

**Annexure**

<b>Name:</b> Karthick R	<b>Effective Date:</b> 03-June-2019
<b>Designation:</b> Software Engineer Trainee	<b>Next Appraisal Date:</b> 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
<b>Monthly Gross</b>	<b>16,936</b>	<b>203,226</b>
<b>(B) Other Benefits</b>		
*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
<b>Total Cost to Company (CTC) (A+B)</b>	<b>20,833</b>	<b>250,000</b>

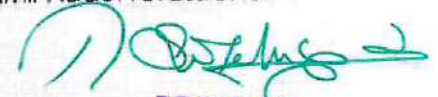
Employee's Deductions during the year		
PF Employee's contribution	1,582	18,987
ESI Employee's contribution	127	1,523
***Professional Tax	208	2,496

\* 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.



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



Date: December 09, 2018

Ref: LTI/HR/Campus/2019

Name: Karunakaran K R

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

### **OFFER OF EMPLOYMENT**

Dear Karunakaran K R,

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

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

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

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

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

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

### **TERMS AND CONDITIONS**

**1. Increments and Promotions**

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

**2. Overseas Deputation/International Assignment**

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

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

**3. Documents**

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




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PONMAR, CHENNAI-600127**

ANNEXURE-1

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

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



+91 -9976695640  
www.yugaindustries.com  
yugaindustries@gmail.com

To

Kasi Viswanathan S

B.E MECH (Final Year - passing out in 2019)

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

Date : 25-Jan-2019

Place : Chennai

Subject: Offer of Employment at Yuga Industries.

Dear Kasi Viswanathan S,

Yuga Industries is pleased to accommodate you to the position of Junior Design Engineer in our organization. You will be paid a monthly salary of **Rs. 17000** during the training period.

During your training period you may be exposed to the projects that are undertaken by us, including that of our clients. You are expected to treat any material such as design, project plans and other such artifacts disclosed to you in oral, written or otherwise as confidential, and should not disclose them to anyone without our prior written consent. All the work products that you participate in the creation and development under our guidance will be the property of Yuga Industries. You are expected to adhere to general policies and guidelines of our organization. You will be evaluated periodically during this program.

Subject to your performance and your successful completion of your college degree, you would be offered a confirmed position as a Design Engineer with a consolidated compensation of Rupees Three lakhs per annum (**Rs. 3,00,000 per annum**). We formally welcome you to our organization. Your joining date will be 05 Jul 2019.

For Yuga Industries,

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





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: 592273**

### Letter of Intent ("LOI")

Dear Kiran Krishna,

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

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PONMAR, CHENNAI-600127

## ANNEXURE 1

**Kiran Krishna**  
**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**

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Regd Office: Pune Hinjewadi Regd. Office No. 14, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, MIDC SEZ, Village Man, Taluka Mutshi, Pune - 411067, Maharashtra, India. Tel: +91 20 6699 1000 | Fax: +91 20 6699 6060 | CIN: U85110PN1993PLC145950 Page 3 of 3

  
PRINCIPAL  
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PONMAR, CHENNAI-600127





May 22, 2019

Kishore V  
2/120, Perumal Nagar, 8th Cross Street,  
Old Pallavaram,  
Chennai - 600117

Dear Kishore,

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,**  
**Jo. 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**

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



## ANNEXURE 1

Name: Kishore V

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.

  
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 OF ENGINEERING AND TECHNOLOGY  
 PONMAR, CHENNAI-600127





# BALA AUTOMOTIVE INDIA PVT LTD

Ref : BAIP\Campus\Offer\2019\0059

Date : 19<sup>th</sup> April 2019

Dear Kuldeep Sharma R,

Congratulations!

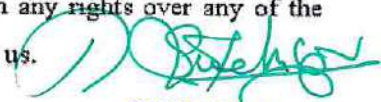
Based on the round of interviews held with you, we are pleased to offer you the position of 'Design Engineer Trainee' with Bala Automotive India Pvt Ltd. We look forward to working with you and believe that you can make a very significant, positive contribution to the success of our company. Our company offers you an opportunity to put your experience, abilities, dedication, energy, and creativity to excellent use. Welcome to the team!

