

ADVANTECH INSTRUMENTS AND SERVICES

No.13B, DABC Avenue, Nolambur, Mogappair West,
Chennai - 600 095, Tamil Nadu, India. Mobile : 88259 99800

COMPENSATION BREAKUP

Components	Per Annum	Per Month
Basic Salary	80,000	6,667
House rent allowance	99,000	8,250
Leave Travel Concession	20,000	1,667
Food Coupon	26,400	2,200
Statutory Bonus @ 8.33%	26,400	2,200
Position Allowance	9,360	780
Company's Contribution to PF	15,840	1,320
Total Fixed Compensation	2,77,000	23,084
Variable pay	10,000	
Total Annual Compensation	2,87,000	

IN WITNESS WHEREOF, the Parties hereto have executed two (2) copies of this Deed of Assignment and each Party holds one (1) copy thereof.

For Advantech Instruments and Services



HR Executive



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

HCL TECHNOLOGIES LTD.

Corporate Identity Number: L74140DL1991PLC046369

Technology Hub, Special Economic Zone

Plot No : 3A, Sector 126, NOIDA 201 304, UP, India.

T +91 120 6125000 F +91 120 4683030

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

www.hcltech.com

www.hcl.com

OFFER & APPOINTMENT LETTER

Offer Release Date: September 3, 2021

Dear Vignesh R,
No.21A, Karnam Street,
Velachery main road,
Chennai, Tamil Nadu, India.

Dear Vignesh R,

Congratulations! With reference to the interviews conducted by HCL Technologies Ltd (herein referred as "HCL" or "Company"), we are pleased to inform you that you have been selected for employment in our organization as Software Engineer in band E1.

In the coming year, keep aspiring for change and be known for your thoughts and your work; be the catalyst that this fast changing world needs; keep sharpening your skills and investing in yourself; and last but not the least – keep your work and life in perfect balance, because that is the prerequisite for success.

You are requested to join us on **September 7, 2021** at 9:00 A.M at the following address **Client Location**. Your joining would be subject to successful completion and compliance with the pre joining requirements as applicable.

We at HCL believe in our colleagues showing flexibility and willingness to be deployed and rotated across the various locations, geographies and subsidiaries including our Infrastructure, BPO division etc. In line with the same approach, we look forward to your being flexible towards your placement in the Company. Your growth in this organization will be in line with your capabilities.

Your Terms and Conditions of employment are detailed in this offer and appointment letter and appended annexure(s)

Your Total Compensation will be **INR 3,50,000** per annum, outlined in Annexure I.

You will be required to sign a service agreement of **24 months** with a surety amount of **INR 1.25 Lakhs**. This amount shall be payable to the Company only on the event of your separation from the company before **24 months** from the date of joining.

You will be on probation for a period of 12 months from the date of your joining. The general terms and conditions governing your employment are outlined in Annexure II.

On the date of joining, you would be required to submit the documents listed in Annexure III. Please note that the submission of all listed documents is essential for the validity of your appointment in the Company.

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



PRINCIPAL

PRINCE Dr. K. VASUDEVAN COLLEGE
OF ENGINEERING AND TECHNOLOGY

CHENNAI, CHENNAI-600127

HCL Confidential

HCL TECHNOLOGIES LTD.

Corporate Identification Number: L74140DL1991PLC046369

B-39, Sector 1, NOIDA 201 301, UP, India.

T: +91 120 4024700, 3337000 F: +91 120 2425833

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

www.hcltech.com

www.hcl.com

At the time of joining, you are required to have completed your degree without any standing arrear/backlogs.

Please share your acceptance to offer as a confirmation within 3 days of receiving this letter and sign the duplicate copy of this Offer & Appointment Letter and Annexure(s) and submit the same on the day of joining failing which this offer & appointment letter extended to you by HCL Technologies Ltd shall stand withdrawn without any liability.

