

Encl: Annexure

## ANNEXURE A

### SALARY DISTRIBUTION

Name : Ananthkrishnan S B			
Designation : Associate Consultant	-		
Band : AC1	-		
<b>Pay and Allowances</b>	<b>%</b>	<b>Monthly</b>	<b>Yearly</b>
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
	-		
<b>Sub-Total - I (H)</b>	<b>100%</b>	<b>25,433</b>	<b>305,200</b>
	-		
<b>Reimbursements and Other Benefits</b>	-		
Leave Travel Assistance	-	400	4,800
<b>Sub-Total - II</b>	-	<b>400</b>	<b>4,800</b>
	-		
<b>Total Compensation (I + II)</b>	-	<b>25,833</b>	<b>310,000</b>

  
PRINCIPAL

PRINCE Dr. K. VASUDEVAN COLLEGE  
OF ENGINEERING AND TECHNOLOGY

PONMAR, CHENNAI-600127

Syntel Private Limited, Plot No. B-1 MIDC Talawade Software Technology Park, Pune 411062 Maharashtra, India | Tel: +91 20 66349000

Registered office: Unit 112, SDF IV, SEEPZ, Andheri East, Mumbai 400096, India | CIN No: U72200MH1992PTC066730 | www.atos-syntel.net



**March 13, 2019**

**Ms Devi V**

deviprince17@gmail.com


Dear Devi,

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.

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



This letter is a communication of an employment offer and is not a letter of appointment. I hope that you will accept this offer by signing this letter in the space below (in all pages) and returning it to me as soon as possible, but no later than 4 days from the date of offer.

You will also be contacted by one of our current associates / senior associates in the next few months to facilitate your pre-joining learning. These associates will mentor you in the learning of specific topic areas and to ensure a smooth transition from college to workplace. Satisfactory completion of pre-joining learning modules will contribute to better performance during probation. This is a mandatory requirement as part of the induction.

We look forward to your arrival at our company and are confident that you will play a key role in our company's expansion.

Yours sincerely  
For Focus 4 – D Career Education Pvt Ltd

A handwritten signature in black ink, appearing to read "Arumugam N Vadivelu".

**Arumugam N Vadivelu**  
**Manager – (HR Ops & Strategy)**

A handwritten signature in green ink, appearing to read "Prince Dr. K. Vasudevan".

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

Annexure I: Compensation Structure			
Name	Devi	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

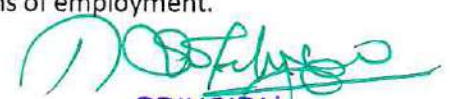
Thank you  
Yours sincerely  
For Focus 4 – D Career Education Pvt Ltd

  
**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.

Name & Signature of the candidate with date of acceptance

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

# URJITA ELECTRONICS PRIVATE LIMITED

+91-9446253147

urjitaelectronics@gmail.com

03<sup>rd</sup> June 2019

Ref: UEPL/7638

## APPOINTMENT LETTER

**Mr. Dilli Babu V**

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

Dear **Dilli Babu,**

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 07<sup>th</sup> 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



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



**NAREN ELECTRONIC**  
Company

Date: 05<sup>th</sup> Mar 2019

Dear Gunasekar L,

We are pleased to inform you that after careful consideration Company Name has decided to make you this offer of employment. This letter sets forth the terms the terms of the offer letter which if you accept, will give your employment.

Position: **Assistant Engineer**

You will report to the company by 03<sup>rd</sup> May 2019. Your monthly CTC will be **Rs.18000**. However, during employment with the company: you may be posted/transferred to any of the Offices / Projects/ Divisions/ Units of the Company existing or to be set at any other location in India.

You will be on probation for a period of 12 months, which may be extended or reduced at the sole discretion of the management. During the period of probation, the appointment is terminable by the company. On completion of initial probation period till such time that you are intimated in writing regarding your confirmation, you shall continue to be on probation.

Tender your consent by signing this Job Offer Letter below and send us back as a token of acceptance at the earliest adding your date of joining our organization.

