMITED

+91-9446253147

urjitaelectronics@gmail.com

03rd June 2019

Ref: UEPL/7712

APPOINTMENT LETTER

Mr. Subbiah K T

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

Dear Subbiah,

Congratulations! We are pleased to announce that you have been appointed as a Trainee – Product Developer with Urjita Electronics Private Limited in Grade S1 as a result of your campus recruitment for employment with us.

Your total annual CTC salary will be **Rs. 210,000/- (Rupees Two Lakhs Ten Thousand only)**. For the avoidance of doubt, your remuneration information and associated statistics rely on your company's job band and business vertical.

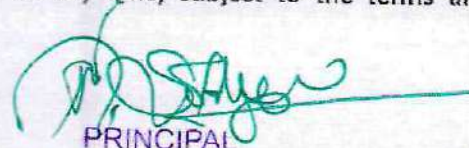
The following are the terms and conditions of our offer to hire you:

1. Date of Commencement:

Your employment with the Company shall commence on **June 10, 2019**.

2. Location:

You will be employed in Chennai, India. However, Urjita Electronics Private Limited reserves the right to transfer or use your services to any of its unit(s), department(s), office(s), work sites, connected or affiliated firms in India or outside India at any time, subject to the terms and conditions in effect at the time of transfer.



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

Nehru Nagar, Tambaram, Chennai, 600045

URJITA ELECTRONICS PRIVATE LIMITED

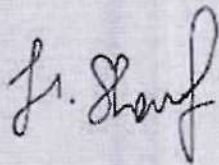
+91-9446253147

urjitaelectronics@gmail.com

As a token of your acceptance of this offer, kindly email us your acceptance on or before 07th June 2019.

We welcome you to the Urjita Electronics Private Limited family and wish you a rewarding career over the years to come.

Yours sincerely,



HR Manager



PRINCIPAL
PRINCE Dr. K. VASUDEVAN COLLEGE
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-223/5956/2019

Date: 3 April 2019

Name : M.Thilakram

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

Dear M.Thilakram,

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

20th March 2019

Intent to Offer

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

Dear Ananthkrishnan S B,
Syntellect ID: SBE1910321

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:

- 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.
- You successfully clearing the medical test if the company so desires and you being found and remaining medically (both physically and mentally) fit.
- You are producing all the relevant documents pertaining to your education, identity, residence etc. as required by the Company.



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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

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