Please note that in case you are unable to report for joining on the respective date, this offer & appointment letter extended to you by HCL Technologies Ltd. will stand withdrawn without any liability.


Looking ahead, we see exciting times – we look up to you to provide impetus in accomplishing our mutual endeavor of being the best in the business of IT Services. Welcome to our Organization! We look forward to a mutually fruitful association.

Yours truly,
For HCL Technologies Ltd.



Amrita Das

Vice President, Head-Global Rewards



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

HCL TECHNOLOGIES LTD.

Corporate Identification Number: L74140DL1991PLC046369

B-39, Sector 1, NOIDA 201 301, UP, India.

T: +91 120 4024700, 3337000 F: +91 120 2425833

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

www.hcltech.com

www.hcl.com

Annexure 1**COMPENSATION PLAN**

COMPENSATION PLAN	
Name	Vignesh R
Band	E1
Designation	Software Engineer
City	Chennai
Monthly Components (in INR)	
Basic Salary	15,069
House Rent Allowance	7,523
Advance Statutory Bonus	-
Food Wallet	-
Holiday Allowance	-
Flexi Basket*	-
Compensatory Allowance	0
TOTAL: Monthly	22,592
TOTAL: Monthly Components : Annualized	271,107
Retirals & Other Benefits (in INR)	
Provident Fund	21,699
Medical Insurance Premium/ESIC	10,000
Gratuity	8,694
TOTAL : Retirals	40,393
Variable Components (in INR)	
Performance Bonus (in Rs.)	21,000
Engagement PB (paid monthly) @ 100% achievement levels	17,500
TOTAL: Variable Components	38,500
COST TO COMPANY	3,50,000
Flexi Basket Details	
	Max Sub Limits (p.a.)
Fuel Reimbursement and Car Maintenance Charges	-
Leave Travel Assistance / Allowance	-
Car Lease Rental	-
TOTAL : Annual Flexi Basket	-



22-Nov-2021

Dear Vinoth E,
B.E., Electronics & Communication Engineering
Prince Dr K Vasudevan College of Engineering and Technology, Chennai

Candidate ID – 18982496

Thank you for exploring career opportunities with **Cognizant Technology Solutions India Private Limited ("Cognizant")**. You have successfully cleared our initial selection process and we are pleased to make you an offer of employment. This offer is based on your profile and performance in the selection process.

You have been selected for the position of **Programmer Analyst Trainee**

During your probation period of 12 months, which includes your training program, you will be entitled to an Annual Total Remuneration (ATR) of INR **401,988/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution of INR **19,500/-** towards benefits such as Medical, Accident and Life Insurance. The incentive amount may vary, depending on Cognizant's performance and your performance. The other details about your compensation are detailed in **Compensation and Benefits**. Your compensation is highly confidential and if the need arises, you may discuss it only with your Manager.

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 INR Rs. **450,500/-**. This includes an annual target incentive of INR **22,500/-** as well as Cognizant's contribution towards benefits such as Medical, Accident and Life Insurance, as applicable.

Your appointment will be governed by the terms and conditions of employment as presented in **Employment Agreement**. 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.

Please note:

1. This appointment is subject to satisfactory background verification including 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.


This offer from Cognizant is valid for 3 months and hence you are expected to accept or decline the offer through the company's online portal within this time-period. In case we do not receive any response from you within this time-period, this Offer shall stand withdrawn and will be considered as void. Any extension to the offer validity will be at the sole discretion of Cognizant

2. 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.