Thanking You

HR Executive

**ACCEPTANCE:**

I accept the company terms and conditions and confirm by taking up the position ASSISTANT ENGINEER from 03.05.2019

Signature: L. Gunasekar

Date: 04.04.19

**PRINCIPAL**  
**PRINCE Dr. K. VASUDEVAN COLLEGE**  
**OF ENGINEERING AND TECHNOLOGY**  
PONMATHUR, CHENNAI - 600072



5th Cross Street, Srinivasa Nagar  
Bangalore-560072



narenelectronic@gmail.com



914980667012

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

Dear Hari Hara Sudhan S,

Syntellect ID: SBE1910335

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.



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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**

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

**Signature**



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

Encl: Annexure

## ANNEXURE A

### SALARY DISTRIBUTION

Name : Hari Hara Sudhan S			
Designation : Associate Consultant	-		
Band : AC1	-		
<b>Pay and Allowances</b>	<b>%</b>	<b>Monthly</b>	<b>Yearly</b>
Basic Pay (A)	40%	9,033	108,400
HRA (B)	50%	4,517	54,200
Meal Allowance (CC)	-	1,500	18,000
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<b>Reimbursements and Other Benefits</b>	-		
Leave Travel Assistance	-	400	4,800
<b>Sub-Total - II</b>	-	<b>400</b>	<b>4,800</b>
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PRINCIPAL  
 PRINCE Dr. K. VASUDEVAN COLLEGE  
 OF ENGINEERING AND TECHNOLOGY  
 PONMAR, GHENNAI-600127

# URJITA ELECTRONICS PRIVATE LIMITED

+91-9446253147

urjitaelectronics@gmail.com

03<sup>rd</sup> June 2019

Ref: UEPL/7649

## APPOINTMENT LETTER

**Mr. Harish Kumar S**

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

Dear Harish Kumar,

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.

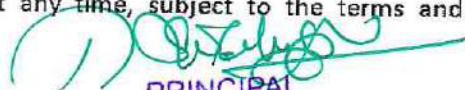
The following are the terms and conditions of our offer to hire you:

**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

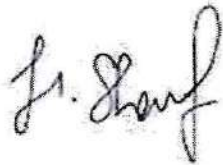
+91-9446253147

urjitaelectronics@gmail.com

As a token of your acceptance of this offer, kindly email us your acceptance on or before 07<sup>th</sup> 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



## APPOINTMENT LETTER

January 10, 2019

Dear Kamalakannan G,

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,

PRINCIPAL  
PRINCE Dr. K. VASUDEVAN COLLEGE  
OF ENGINEERING AND TECHNOLOGY  
PONMAR, CHENNAI-600127  
8521243

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



**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: \_\_\_\_\_

**PRINCIPAL**  
**PRINCE Dr. K. VASUDEVAN COLLEGE**  
**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



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

**Name : Kamalakannan G**

**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
<b>Total Fixed Cash</b>	<b>24,688</b>
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
<b>Total Fixed Compensation</b>	<b>27,108</b>
<b>Other Compensation Benefits</b>	
Health benefit (Medical)	600
<b>Variable Pay</b>	
Target Variable Pay	1,459
<b>Target Cost to Company per month</b>	<b>29,167</b>
<b>Total Cost to Company per annum</b>	<b>3,50,004</b>

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

**PRINCIPAL**  
**PRINCE Dr. K. VASUDEVAN COLLEGE**  
**OF ENGINEERING AND TECHNOLOGY**  
**PONMAR, CHENNAI-600124**

**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



**NAREN ELECTRONIC**  
Company

Date: 05<sup>th</sup> Mar 2019

Dear Manoj Kumar B,

We are pleased to inform you that after careful consideration Company Name has decided to make you this offer of employment. This letter sets forth the terms the terms of the offer letter which if you accept, will give your employment.

Position: **Assistant Engineer**

You will report to the company by 03<sup>rd</sup> May 2019. Your monthly CTC will be **Rs.18000**. However, during employment with the company: you may be posted/transferred to any of the Offices / Projects/ Divisions/ Units of the Company existing or to be set at any other location in India.

You will be on probation for a period of 12 months, which may be extended or reduced at the sole discretion of the management. During the period of probation, the appointment is terminable by the company. On completion of initial probation period till such time that you are intimated in writing regarding your confirmation, you shall continue to be on probation.

Tender your consent by signing this Job Offer Letter below and send us back as a token of acceptance at the earliest adding your date of joining our organization.