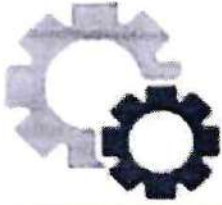
This offer of employment is for the position of 'Design Engineer Trainee' and your Date of Joining is 01<sup>st</sup> July 2019. You will be under Probation for a period of 12 months starting from 01<sup>st</sup> July 2019 to 01<sup>st</sup> July 2020. Your Annual CTC under this offer will be INR 2,09,280/- (Rupees Two Lakhs Nine Thousand Two Hundred and Eighty Only), which includes your medical insurance Annual Gross Premium paid in full from company's end.

You will be placed in General Shift from the date of your joining and your office timings will be from 9:00 AM to 5:30 PM (IST), Monday to Saturday, every 2nd and 4th Monday of the month will be off.

You will have the primary responsibility and accountability to design and create reports of Prospective Analysis and System Validation using AutoCAD. You are accountable to prepare and submit reports on time. You will be working with cross functional teams including Electrical Engineers and Structural Engineers to support all design requirements and requests. A detailed job description, terms and conditions of employment will be issued soon after you join the Organization.

The validity of this Offer Letter is till 22<sup>nd</sup> April 2019. In case of non-acceptance of the Offer by 22<sup>nd</sup> April 2019, the extended employment Offer will lose its validity. With the acceptance of this Offer of employment, you acknowledge to accept all the terms and conditions of this offer and also you agree to abide by all policies of Illumine. Also you agree that you will not claim any rights over any of the intellectual property that may be developed during your employment with us.

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



# BALA AUTOMOTIVE INDIA PVT LTD



We look forward to working with you at Bala Automotive India Pvt Ltd.

Please sign and date this letter on the space provided below to acknowledge your acceptance of the terms of this agreement.

Thanking You

HR Director

### Declaration of Acceptance:

I hereby accept this Offer of Employment with all the terms and conditions mentioned in the Offer Letter and will be joining Bala Automotive India Pvt Ltd. on 01<sup>st</sup> July 2019.

Name: ..... *Kuldeep Sharma* ..... Signature: .....  ..... Date: *20/4/19* .

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







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: 592287**

### Letter of Intent ("LOI")

Dear Kumaresan V,

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  
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OF ENGINEERING AND TECHNOLOGY  
PONMAR, CHENNAI-600127

## ANNEXURE 1

**Kumaresan V**  
**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 benefirs, 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**

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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: U65110PN1993PLC145950 Page 3 of 3

  
PRINCIPAL  
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OF ENGINEERING AND TECHNOLOGY  
PONMAR, CHENNAI-600127



Date: December 09, 2018

Ref: LTI/HR/Campus/2019

Name: Lakshmi Narasiman A S

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

### **OFFER OF EMPLOYMENT**

Dear Lakshmi Narasiman A S,

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

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





+91 -9976695640  
www.yugaindustries.com  
yugaindustries@gmail.com

To  
Lakshmi Narayanan P  
B.E MECH (Final Year - passing out in 2019)  
Prince Dr.K.Vasudevan College of Engineering and Technology,  
Chennai, Tamilnadu.

Date : 25-Jan-2019  
Place : Chennai

Subject: Offer of Employment at Yuga Industries.

Dear Lakshmi Narayanan P,

Yuga Industries is pleased to accommodate you to the position of Junior Design Engineer in our organization. You will be paid a monthly salary of **Rs. 17000** during the training period.

During your training period you may be exposed to the projects that are undertaken by us, including that of our clients. You are expected to treat any material such as design, project plans and other such artifacts disclosed to you in oral, written or otherwise as confidential, and should not disclose them to anyone without our prior written consent. All the work products that you participate in the creation and development under our guidance will be the property of Yuga Industries. You are expected to adhere to general policies and guidelines of our organization. You will be evaluated periodically during this program.

Subject to your performance and your successful completion of your college degree, you would be offered a confirmed position as a Design Engineer with a consolidated compensation of Rupees Three lakhs per annum (**Rs. 3,00,000 per annum**). We formally welcome you to our organization. Your joining date will be 05 Jul 2019.