3. Prior to joining Cognizant, you must successfully complete the prescribed Internship or Continuous Skill Development (CSD) program as detailed below:

At Cognizant, we invest in skill and capability development of our campus selects even before they join us. This is through Cognizant Internship and Continuous Skill Development (CSD) program. These programs focus primarily on technical skills development. You could enroll in either of these as per your college processes while in the final semester and continue with skill building until you join Cognizant. This forms a critical part of your employment with Cognizant. Your onboarding with Cognizant would be prioritized

Regd Office: 115/535, Old Mahabalipuram Road, Okkiam Thoraipakkam, Chennai - 600 097


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

Compensation and Benefits

Name: Vinoth E Designation: Programmer Analyst Trainee

Sl. No.	Description	Monthly	Yearly
1	Basic	10500	126,000
2	HRA*	6300	75,600
3	Conveyance Allowance*	800	9,600
4	Medical Allowance*	1250	15,000
5	Company's contribution of PF #	1800	21,600
6	Advance Statutory Bonus***	2000	24,000
7	Special Allowance*	7349	88,188
	Annual Gross Compensation		359,988
	Incentive Indication (per annum)**		22,500
	Annual Total Compensation		382,488
	Company's contribution towards benefits (Medical, Accident and Life Insurance)		19,500
	Annual Total Remuneration		401,988

As an associate you are also entitled to the following additional benefits:

- Floating Medical Insurance Coverage
- Round the Clock Group Personal Accident Insurance coverage
- Group Term Life Insurance
- Employees' Compensation Insurance benefit as per the Employees' Compensation Act, 2010
- Gratuity, on separation after 4 years and 240 calendar days of continuous service, payable as per Payment of Gratuity Act


Leave & Vacation:

- From the Date of your Joining, you will be entitled with the below mentioned leaves as per your eligibility in line with the statutory requirements. You shall be entitled to avail the leaves only with prior approval from your Manager

Sl No	Category of Leave	No. of leave days
1	Earned Leave	18
2	Sick Leave	12
3	Casual Leave	6

- From date of joining, women associates will be entitled to maternity leave based on eligibility as specified in the Maternity Benefit Act
- In addition to the above, as per Cognizant policy, you are eligible for child adoption leave and paternity leave by adhering to the conditions as specified in the Cognizant India Leave policy

Regd Office: 115/535, Old Mahabalipuram Road, Okkiam Thorapakkam, Chennai - 600 097


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



Offer: Computer Consultancy
Ref: TCSL/DT20184395716/Chennai
Date: 20/11/2021

Mr. Yokesh
No 3/306th Cross Street,
Vinobaji Nagar, Hasthinapuram,
Chennai-600064,
Tamilnadu.
Tel# 91-7338768884

Dear Yokesh,

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 **₹3,36,877/-** per annum, as per the terms and conditions set out herein.

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

After you accept this offer, you will be given a joining letter indicating the details of your joining date and initial place of posting. The Joining letter will be issued to you only upon successful completion of your academic course, you meeting the TCS eligibility criteria & you completing the mandatory pre-joining learning curriculum named TCS Xplore/ TCS Xperience (detailed under Terms & Conditions). 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/DT20184395716

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

**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.

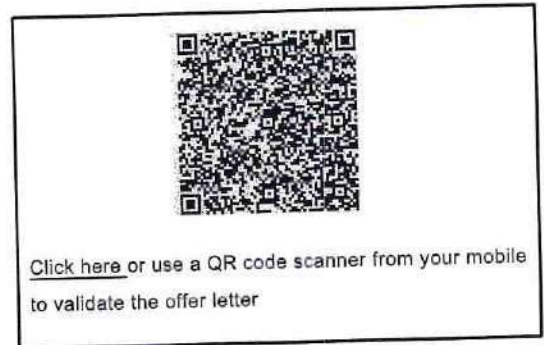
Post acceptance of TCSL Offer letter if you fail to join on the date provided in the TCSL Joining letter, the offer will stand automatically terminated at the discretion of TCSL.

We look forward to having you in our global team

Yours Sincerely,

For TATA Consultancy Services Limited

Girish V. Nandimath
Global Head Talent Acquisition & AIP



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

TCS Confidential
TCSL/DT20184395716

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



11-June-2021
Chennai 600 100

Mr. Gopi Muthukumar M,
Prince Dr.K.Vasudevan College of Engineering and Technology,
Chennai.