Thanking You

HR Executive

**ACCEPTANCE:**

I accept the company terms and conditions and confirm by taking up the position Assistant Engineer from 3<sup>rd</sup> May 2019.

Signature: S3. Manoj Kumar

Date: 28/3/19

PRINCIPAL

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

5th Cross Street, Srinivasa Nagar  
Bangalore-560072



narenelectronic@gmail.com



+91-9944667812





March 13, 2019

Mr Naidu Kamalanath Srinivasan  
kamalnathsrinivas15@gmail.com


Dear Naidu Kamalanath,

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.

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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.

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



This letter is a communication of an employment offer and is not a letter of appointment. I hope that you will accept this offer by signing this letter in the space below (in all pages) and returning it to me as soon as possible, but no later than 4 days from the date of offer.

You will also be contacted by one of our current associates / senior associates in the next few months to facilitate your pre-joining learning. These associates will mentor you in the learning of specific topic areas and to ensure a smooth transition from college to workplace. Satisfactory completion of pre-joining learning modules will contribute to better performance during probation. This is a mandatory requirement as part of the induction.

We look forward to your arrival at our company and are confident that you will play a key role in our company's expansion.

Yours sincerely  
For Focus 4 – D Career Education Pvt Ltd

A handwritten signature in black ink, appearing to read "Arumugam N Vadivelu".

**Arumugam N Vadivelu**  
Manager – (HR Ops & Strategy)

A handwritten signature in green ink, appearing to read "Dr. K. Vasudevan".

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

Annexure I: Compensation Structure			
Name	Naidu Kamalanath Srinivas	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.

Name & Signature of the candidate with date of acceptance

*Dr. K. Vasudevan*

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



## APPOINTMENT LETTER

January 10, 2019

Dear **Vasanthkumar B**

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,

PRINCIPAL  
PRINCE DR. K. VASUDEVAN COLLEGE  
OF ENGINEERING AND TECHNOLOGY  
PONMAR, CHENNAI-600127  
8521234

Registered Office:

**Wipro Limited**  
Doddakanneli  
Sarjapur Road  
Bengaluru 560 035  
India

T : +91 (80) 2944 0011  
F : +91 (80) 2944 0054  
E : info@wipro.com  
W : wipro.com  
C : L32102KA1945PLC020800

Page 1



**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: \_\_\_\_\_

**PRINCIPAL**  
**PRINCE Dr. K. VASUDEVAN COLLEGE**  
**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



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

**Name : Vasanthakumar B**

**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
<b>Total Fixed Cash</b>	<b>24,688</b>
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
<b>Total Fixed Compensation</b>	<b>27,108</b>
<b>Other Compensation Benefits</b>	
Health benefit (Medical)	600
<b>Variable Pay</b>	
Target Variable Pay	1,459
<b>Target Cost to Company per month</b>	<b>29,167</b>
<b>Total Cost to Company per annum</b>	<b>3,50,004</b>

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

**PRINCIPAL**  
**PRINCE Dr. K. VASUDEVAN COLLEGE**  
**OF ENGINEERING AND TECHNOLOGY**  
**PONMAR, CHENNAI-600123**

**Registered Office:**

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

26-Feb-2019

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

Candidate ID – 13001954

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/Past-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>

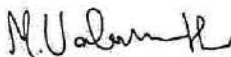
Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,

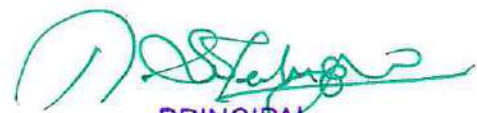


Suresh Bethavandur  
Global Head-Talent Acquisition

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

Signature: 

Date: 3.4.19



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

HCL TECHNOLOGIES LTD.

Corporate Identity Number: L74140DL1991PLC046369

A-9, Sector 3, NOIDA 201 301, UP, India.

T: +91 120 4382900 F: +91 120 2445974

Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.

www.hcltech.com

www.hcl.com

## APPOINTMENT LETTER

Arun Joseph Raj M A  
17E RAJIV GANDHI STREET NEW PERUNGALTHUR  
CHENNAI, Tamil Nadu, 600063

Dear Arun Joseph Raj M A,

Congratulations! After successful completion of your training program with HCL Training and Staffing Services Pvt. Ltd, we are pleased to inform you that have been appointed to **HCL Technologies Ltd.** ("HCL"/ "Company") as Analyst at band E1.