For Yuga Industries,

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



**Offer: Computer Consultancy**  
**Ref: TCSL/DT20163329769/Chennai**  
**Date: 23/09/2018**

Mr. Mahesh T  
5/30, Prathana Salai, Pasumpon Nagar,  
Perumbakkam,  
Chennai-600100,  
Tamil Nadu.  
Tel# 91-9840184047

Dear Mahesh T,

**Sub: Letter of Offer**

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

This offer is based on your profile and performance in the selection process. You have been selected for the position of **Assistant System Engineer-Trainee** in Grade Y. You will be a part of the application development and maintenance projects across any of the business units of TCSL.

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

Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 48 hours, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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

TCS Confidential  
TCSL/DT20163329769

**TATA CONSULTANCY SERVICES**  
Tata Consultancy Services Limited

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

PRINCIPAL

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





**Withdrawal of Offer**

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

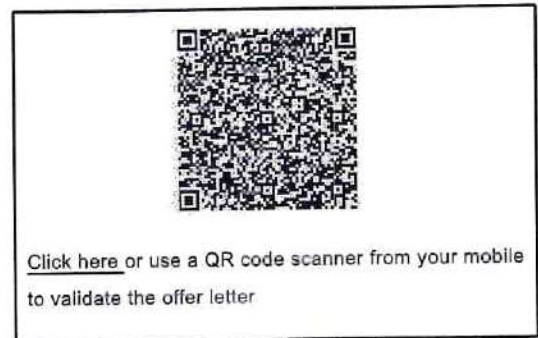
Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

**For TATA Consultancy Services Limited**

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



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

**TCS Confidential**  
**TCSL/DT20163329769**

**TATA CONSULTANCY SERVICES**  
Tata Consultancy Services Limited

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

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



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: 592326**

### **Letter of Intent ("LOI")**

Dear Manikandan R,

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

### Manikandan R 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

Date: December 09, 2018

Ref: LTI/HR/Campus/2019

Name: Mathimaran E

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

### **OFFER OF EMPLOYMENT**

Dear Mathimaran E,

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

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

**OFFER LETTER**

5<sup>th</sup> June 2019

Mr. Mohammed Thariq Anwar K,  
No:4/587,12th Street,  
Amman Nagar, Trisulam, Chennai,  
Tamilnadu - 600043.

Dear Mohammed Thariq Anwar K,

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

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

You are required to join the services of the Company by **10<sup>th</sup> June 2019**. We shall appreciate your confirmation of the above offer on or before **9<sup>th</sup> June 2019** Non-acceptance before the stipulated date shall make this offer redundant automatically.

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

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

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

Please do bring the original testimonials for verification.

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



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



### Salary Break – Up

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

#### Benefits in addition to the CTC above are:

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

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

We are sure together we will make it happen.

For Sensiple Software Solutions Pvt. Ltd.



**Senthil Kumar Prabhakaran**  
 Director – Human Resources



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



# BALA AUTOMOTIVE INDIA PVT LTD

Ref : BAIP\Campus\Offer\2019\0063

Date : 19<sup>th</sup> April 2019

Dear Mohanlal M,

Congratulations!

Based on the round of interviews held with you, we are pleased to offer you the position of 'Design Engineer Trainee' with Bala Automotive India Pvt Ltd. We look forward to working with you and believe that you can make a very significant, positive contribution to the success of our company. Our company offers you an opportunity to put your experience, abilities, dedication, energy, and creativity to excellent use. Welcome to the team!

This offer of employment is for the position of 'Design Engineer Trainee' and your Date of Joining is 01<sup>st</sup> July 2019. You will be under Probation for a period of 12 months starting from 01<sup>st</sup> July 2019 to 01<sup>st</sup> July 2020. Your Annual CTC under this offer will be INR 2,09,280/- (Rupees Two Lakhs Nine Thousand Two Hundred and Eighty Only), which includes your medical insurance Annual Gross Premium paid in full from company's end.

You will be placed in General Shift from the date of your joining and your office timings will be from 9:00 AM to 5:30 PM (IST), Monday to Saturday, every 2nd and 4th Monday of the month will be off.

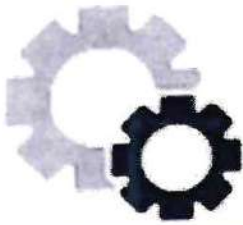
You will have the primary responsibility and accountability to design and create reports of Prospective Analysis and System Validation using AutoCAD. You are accountable to prepare and submit reports on time. You will be working with cross functional teams including Electrical Engineers and Structural Engineers to support all design requirements and requests. A detailed job description, terms and conditions of employment will be issued soon after you join the Organization.