Dear Gopi Muthukumar M,

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

1. This offer is based on your profile and performance in the selection process.
2. Date of joining will be **05-Jul-2021**. Your total compensation of **Rs.3,00,000/ (Rupees Three lakhs only)** consists of total fixed pay component & Variable pay. Actual amount of variable pay will be paid based on review conducted half yearly. Please refer details in Annexure - A
3. Kindly confirm your acceptance of this offer through mail. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.
4. A detailed Appointment letter shall be drawn up and signed after you join our organization.
5. You will be governed by the rules and regulations as applicable to your category of employees.
6. Your employment will be governed by the service rules of the company in force from time to time. you will abide by the rules and regulation of the company, which can be altered by the management as required.
7. You shall maintain confidentiality in terms of salary offered and requested not to disclose nor seek salary details of any employee of the company. If it comes to our notice of any breach of confidentiality, the offer will be withdrawn.
8. If in any case of resigning the job you have to give a prior notice to the organization before 3 months. Details on Notice period will be provided in your appointment letter.

..2..

PRINCIPAL

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

Regd & Admin Office : Plot No.119, Survey No. 56/2C/2, Velachery Tambaram Road, Palikarai, Chennai - 600100

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

GST No. : 33AAACJ7415K1ZM

PAN No. : AACJ7415K

CIN No. : U72300TN1998PTC040985



ANNEXURE - A

Name : Gopi Muthukumar M
Designation : Assistant Systems Engineer

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

TOTAL COMPENSATION	Per Annum
(Rupees Three lakhs only)	300005

For Jasmin Infotech Pvt. Ltd.,

Sivasankara Prasad Thupalli
CEO.

Note:

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

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

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

Regd & Admin Office : Plot No.119, Survey No. 56/2C/2, Velachery Tambaram Road, Chennai-600127.

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

Registered Office

185, Third Main Road, Natesa Nagar
Virugambakkam Chennai 600 092 TN India
+91 44 4910 2200
CIN U72900TN2010PTC077255

September 23, 2020

Dear Jaikumar Elangovan,

Welcome to the Vuram family!

We have the pleasure of offering you a job at Vuram as an "Associate Technical Consultant" We at Vuram are keen on providing an excellent environment for work, a great learning atmosphere, a friendly work culture and highest quality service to our customers. We hope that you will have a rewarding, successful and enjoyable time working with us.


Please find enclosed your detailed appointment letter. A copy of the same is to be signed and brought by you on your date of joining. This offer is subject to providing all the required documents and agreeing to all the offer terms and conditions.

We look forward to you having a long and fruitful relationship with us.

Warm Regards,

R. Prabhavathi

Prabhavathi Macheri Shanker
Director, Vuram


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

Registered Office

185, Third Main Road, Natesa Nagar
Virugambakkam Chennai 600 092 TN India
+91 44 4910 2200
CIN U72900TN2010PTC077255

You will be eligible to opt for breakfast and subsidized lunch (charged at Rs. 40/day) at office. The perk shown above is calculated assuming 220 workdays in a calendar year. This perk cannot be exchanged or traded for cash benefits.