Your date of joining HCL will be considered as for **August 14,2019** all employment related purposes.

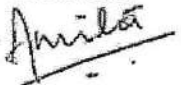
You will be on probation for a period of **12 months** from the date of joining the Company. Your compensation would be as outlined in a separate document "**Salary Structure**". The compensation will be effective **August 14,2019** and the applicable arrears will be paid to you in the payroll subsequent to issuance of this letter. The general terms and conditions governing your employment are outlined in **Annexure II**.

**Annexure I** provides details on the various compensation components and selected benefits that we offer you as a part of the HCL family.

As confirmation of your acceptance, please sign the duplicate copy of Appointment Letter along with Annexures and bring the same on Induction/Fare Well day.


Welcome to our Organization! We look forward to a mutually fruitful association. For **HCL Technologies Ltd.**

Amrita Das



Associate Vice President, Head-Global Rewards

I accept the offer and related terms and conditions. I will join by 14<sup>th</sup> August 2019  
Name: Arun Joseph Raj M A Signature: [Signature] Date: 04<sup>th</sup> June 2019

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

HCLT Confidential

**HCL**



HCL TECHNOLOGIES LTD.

Corporate Identity Number: L74140DL1901PLC046369

A-9, Sector 3, NOIDA 201 301, UP, India.

T: +91 120 4382800 F: +91 120 2445974


Registered Office: 805 Siddharth, 96, Nehru Place, New Delhi-110019, India.

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www.hcl.com

## ANNEXURE I

COMPENSATION PLAN	
NAME	Arun Joseph Raj M A
DESIGNATION	Analyst
BAND	E1
DEPARTMENT	
DATE OF JOINING	August 14,2019
Monthly Components (in INR Per Month)	
Basic Salary	10833
House Rent Allowance (HRA)	5417
CCA	
Conveyance Allowance	
Holiday Allowance	1359
Medical Allowance	
Advance Statutory Bonus	1400
Compensatory Allowance	
<b>TOTAL: Monthly (A)</b>	<b>19009</b>
<b>TOTAL: Monthly Components : Annualized (B)</b>	<b>228113</b>
Annual Components (in INR Per Annum)	
Provident Fund	15600
Insurance & Medical Benefits (ESIC) #	10037
Gratuity (payable as per the Act)	6250
<b>TOTAL : Annual : (C)</b>	<b>31887</b>
<b>COST TO COMPANY - per annum (B) + ( C)</b>	<b>260000</b>
# Medical Benefits	
	Max Sub Limits (p.a.)
Term Life Insurance	1,800,000
Personal Accident Insurance	1,800,000
<b>NOTE:</b>	
<i>All salary components are governed by the organization's policies and statutory guidelines.</i>	
<i>This salary sheet is strictly confidential and must not be discussed with anyone other than your reporting manager &amp; HR partner.</i>	
<i>Any personal tax liability arising out of compensation will be borne solely by the employee.</i>	
<i>Gratuity is payable as per provisions of the Gratuity Act.</i>	

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



## APPOINTMENT LETTER

November 22, 2018

Dear Ashwin Kumar Prabhakaran,

Welcome to Wipro Limited (Company/Wipro<sup>®</sup>) 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,

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

Registered Office:

Wipro Limited  
Doddakannelli  
Sarjapur Road  
Bengaluru 560 035  
India

T : +91 (80) 2944 0011  
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E : info@wipro.com  
W : wipro.com  
C : L32102KA1945PLC020800

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## 7. Assignment of Intellectual Property

In connection with your employment and during the term of your employment, upon conception or creation, you shall disclose and assign to Wipro as its exclusive property, all inventions, ideas, concepts, discoveries, techniques, and improvements (including, without limitation, legal documents, training materials, computer software and associated materials) developed or conceived by you solely or jointly with others (whether or not during business hours), and shall comply with the Policies of Wipro in relation to Intellectual Property.

## 8. Non-Compete

In the course of your employment with the Company you will be providing services to customers or clients of the Company during which process you will be handling sensitive information including but not limited to key customers of the Company, competitor information, customer sensitive information ('Confidential Information'). You acknowledge and recognize that Confidential Information available to you, if leaked, would cause irreparable harm to the Company and its protection is of utmost importance to the Company. You confirm that for a period of six (6) months after separation of your employment from the Company (irrespective of the circumstances of or the reason for the separation), you will not accept any offer of employment from a customer or client with whom you have interacted or worked in a professional capacity representing the Company during the six (6) months preceding the date of separation.