The validity of this Offer Letter is till 22<sup>nd</sup> April 2019. In case of non-acceptance of the Offer by 22<sup>nd</sup> April 2019, the extended employment Offer will lose its validity. With the acceptance of this Offer of employment, you acknowledge to accept all the terms and conditions of this offer and also you agree to abide by all policies of Illumine. Also you agree that you will not claim any rights over any of the intellectual property that may be developed during your employment with us.

PRINCIPAL

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





# BALA AUTOMOTIVE INDIA PVT LTD

We look forward to working with you at Bala Automotive India Pvt Ltd.

Please sign and date this letter on the space provided below to acknowledge your acceptance of the terms of this agreement.

Thanking You

HR Director

### Declaration of Acceptance:

I hereby accept this Offer of Employment with all the terms and conditions mentioned in the Offer Letter and will be joining Bala Automotive India Pvt Ltd. on 01<sup>st</sup> July 2019.

Name: ..... Mohandlal.M ..... Signature: ..... Mohandlal ..... Date: 2/7/19

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

**To:**

**Naveen Narendhiran M,  
No.15, Station Road, Palavanthangal,  
Chennai - 603301  
Tamilnadu,India**

**Sub:Offer Letter**

Dear **Naveen Narendhiran M,**

We are delighted to offer you the role of **Software Engineer - Trainee** at iLink Multitech Solutions.

The terms of the offer are given below, which, if you accept, will govern your employment.

**1. Salary**

You will be paid a CTC of **Rs.3,75,000 /- (Rupees Three Lakh(s) Seventy-Five Thousand(s) Only)** per annum. The breakup of the Salary is as mentioned in Annexure 2 of this offer letter.

**2. Work Place**

You will initially work from our office in **Chennai**. However, you may be posted to any other place where our office is located or deputed to any of our client's location, during your tenure at iLink.

**3. Duties**

Your duties may vary from time to time depending on the business focus of the Company.

**4. Appraisal**

You will be eligible for salary increase after successfully completing 3 months with iLink. Based on your performance during the initial 3 months, your CTC might be fixed between 3.75 LPA to 4.5 LPA.

You will also be eligible for salary increase up to 5.5 LPA during the subsequent salary revision cycle, the first of which will be the scheduled revision cycle after the completion of the probation period.

**5. Working Hours**

You will be required to work for 5 days a week, minimum 40 hours per week or 9 hours per day depending upon client requirements.



**PRINCIPAL**

**PRINCE DR. K. VASUDEVAN COLLEGE  
OF ENGINEERING AND TECHNOLOGY**

**PONNAMPET, CHENNAI-600127**  
Phone: 91 (0) 89396 10928  
89396 10938 / 89396 10948



**Annexure: 2**

<b>CTC STRUCTURE</b>		
	<b>Monthly Salary</b>	<b>Annual Salary</b>
	In Rupees	In Rupees
Basic	11,000.00	1,32,000.00
HRA	5,500.00	66,000.00
Conveyance Allowance	1,600.00	19,200.00
Medical Allowance	1,250.00	15,000.00
Food Allowance	3,000.00	36,000.00
Leave Travel Allowance	3,166.67	38,000.00
Special Allowance	2,692.33	32,308.00
<b>Total</b>	<b>28,209.00</b>	<b>3,38,508.00</b>
<b>Non-Cash Benefits</b>		
Company's contribution to P.F. (including Administrative Charges)	1,950.00	23,400.00
Medical Insurance	563.00	6,756.00
Gratuity	528.00	6,336.00
<b>Total CTC</b>	<b>31,250</b>	<b>3,75,000</b>

For further clarification, please feel free to contact us.

Yours truly,  
For iLink Multitech Solutions




Uday Bhaskarwar  
Chief People Officer

**ACCEPTANCE OF OFFER**

I hereby declare that I accept this Offer Letter



Candidate's Signature



PRINCIPAL

PRINCE Dr. K. VASUDEVAN COLLEGE  
OF ENGINEERING AND TECHNOLOGY

PONMAR, CHENNAI - 600037  
Phone: +91 (0) 89396 10928  
89396 10938 / 89396 10948



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: 592348**

### **Letter of Intent ("LOI")**

Dear Nihil 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

**Nihil 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 benefirs, 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**

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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



# BALA AUTOMOTIVE INDIA PVT LTD

Ref : BAIP\Campus\Offer\2019\0078

Date : 19<sup>th</sup> April 2019

Dear Nithin B,

Congratulations!