11. Your total annual Cost to Company (CTC) including your perquisites is Rs. Four lakhs Fifty Thousand Six Hundred and Seventy-Two Indian Rupees (Rs. 4,50,672.00)
12. Salary revision happens yearly, during the month of January. If you have not completed 8 full months of full time employment post probation and employment confirmation by the review month, your salary revision will happen in the subsequent January.
13. Changes in your compensation are discretionary and will be subject to and based on effective performance and results during the period and other relevant criteria.
14. Your training location and job location will be any of the Vuram offices in India.
15. This offer is provisional to the verification of details furnished by you during the discussions and interviews held so far. If any of these details are found to be incorrect or falsified at any point of time during your employment, this offer letter, and/or subsequent employment status stands canceled with immediate effect.
16. This offer is valid till 5th September 2020 if you do not confirm the acceptance, Vuram has the right to withdraw the offer.
17. You will be entitled to leave, holidays and working hours as applicable to your category of employees, the project you are working on and the location of your posting.
18. Irrespective of your work location you can avail a total of 15 days off in a calendar year. For partial years worked, your vacation days will be retrospectively adjusted.
19. At the time of joining Vuram, please bring with you the following documents:
 - a. Copy of 10th & 12th mark sheets
 - b. Copy of Diploma/Degree certificate or mark sheet of the most recently concluded semester
 - c. Copy of your passport
 - d. Copy of your PAN Card
 - e. Copy of your Aadhar Card
 - f. Copy of Bank passbook first page
 - g. Medical fitness certificate
 - h. Passport Size Photograph
20. Your offer is contingent on you producing all the above documents. Vuram reserves the right to revoke this offer if you do not meet this academic requirement or if any of the information you have furnished leading to your selection is found to be misrepresented.

Other Benefits

21. Vuram aims to provide an excellent workplace for its workforce that is comfortable, enriching, and fun. There are several events organized by the company throughout the year that you can opt-in.
22. You will be entitled to the complimentary snack and beverage facilities in the premises.
23. You will be entitled to avail free company transportation for a pick-up and drop-off at a pre-determined spot (Available only at Chennai and Trichy offices).



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

info@vuram.com | www.vuram.com

© Vuram Technology Solutions Private Limited, 2016

ADVANTECH INSTRUMENTS AND SERVICES

No.13B, DABC Avenue, Nolambur, Mogappair West,
Chennai - 600 095, Tamil Nadu, India. Mobile : 88259 99800

Date: 14-04-2021

Strictly Personal & Confidential

Ravi Shankar V B
Nanganallur, Chennai.

Dear Ravi,

Consequent to your campus interview and personal discussions with the representatives of the Company, Advantech Instruments and Services is pleased to offer you the designation of **Process Engineer** at our Chennai Office. Please accept our heartiest congratulations.

Your employment with the Company will be subject to the terms and conditions of this offer letter to be executed between you and the Company (**the "Agreement"**); the Non-Disclosure, Non-Solicitation and Non-Competition Agreement to be executed between you and the Company which is attached to the Agreement as Exhibit B (**the "Covenants Agreement"**); the Code of Business Conduct and Ethics; and the various policies of the Company issued and made effective by the Company from time-to-time.

If at any time during the course of your employment with the Company, you would like to review the policies of the Company as are then applicable to you, please contact the Human Resources representative for the Company. In the event of any conflict in the terms of this Agreement with the policies of the Company or the terms of the Covenants Agreement with the policies of the Company, the terms of the Agreement and/or the Covenants Agreement, as the case may be will prevail.

Your employment with the Company will also be guided by the core values and beliefs of the Company with the objective of facilitating the operations of the Company.

Validity of Offer

The offer of employment under this Agreement will be valid for ten days after issuance. If the offer of employment is acceptable to you, please intimate your acceptance of the same by sending an e-mail to hr@advantech.com on or before the tenth day and please sign and return the original signed copy of this Agreement and the Covenants Agreement to the Company on or before the Date of Joining (15-06-2021).


PRINCIPAL
PRINCE DR. K. VASUDEVAN COLLEGE
OF ENGINEERING AND TECHNOLOGY
By Nanganallur, Chennai - 600127

ADVANTECH INSTRUMENTS AND SERVICES

No.13B, DABC Avenue, Nolambur, Mogappair West,
Chennai - 600 095, Tamil Nadu, India. Mobile : 88259 99800

COMPENSATION BREAKUP


Components	Per Annum	Per Month
Basic Salary	80,000	6,667
House rent allowance	99,000	8,250
Leave Travel Concession	20,000	1,667
Food Coupon	26,400	2,200
Statutory Bonus @ 8.33%	26,400	2,200
Position Allowance	9,360	780
Company's Contribution to PF	15,840	1,320
Total Fixed Compensation	2,77,000	23,084
Variable pay	10,000	
Total Annual Compensation	2,87,000	

IN WITNESS WHEREOF, the Parties hereto have executed two (2) copies of this Deed of Assignment and each Party holds one (1) copy thereof.