## 9. General:

This offer of appointment is subject to the precondition that you have not provided us with any false declaration and/or documentation or willfully suppressed any material information. If at any point of time, it is brought to our notice that you have submitted fabricated documentation or made false representation or willfully suppressed material information, you shall be liable to be removed from service with immediate effect and the Company reserves its right to initiate appropriate action as per applicable policy and /or enforce remedies available to us under law.

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

- a. You acknowledge that you have understood the terms of this employment contract and that you are aware that the specific performance of the terms of this employment contract may be enforced legally, if required. In this connection, if any of the provisions of this letter of appointment are declared or found to be void or unenforceable due to any reason whatsoever, the remaining provisions of this letter shall continue in full force and effect.
- b. These employment terms supersede and replace any existing agreement or understanding, if any, between the Company and you on the same subject matter.
- c. You warrant that you are not prevented by any court or by any other administrative or judicial authority or order from providing the services required under this employment contract. In the event that you are not a citizen of the country of posting, you should have a valid work permit to work in the country of posting.

PRINCIPAL

PRINCE Dr. K. VASUDEVAN COLLEGE  
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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8521002



ANNEXURE III  
**SALARY OFFER SHEET**

**Name : Ashwin Kumar Prabhakaran**

**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
<b>Total Fixed Cash</b>	<b>24,688</b>
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
<b>Total Fixed Compensation</b>	<b>27,108</b>
<b>Other Compensation Benefits</b>	
Health benefit (Medical)	600
<b>Variable Pay</b>	
Target Variable Pay	1,459
<b>Target Cost to Company per month</b>	<b>29,167</b>
<b>Total Cost to Company per annum</b>	<b>3,50,004</b>

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

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

8521002

Registered Office:

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Sarjapur Road E : info@wipro.com  
Bengaluru 560 035 W : wipro.com  
India C : L32102KA1945PLC020900

Page 10



May 22, 2019

**Bharath Kumar S**  
Door No.21, Nallappan Steet,  
Mylapore,  
Chennai - 600004

Dear Bharath Kumar,

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: Bharath Kumar S  
Designation: Senior Analyst - GBS Planning  
Grade: 23  
Compensation Structure:

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


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

**Flexible Benefits Plan:**

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

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

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

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



May 22, 2019

Dillirajan G  
New No. 17, AP 328, 39th Street,  
8th Sector, K.K. Nagar West,  
Chennai - 600078

Dear Dillirajan,

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
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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: Dillirajan G**  
**Designation: Senior Analyst - GBS Planning**  
**Grade: 23**  
**Compensation Structure:**

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


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

### Flexible Benefits Plan:

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

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

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

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



26-Feb-2019

Dear Dineshkanna A,  
B.Tech/B.E., Mechanical Engineering  
Prince Dr.K.Vasudevan College of Engineering and Technology

Candidate ID - 13001923

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://campus2cognizant.cognizant.com>

Yours sincerely,

For Cognizant Technology Solutions India Pvt. Ltd.,



Suresh Bethavandu

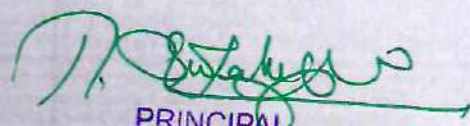
Global Head-Talent Acquisition

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

Signature :



Date: 8.3.2019



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



## APPOINTMENT LETTER

January 10, 2019

Dear Dineshkumar M,

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,

PRINCIPAL

PRINCE Dr. K. VASUDEVAN COLLEGE  
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 : L32102KA1945PLC020900

Page 1



**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: \_\_\_\_\_

**PRINCIPAL**  
**PRINCE Dr. K. VASUDEVAN COLLEGE**  
**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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ANNEXURE III

SALARY OFFER SHEET

Name : Dineshkumar M

Position: Project Engineer

Career Group: TRB - II

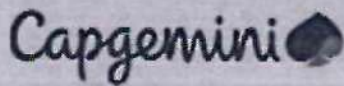
You shall receive salary as detailed below.