Based on the round of interviews held with you, we are pleased to offer you the position of 'Design Engineer Trainee' with Bala Automotive India Pvt Ltd. We look forward to working with you and believe that you can make a very significant, positive contribution to the success of our company. Our company offers you an opportunity to put your experience, abilities, dedication, energy, and creativity to excellent use. Welcome to the team!

This offer of employment is for the position of 'Design Engineer Trainee' and your Date of Joining is 01<sup>st</sup> July 2019. You will be under Probation for a period of 12 months starting from 01<sup>st</sup> July 2019 to 01<sup>st</sup> July 2020. Your Annual CTC under this offer will be INR 2,09,280/- (Rupees Two Lakhs Nine Thousand Two Hundred and Eighty Only), which includes your medical insurance Annual Gross Premium paid in full from company's end.

You will be placed in General Shift from the date of your joining and your office timings will be from 9:00 AM to 5:30 PM (IST), Monday to Saturday, every 2nd and 4th Monday of the month will be off.

You will have the primary responsibility and accountability to design and create reports of Prospective Analysis and System Validation using AutoCAD. You are accountable to prepare and submit reports on time. You will be working with cross functional teams including Electrical Engineers and Structural Engineers to support all design requirements and requests. A detailed job description, terms and conditions of employment will be issued soon after you join the Organization.

The validity of this Offer Letter is till 22<sup>nd</sup> April 2019. In case of non-acceptance of the Offer by 22<sup>nd</sup> April 2019, the extended employment Offer will lose its validity. With the acceptance of this Offer of employment, you acknowledge to accept all the terms and conditions of this offer and also you agree to abide by all policies of Illumine. Also you agree that you will not claim any rights over any of the intellectual property that may be developed during your employment with us.

PRINCIPAL

+91-9997325684

balaautos@gmail.com

PRINCE OF KNOWLEDGE COLLEGE  
OF ENGINEERING AND TECHNOLOGY  
PONMAR, CHENNAI-600127





# BALA AUTOMOTIVE INDIA PVT LTD



We look forward to working with you at Bala Automotive India Pvt Ltd.

Please sign and date this letter on the space provided below to acknowledge your acceptance of the terms of this agreement.

Thanking You

HR Director

### Declaration of Acceptance:

I hereby accept this Offer of Employment with all the terms and conditions mentioned in the Offer Letter and will be joining Bala Automotive India Pvt Ltd. on 01<sup>st</sup> July 2019.

Name: Nithin B. Signature: [Handwritten Signature] Date: 20/7/19

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



+91-9987325654



balaautos@gmail.com



www.balaautos.com



**To:**

**Vignesh R,**  
**No.4, Sai Ganesh Flats, Gandhi Nagar,**  
**Selaiyur - 600073**  
**Tamilnadu, India**

**Sub:Offer Letter**

Dear **Vignesh R,**

We are delighted to offer you the role of **Software Engineer - Trainee** at iLink Multitech Solutions.

The terms of the offer are given below, which, if you accept, will govern your employment.

**1. Salary**

You will be paid a CTC of **Rs.3,75,000 /- (Rupees Three Lakh(s) Seventy-Five Thousand(s) Only)** per annum. The breakup of the Salary is as mentioned in Annexure 2 of this offer letter.

**2. Work Place**

You will initially work from our office in **Chennai**. However, you may be posted to any other place where our office is located or deputed to any of our client's location, during your tenure at iLink.

**3. Duties**

Your duties may vary from time to time depending on the business focus of the Company.

**4. Appraisal**

You will be eligible for salary increase after successfully completing 3 months with iLink. Based on your performance during the initial 3 months, your CTC might be fixed between 3.75 LPA to 4.5 LPA.

You will also be eligible for salary increase up to 5.5 LPA during the subsequent salary revision cycle, the first of which will be the scheduled revision cycle after the completion of the probation period.