For Advantech Instruments and Services



HR Executive



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



11-June-2021
Chennai 600 100

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

Dear Santhoshkumar S,

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

1. This offer is based on your profile and performance in the selection process.
2. Date of joining will be **05-Jul-2021**. Your total compensation of **Rs. 3,00,000/ (Rupees Three lakhs only)** consists of total fixed pay component & Variable pay. Actual amount of variable pay will be paid based on review conducted half yearly. Please refer details in Annexure - A
3. Kindly confirm your acceptance of this offer through mail. If not accepted within 7 days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.
4. A detailed Appointment letter shall be drawn up and signed after you join our organization.
5. You will be governed by the rules and regulations as applicable to your category of employees.
6. Your employment will be governed by the service rules of the company in force from time to time. you will abide by the rules and regulation of the company, which can be altered by the management as required.
7. You shall maintain confidentiality in terms of salary offered and requested not to disclose nor seek salary details of any employee of the company. If it comes to our notice of any breach of confidentiality, the offer will be withdrawn.
8. If in any case of resigning the job you have to give a prior notice to the organization before 3 months. Details on Notice period will be provided in your appointment letter.


PRINCIPAL ..2..

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

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

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



ANNEXURE - A

Name : Santhoshkumar S
Designation : Assistant Systems Engineer

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

TOTAL COMPENSATION	Per Annum
(Rupees Three lakhs only)	300005

For Jasmin Infotech Pvt. Ltd.,

Sivasankara Prasad Thupalli
CEO.

Note:

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

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

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

Regd & Admin Office : Plot No.119, Survey No. 56/2C/2, Velachery Tambaram Road, Pallikaranai, Chennai - 600 100.
Tel : 91 - 44 - 6666 9600 / 6604 9600 | Web : www.jasmin-infotech.com

24 December, 2020

Mr. Abenandan S
India

Dear Abenandan,

We are pleased to offer you the position of **Graduate Trainee** on behalf of Sanmina Technology India Pvt. Ltd, Chennai. You will be reporting to Mr. Hariprasath Sivaram, Senior Project Manager. Your primary responsibilities in this assignment were discussed with you during your interview. You should also be aware, however, that due to the nature of our business, you could be assigned to other duties and responsibilities by persons within Sanmina - SCI (hereinafter the Company) to whom you will be reporting. It is also possible that your services could be required at any of our other locations in India or abroad, at the discretion of persons within the Company to whom you will be reporting.

COMPENSATION

You will be paid a stipend of INR 180,000/- per annum during the period of training.

Upon successful completion of the training period (on the job) i.e June 2021 to 2022, you will be paid a onetime lump sum amount of INR 1,45,000/- (Rupees One lakh forty five thousand only). This ensures that your annual (Consolidated stipend) compensation remains at INR 3,25,000/- per annum. Similarly you will be paid fixed salary plus year end guaranteed bonus for the second and third year of your employment with us.


Your (stipend) compensation details are strictly confidential and you are expected to maintain this confidentiality. Any breach of this confidence could result in corrective action up to and including termination.

The chief purpose of taking you as a trainee is to impart knowledge of several specialized activities. Please note that upon completion of training, the company is under no obligation to consider you for employment unless confirmed in writing until which period you will be a trainee only.

You will be liable to be transferred for training to any of our branches, departments, associate concerns or to any other position without assigning any reason and without any increase in the stipend and you will be governed only by the rules applicable to the unit you will be working from time to time.

You will be subject to the standing order, rules and regulations made by the company as are in force at present or as may be introduced or amended or extended or rescinded from time to time.