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

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

PRINCIPAL  
PRINCE Dr. K. VASUDEVAN COLLEGE  
OF ENGINEERING AND TECHNOLOGY  
PONMAR, CHENNAI-600026

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



Capgemini Technology Services India Limited  
(Formerly known as IGATE Global Solutions Limited)  
IT 1, IT 2, Airoli MIDC, Thane - Belapur Road,  
Navi Mumbai - 400708, Maharashtra, India.  
Tel: +91 22 7144 4283 | Fax: +91 22 7141 2121  
www.capgemini.com/in-en

**Superset ID: 592235**

### Letter of Intent ("LOI")

Dear Gokul P,

With reference to your interview conducted by us, we are pleased to inform that you have been shortlisted for the position of **Analyst and A4** with **Capgemini Technology Services India Limited.**, (hereinafter referred to as "Capgemini").

In this regard, we are proposing compensation package and benefits, the details of which are set forth in **Annexure 1** to this letter.

The final Employment Offer Letter shall be subject to your successful completion of all curricular requirements as laid down by the University/ Institute for award of the degree/ diploma and the minimum passing percentage/ grade/ rank/ class as determined by Capgemini.

The date of joining and the location of posting will be purely based on business requirements of Capgemini. Capgemini solely reserves the right to make any changes to the date of joining and the location of posting during the course of your training and employment with Capgemini.

Upon joining Capgemini,

1. You are expected to enter into an employment agreement with Capgemini which shall contain details including the scope, terms and conditions of your employment and the contractual obligation with Capgemini.
2. You will be on probation for a period of six months from your date of joining and subject to satisfactory performance your employment will be confirmed (vide written confirmation) at the end of six months.
3. During your probation you may be required to undergo classroom trainings for such duration as deemed necessary by Capgemini and your performance will be evaluated periodically during such training period

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

## ANNEXURE 1

**Gokul P**  
**Analyst and A4**

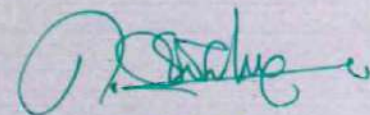
You will be under probation for six (6) months from your date of joining Capgemini. During this period, your all-inclusive annual target compensation (on a cost to company basis) will be **INR 3,00,000/- (Rupees Three Lakh only)** which would comprise your salary, applicable statutory benefits, bonus, if any, and/or any incentives as applicable to you. Your compensation shall be paid on a monthly basis, in arrears. The Company shall deduct tax at source at the time of making payment.

**For & On Behalf of Capgemini**

**Puneet Kumra**  
**Head - Fresher Hiring**

---

Regd Office: Pune Hinjewadi Regd. Office No. 14, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, MIDC SEZ, Village Man, Taluka Mulshi, Pune - 411057, Maharashtra, India. Tel: +91 20 6699 1000 | Fax: +91 20 6699 5050 | CIN: U85110PN1993PLC145950 Page 3 of 3



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

HCL TECHNOLOGIES LTD.

Corporate Identity Number: L74140DL1991PLC048369

A-9, Sector 3, NOIDA 201 301, UP, India.

T: +91 120 4382900 F: +91 120 2445974

Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.

www.hcltech.com

www.hcl.com

## APPOINTMENT LETTER

Gokul S  
PLOT NO-11 BALU AVENUE-2 CHITLAPAKKAM  
CHENNAI, Tamil Nadu , 600073

Dear Gokul S,

Congratulations! After successful completion of your training program with HCL Training and Staffing Services Pvt. Ltd, we are pleased to inform you that have been appointed to **HCL Technologies Ltd.** ("HCL"/ "Company") as Analyst at band E1.

Your date of joining HCL will be considered as for **August 14,2019** all employment related purposes.

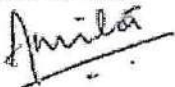
You will be on probation for a period of **12 months** from the date of joining the Company. Your compensation would be as outlined in a separate document "**Salary Structure**". The compensation will be effective **August 14,2019** and the applicable arrears will be paid to you in the payroll subsequent to issuance of this letter. The general terms and conditions governing your employment are outlined in **Annexure II**.

**Annexure I** provides details on the various compensation components and selected benefits that we offer you as a part of the HCL family.