**5. Working Hours**

You will be required to work for 5 days a week, minimum 40 hours per week or 9 hours per day depending upon client requirements.



**Annexure: 2**

<b>CTC STRUCTURE</b>		
	<b>Monthly Salary</b>	<b>Annual Salary</b>
	In Rupees	In Rupees
Basic	11,000.00	1,32,000.00
HRA	5,500.00	66,000.00
Conveyance Allowance	1,600.00	19,200.00
Medical Allowance	1,250.00	15,000.00
Food Allowance	3,000.00	36,000.00
Leave Travel Allowance	3,166.67	38,000.00
Special Allowance	2,692.33	32,308.00
<b>Total</b>	<b>28,209.00</b>	<b>3,38,508.00</b>
<b>Non-Cash Benefits</b>		
Company's contribution to P.F. (including Administrative Charges)	1,950.00	23,400.00
Medical Insurance	563.00	6,756.00
Gratuity	528.00	6,336.00
<b>Total CTC</b>	<b>31,250</b>	<b>3,75,000</b>

For further clarification, please feel free to contact us.

Yours truly,  
For iLink Multitech Solutions




Uday Bhaskarwar  
Chief People Officer

**ACCEPTANCE OF OFFER**

I hereby declare that I accept this Offer Letter



Candidate's Signature



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



+91 -9976695640  
www.yugaindustries.com  
yugaindustries@gmail.com

To

Sri Aravind S

B.E MECH (Final Year - passing out in 2019)

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

Date : 25-Jan-2019

Place : Chennai

Subject: Offer of Employment at Yuga Industries.

Dear Sri Aravind S,

Yuga Industries is pleased to accommodate you to the position of Junior Design Engineer in our organization. You will be paid a monthly salary of **Rs. 17000** during the training period.

During your training period you may be exposed to the projects that are undertaken by us, including that of our clients. You are expected to treat any material such as design, project plans and other such artifacts disclosed to you in oral, written or otherwise as confidential, and should not disclose them to anyone without our prior written consent. All the work products that you participate in the creation and development under our guidance will be the property of Yuga Industries. You are expected to adhere to general policies and guidelines of our organization. You will be evaluated periodically during this program.

Subject to your performance and your successful completion of your college degree, you would be offered a confirmed position as a Design Engineer with a consolidated compensation of Rupees Three lakhs per annum (**Rs. 3,00,000 per annum**). We formally welcome you to our organization. Your joining date will be 05 Jul 2019.

For Yuga Industries,

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

126B, Krishna Nagar, Madipakkam, Chennai - 600048





+91 -9976695640  
www.yugaindustries.com  
yugaindustries@gmail.com

To

Sudharshan K

B.E MECH (Final Year - passing out in 2019)

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

Date : 25-Jan-2019

Place : Chennai

Subject: Offer of Employment at Yuga Industries.

Dear Sudharshan K,

Yuga Industries is pleased to accommodate you to the position of Junior Design Engineer in our organization. You will be paid a monthly salary of **Rs. 17000** during the training period.

During your training period you may be exposed to the projects that are undertaken by us, including that of our clients. You are expected to treat any material such as design, project plans and other such artifacts disclosed to you in oral, written or otherwise as confidential, and should not disclose them to anyone without our prior written consent. All the work products that you participate in the creation and development under our guidance will be the property of Yuga Industries. You are expected to adhere to general policies and guidelines of our organization. You will be evaluated periodically during this program.

Subject to your performance and your successful completion of your college degree, you would be offered a confirmed position as a Design Engineer with a consolidated compensation of Rupees Three lakhs per annum (**Rs. 3,00,000 per annum**). We formally welcome you to our organization. Your joining date will be 05 Jul 2019.