1


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

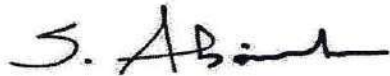
We welcome you to our organization, and look forward to having a mutually beneficial association.

Sincerely,

For Sanmina-SCI Technology India Private Limited

Mahalakshmi Bugatha
Manager - Human Resources

To indicate your understanding and acceptance of this letter, please sign below and return a copy of this letter to HR Department.



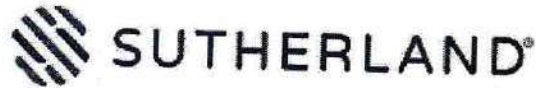
Abenandan S

Date: 30.12.20

4



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



May 20, 2021

Dear Ajay Raj B,

Congratulations! We welcome you to the family of Sutherland!

With reference to the discussions you had with us, we are pleased to make an Offer of Employment with us as **Associate-CS Internet** in the Company. Please note that this position is subject to clearance of background verification. You need to submit all relevant documents for back ground verification within 10 days from your Date of Joining. In case you fail to submit the documents within the prescribed period we will initiate appropriate action against you as deemed appropriate by the Company. You are requested to join us **on or before May 25, 2021** on the following terms and conditions.

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

Your emoluments by way of Annual Cost to the Company is **Rs.225,000.00** /- per annum (Rupees Two Lakhs Twenty Five Thousand Only), the details of which are given in the annexure of the appointment letter.

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


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

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

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

Your employment is subject to successful and satisfactory clearance of background verification which is a continues process and if any discrepancy is observed during the course of background verification which is against the policies of the Company, we will take appropriate action including immediate cessation of your employment without any further liability to Company.

The company reserves the right to terminate your employment on grounds of unauthorized absence from duty, non-performance, misconduct, fraud, negligence, theft, willful violation of the company rules.


PRINCIPAL
BRIDGE D. K. VASUDEVAN COLLEGE
OF ENGINEERING AND TECHNOLOGY
PONMAR, CHENNAI-600127

Performance Incentive	<p>You will become eligible for PI, after completion of 2 calendar months from your start date at Sutherland. Your PI will be paid against achievement on the target/s set by the company, on a time to time basis. PI is processed and paid 60 days from the completion of the performance period.</p> <p>Example 1: If DOJ on 1st of any Month, then PI eligibility would be from 3rd Month and paid along 5th Month Salary</p> <p>Example 2: If DOJ is on 2nd onwards of any Month, then PI eligibility would be from 4th Month and paid along 6th Month Salary</p>
-----------------------	--

Gratuity	Gratuity amount shall accrue annually, and the eligibility will be only on completion of 5 years of continues service with Sutherland and payable at the time of Final Settlement of Accounts
Insurance Coverage	<p>Sum insured under Accident Insurance is Rs.500,000/-,</p> <p>Mediclaim is Rs.200,000.00/- for self only.</p> <p>Group term Life Insurance coverage of – Rs 500,000.00 for self only.</p>
ESI	If your ESI wage (Gross – Bonus) is less than or equal to 21000/- per month, an amount equivalent to 0.75% of your gross salary will be deducted towards ESI every month – For details you may contact your Program HR Executive

We at Sutherland have the privilege to have you with us and personally welcome and wish you a very successful career with us and reaffirm our complete confidence in your ability to find professional and personal satisfaction here. All who met you agree you will be a fine asset to the company.

Best wishes for a long, happy and rewarding career with us.

Sincerely,

For Sutherland



Thendral Rajendran

Associate Vice President - Talent Acquisition

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



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



August 5, 2021

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

Dear Arun Adhithya Rajesh

At IBM you can innovate breakthroughs and help make life changing impact. We are experts in nearly every technical, scientific and business field. As IBMers, we are proud to apply our expertise in countries we are citizens of; all united by a single purpose: to be essential.