As confirmation of your acceptance, please sign the duplicate copy of Appointment Letter along with Annexures and bring the same on Induction/Fare Well day.


Welcome to our Organization! We look forward to a mutually fruitful association. For **HCL Technologies Ltd.**

Amrita Das



Associate Vice President, Head-Global Rewards

I accept the offer and related terms and conditions. I will join by 14.08.2019  
Name: S. GOKUL Signature: [Signature] Date: 06.06.2019



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

HCLT Confidential

**HCL**

HCL TECHNOLOGIES LTD.

Corporate Identity Number: L74140DL1991PLC046369

A-9, Sector 3, NOIDA 201 301, UP, India.

T: +91 120 4382800 F: +91 120 2445974


Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.

www.hcltech.com

www.hcl.co.in

### ANNEXURE I

COMPENSATION PLAN	
NAME	Gokul S
DESIGNATION	Analyst
BAND	E1
DEPARTMENT	
DATE OF JOINING	August 14,2019
Monthly Components (in INR Per Month)	
Basic Salary	10833
House Rent Allowance (HRA)	5417
CCA	
Conveyance Allowance	
Holiday Allowance	1359
Medical Allowance	
Advance Statutory Bonus	1400
Compensatory Allowance	
<b>TOTAL: Monthly (A)</b>	<b>19009</b>
<b>TOTAL: Monthly Components : Annualized (B)</b>	<b>228113</b>
Annual Components (in INR Per Annum)	
Provident Fund	15600
Insurance & Medical Benefits (ESIC) #	10037
Gratuity (payable as per the Act)	6250
<b>TOTAL : Annual : (C)</b>	<b>31887</b>
<b>COST TO COMPANY - per annum (B) + ( C)</b>	<b>260000</b>
# Medical Benefits	
	Max Sub Limits (p.a.)
Term Life Insurance	1,800,000
Personal Accident Insurance	1,800,000
<b>NOTE:</b>	
<i>All salary components are governed by the organization's policies and statutory guidelines.</i>	
<i>This salary sheet is strictly confidential and must not be discussed with anyone other than your reporting manager &amp; HR partner. Any personal tax liability arising out of compensation will be borne solely by the employee.</i>	
<i>Gratuity is payable as per provisions of the Gratuity Act.</i>	

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



HCL TECHNOLOGIES LTD.

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Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.

www.hcltech.com

www.hcltech.com

## APPOINTMENT LETTER

Janarthanam M  
NO.3 41ST STREET NITHYA FLATS NANGANALLUR  
CHENNAI, Tamil Nadu, 600061

Dear Janarthanam M,

Congratulations! After successful completion of your training program with HCL Training and Staffing Services Pvt. Ltd, we are pleased to inform you that have been appointed to **HCL Technologies Ltd.** ("HCL"/ "Company") as Analyst at band E1.

Your date of joining HCL will be considered as for **August 14,2019** all employment related purposes.

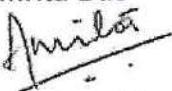
You will be on probation for a period of **12 months** from the date of joining the Company. Your compensation would be as outlined in a separate document "**Salary Structure**". The compensation will be effective **August 14,2019** and the applicable arrears will be paid to you in the payroll subsequent to issuance of this letter. The general terms and conditions governing your employment are outlined in **Annexure II**.

**Annexure I** provides details on the various compensation components and selected benefits that we offer you as apart of the HCL family.

As confirmation of your acceptance, please sign the duplicate copy of Appointment Letter along with Annexures and bring the same on Induction/Fare Well day.

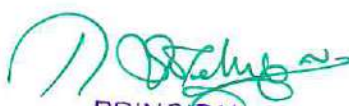
Welcome to our Organization! We look forward to a mutually fruitful association.For **HCL Technologies Ltd.**

Amrita Das



Associate Vice President, Head-Global Rewards

I accept the offer and related terms and conditions. I will join by 14.08.2019  
Name: M. Janarthanam Signature: M. Janarthanam Date: 12.06.2019

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

HCLT Confidential

**HCL**

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Corporate Identity Number: L74140DL1991PLC046369

A-9, Sector 3, NOIDA 201 301, UP, India.