For Yuga Industries,

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



26-Feb-2019

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

Candidate ID – 13002059

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

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

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

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

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

Please note

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

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

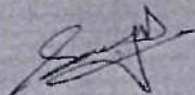
Yours sincerely,  
 For Cognizant Technology Solutions India Pvt. Ltd.,



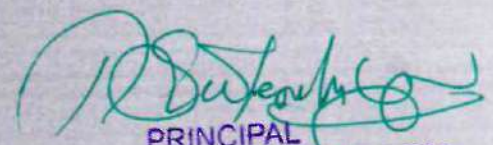
Suresh Bethavandu  
 Global Head-Talent Acquisition

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

Signature :



Date: 3-3-2019



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



26-Feb-2019

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

Candidate ID – 13002102

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

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

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

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

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

Please note

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

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

Yours sincerely,

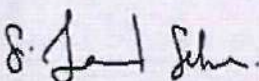
For Cognizant Technology Solutions India Pvt. Ltd.,



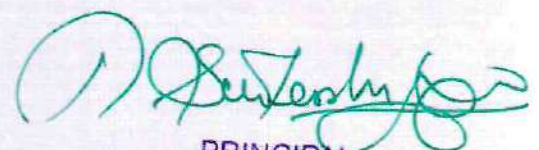
Suresh Bethavandu

Global Head-Talent Acquisition

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

Signature: 

Date: 04.03.19



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





May 22, 2019

Theresan L  
5, Dhenugambal Nagar,  
Madambakkam,  
Chennai - 600 073

Dear Theresan,

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: Theresan L

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

Candidate ID – 13001929

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

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

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

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

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

Please note

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

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

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




Suresh Bethavandu  
Global Head-Talent Acquisition

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

Signature:



Date: 04.03.19



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 4382000 F: +91 120 2445074

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

www.hcltech.com

www.hcl.com

## APPOINTMENT LETTER

Venkatesh R  
NO 22A/37 MOSQUE COLONY 6TH STREET MADUVINKARAI GUINDY  
CHENNAI, Tamil Nadu, 600032

Dear Venkatesh R,

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.

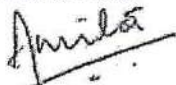
You will be on probation for a period of **12 months** from the date of joining the Company. Your compensation would be as outlined in a separate document "**Salary Structure**". The compensation will be effective **August 14,2019** and the applicable arrears will be paid to you in the payroll subsequent 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

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I accept the offer and related terms and conditions. I will join by 14-08-2019  
Name: R.Venkatesh Signature: [Signature] Date: 07-06-2019



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 2446974


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

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www.hcl.com

### ANNEXURE I

COMPENSATION PLAN	
<b>NAME</b>	Venkatesh R
<b>DESIGNATION</b>	Analyst
<b>BAND</b>	E1
<b>DEPARTMENT</b>	
<b>DATE OF JOINING</b>	August 14,2019
<b>Monthly Components (in INR Per Month)</b>	
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>
<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>	
<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





# BALA AUTOMOTIVE INDIA PVT LTD

Ref : BAIP\Campus\Offer\2019\0066

Date : 19<sup>th</sup> April 2019

Dear Venkatesh M,

Congratulations!

Based on the round of interviews held with you, we are pleased to offer you the position of 'Design Engineer Trainee' with Bala Automotive India Pvt Ltd. We look forward to working with you and believe that you can make a very significant, positive contribution to the success of our company. Our company offers you an opportunity to put your experience, abilities, dedication, energy, and creativity to excellent use. Welcome to the team!

This offer of employment is for the position of 'Design Engineer Trainee' and your Date of Joining is **01<sup>st</sup> July 2019**. You will be under Probation for a period of 12 months starting from 01<sup>st</sup> July 2019 to 01<sup>st</sup> July 2020. Your Annual CTC under this offer will be **INR 2,09,280/-** (Rupees Two Lakhs Nine Thousand Two Hundred and Eighty Only), which includes your medical insurance Annual Gross Premium paid in full from company's end.

You will be placed in General Shift from the date of your joining and your office timings will be from 9:00 AM to 5:30 PM (IST), Monday to Saturday, every 2nd and 4th Monday of the month will be off.

You will have the primary responsibility and accountability to design and create reports of Prospective Analysis and System Validation using AutoCAD. You are accountable to prepare and submit reports on time. You will be working with cross functional teams including Electrical Engineers and Structural Engineers to support all design requirements and requests. A detailed job description, terms and conditions of employment will be issued soon after you join the Organization.

The validity of this Offer Letter is till 22<sup>nd</sup> April 2019. In case of non-acceptance of the Offer by 22<sup>nd</sup> April 2019, the extended employment Offer will lose its validity. With the acceptance of this Offer of employment, you acknowledge to accept all the terms and conditions of this offer and also you agree to abide by all policies of Illumine. Also you agree that you will not claim any rights over any of the intellectual property that may be developed during your employment with us.