T: +91 120 4382600 F: +91 120 2445974

Registered Office: 806 Siddharth, 96, Nehru Place, New Delhi-110019, India.

www.hcltech.com

www.hcl.com

**ANNEXURE I**

COMPENSATION PLAN	
NAME	Janarthanam M
DESIGNATION	Analyst
BAND	E1
DEPARTMENT	
DATE OF JOINING	August 14,2019
<b>Monthly Components (in INR Per Month)</b>	
Basic Salary	10833
House Rent Allowance (HRA)	5417
CCA	
Conveyance Allowance	
Holiday Allowance	
Medical Allowance	1359
Advance Statutory Bonus	
Compensatory Allowance	1400
<b>TOTAL: Monthly (A)</b>	<b>19009</b>
<b>TOTAL: Monthly Components : Annualized (B)</b>	<b>228113</b>
<b>Annual Components (in INR Per Annum)</b>	
Provident Fund	15600
Insurance & Medical Benefits (ESIC) #	10037
Gratuity (payable as per the Act)	6250
<b>TOTAL : Annual : (C)</b>	<b>31887</b>
<b>COST TO COMPANY - per annum (B) + ( C)</b>	<b>260000</b>
<b># Medical Benefits</b>	<b>Max Sub Limits (p.a.)</b>
Term Life Insurance	1,800,000
Personal Accident Insurance	1,800,000
<b>NOTE:</b> All salary components are governed by the organization's policies and statutory guidelines. This salary sheet is strictly confidential and must not be discussed with anyone other than your reporting manager & HR partner. Any personal tax liability arising out of compensation will be borne solely by the employee. Gratuity is payable as per provisions of the Gratuity Act.	

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



May 22, 2019

Janeesh C  
No. 17, Velmurugan Colony,  
Vadapalani,  
Chennai - 600026

Dear Janeesh,

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: Janeesh C

Designation: Senior Analyst - GBS Planning

Grade: 23

Compensation Structure:

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


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

Flexible Benefits Plan:

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

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

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

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



## APPOINTMENT LETTER

January 10, 2019

Dear Jegath Jenin V P,

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,

PRINCIPAL  
PRINCE Dr. K. VASUDEVAN COLLEGE  
OF ENGINEERING AND TECHNOLOGY  
PONMAR, CHENNAI-600127  
8521255

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 : L32102KA1945PLC020900

Page 1



**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: \_\_\_\_\_

PRINCIPAL  
PRINCE Dr. K. VASUDEVAN COLLEGE  
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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8521255



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

Name : Jegath Jenin V P

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
<b>Total Fixed Cash</b>	<b>24,688</b>
PF (Employer Contribution)	1,800
Gratuity (5.31% of Basic)	620
<b>Total Fixed Compensation</b>	<b>27,108</b>
<b>Other Compensation Benefits</b>	
Health benefit (Medical)	600
<b>Variable Pay</b>	
Target Variable Pay	1,459
<b>Target Cost to Company per month</b>	<b>29,167</b>
<b>Total Cost to Company per annum</b>	<b>3,50,004</b>

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

PRINCIPAL  
PRINCE Dr. K. VASUDEVAN COLLEGE  
OF ENGINEERING AND TECHNOLOGY  
PONMAR, CHENNAI 6521255

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



May 22, 2019

Jothi A  
5, Dhenugambal Nagar,  
Madambakkam,  
Chennai - 600073

Dear Jothi,

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: Jothi A  
 Designation: Senior Analyst - GBS Planning  
 Grade: 23  
 Compensation Structure:

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


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

### Flexible Benefits Plan:

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

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

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

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

26-February-2019

To

Mr. **Karthick R**,  
4/33, Vayalkarai Street,  
Kovilancheri,  
Chennai -126.

Dear **Karthick**,

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!

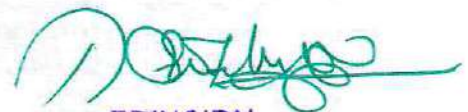
Ideas2IT Technology Services is fast growing Software Development, Services and Products Company. In our endeavour to achieve and exceed our goals, we look for professionals like you who would partner the further growth of the Organization. Our work environment encourages people to fulfil their career 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 **03<sup>rd</sup> June 2019**.

Yours Sincerely,  
For Ideas2IT Technology Services Private Limited,

*Gaayathri Padmanabhan*

Gaayathri Padmanabhan  
HR Specialist



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