# BALA AUTOMOTIVE INDIA PVT LTD



We look forward to working with you at Bala Automotive India Pvt Ltd.

Please sign and date this letter on the space provided below to acknowledge your acceptance of the terms of this agreement.


Thanking You

HR Director

### Declaration of Acceptance:

I hereby accept this Offer of Employment with all the terms and conditions mentioned in the Offer Letter and will be joining Bala Automotive India Pvt Ltd. on 01<sup>st</sup> July 2019.

Name: M. VENKATESH ..... Signature:  ..... Date: 20.04.2019



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





**OFFER LETTER**

5<sup>th</sup> June 2019

**Mr. Vikraman S,**  
7a, Veerapathiran Street,  
East Tambaram, Chennai,  
Tamilnadu - 600059.

**Dear Vikraman S,**

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

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

You are required to join the services of the Company by **10<sup>th</sup> June 2019**. We shall appreciate your confirmation of the above offer on or before **9<sup>th</sup> June 2019**. Non-acceptance before the stipulated date shall make this offer redundant automatically.

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

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

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

Please do bring the original testimonials for verification.

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



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



### Salary Break – Up

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

Benefits in addition to the CTC above are:

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

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

We are sure together we will make it happen.

For Sensiple Software Solutions Pvt. Ltd.



**Senthil Kumer Prabhakaran**  
 Director – Human Resources



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



**To:**

**Vishnu S B,  
No.2/78, Middle Street,  
Ariyalur - 621704  
Tamilnadu,India**

**Sub:Offer Letter**

Dear **Vishnu S B,**

We are delighted to offer you the role of **Software Engineer - Trainee** at iLink Multitech Solutions.

The terms of the offer are given below, which, if you accept, will govern your employment.

**1. Salary**

You will be paid a CTC of **Rs.3,75,000 /- (Rupees Three Lakh(s) Seventy-Five Thousand(s) Only)** per annum. The breakup of the Salary is as mentioned in Annexure 2 of this offer letter.

**2. Work Place**

You will initially work from our office in **Chennai**. However, you may be posted to any other place where our office is located or deputed to any of our client's location, during your tenure at iLink.

**3. Duties**

Your duties may vary from time to time depending on the business focus of the Company.

**4. Appraisal**

You will be eligible for salary increase after successfully completing 3 months with iLink. Based on your performance during the initial 3 months, your CTC might be fixed between 3.75 LPA to 4.5 LPA.

You will also be eligible for salary increase up to 5.5 LPA during the subsequent salary revision cycle, the first of which will be the scheduled revision cycle after the completion of the probation period.

**5. Working Hours**

You will be required to work for 5 days a week, minimum 40 hours per week or 9 hours per day depending upon client requirements.



PRINCIPAL

PRINCE Dr. K. VASUDEVAN COLLEGE  
OF ENGINEERING AND TECHNOLOGY

PONMAR, CHENNAI-600127  
Phone : +91 (0) 89396 10928  
89396 10938 / 89396 10948

## **Annexure: 2**

<b>CTC STRUCTURE</b>		
	<b>Monthly Salary</b>	<b>Annual Salary</b>
	In Rupees	In Rupees
Basic	11,000.00	1,32,000.00
HRA	5,500.00	66,000.00
Conveyance Allowance	1,600.00	19,200.00
Medical Allowance	1,250.00	15,000.00
Food Allowance	3,000.00	36,000.00
Leave Travel Allowance	3,166.67	38,000.00
Special Allowance	2,692.33	32,308.00
<b>Total</b>	<b>28,209.00</b>	<b>3,38,508.00</b>
<b>Non-Cash Benefits</b>		
Company's contribution to P.F. (including Administrative Charges)	1,950.00	23,400.00
Medical Insurance	563.00	6,756.00
Gratuity	528.00	6,336.00
<b>Total CTC</b>	<b>31,250</b>	<b>3,75,000</b>

For further clarification, please feel free to contact us.


Yours truly,  
For iLink Multitech Solutions




Uday Bhaskarwar  
Chief People Officer

## **ACCEPTANCE OF OFFER**

I hereby declare that I accept this Offer Letter

  
Candidate's Signature

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