We invite you to join us as a Associate System Engineer, in band 06G and experience an inclusive, collaborative and learning culture with the support of technical & business experts, mentors, leaders and colleagues worldwide. You will thrive in an environment that cultivates creativity and individuality; and; be part of projects that help make the world work better.

Talent development is strategic to IBM; and you will have access to a unique learning platform powered by IBM's Watson, IBM Cloud and IBM Bluemix to help you learn quicker, learn smarter, and help the company stay agile and top-notch.

Your letter of employment is attached, for your review and acceptance. Please do not hesitate to reach out to us in case of queries or concerns. We look forward to hearing from you soon and welcome you to be a part of our team.



1
IN_152_411104BR_4704421


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



IBM CONFIDENTIAL

ANNEXURE A

DATE	August 5, 2021		
NAME	Arun Adhithya Rajesh	BAND	06G
DESIGNATION	Associate System Engineer	LOCATION	Bangalore
<u>Compensation Components</u>		<u>IBM Offer (in INR)</u>	
1. Annual Basic Salary		1 80000	
2. Annual Flexible Benefit Plan (FBP)		21 4760	
3. Annual Reference Salary (ARS)		394760	
4. Retirals			
a) Provident Fund (PF)		21 600	
b) Gratuity @ 4.8%		8640	
5. Annual Reference Salary + Retirals		425000	

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

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

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

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

Registered Office

185, Third Main Road, Natesa Nagar
Virugambakkam Chennai 600 092 TN India
+91 44 4910 2200
CIN U72900TN2010PTC077255

September 15, 2020

Dear Balamurugan Kumaravel,

Welcome to the Vuram family!

We have the pleasure of offering you a job at Vuram as an "Associate Technical Consultant" We at Vuram are keen on providing an excellent environment for work, a great learning atmosphere, a friendly work culture and highest quality service to our customers. We hope that you will have a rewarding, successful and enjoyable time working with us.

Please find enclosed your detailed appointment letter. A copy of the same is to be signed and brought by you on your date of joining. This offer is subject to providing all the required documents and agreeing to all the offer terms and conditions.

We look forward to you having a long and fruitful relationship with us.

Warm Regards,

R. Prabhavathi

Prabhavathi Macheri Shanker
Director, Vuram



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

Registered Office

185, Third Main Road, Natesa Nagar
Virugambakkam Chennai 600 092 TN India
+91 44 4910 2200
CIN U72900TN2010PTC077255

You will be eligible to opt for breakfast and subsidized lunch (charged at Rs. 40/day) at office. The perk shown above is calculated assuming 220 workdays in a calendar year. This perk cannot be exchanged or traded for cash benefits.

11. Your total annual Cost to Company (CTC) including your perquisites is Rs. Four lakhs Fifty Thousand Six Hundred and Seventy-Two Indian Rupees (Rs. 4,50,672.00)
12. Salary revision happens yearly, during the month of January. If you have not completed 8 full months of full time employment post probation and employment confirmation by the review month, your salary revision will happen in the subsequent January.
13. Changes in your compensation are discretionary and will be subject to and based on effective performance and results during the period and other relevant criteria.
14. Your training location and job location will be any of the Vuram offices in India.
15. This offer is provisional to the verification of details furnished by you during the discussions and interviews held so far. If any of these details are found to be incorrect or falsified at any point of time during your employment, this offer letter, and/or subsequent employment status stands canceled with immediate effect.
16. This offer is valid till 5th September 2020 if you do not confirm the acceptance, Vuram has the right to withdraw the offer.
17. You will be entitled to leave, holidays and working hours as applicable to your category of employees, the project you are working on and the location of your posting.
18. Irrespective of your work location you can avail a total of 15 days off in a calendar year. For partial years worked, your vacation days will be retrospectively adjusted.
19. At the time of joining Vuram, please bring with you the following documents:
 - a. Copy of 10th & 12th mark sheets
 - b. Copy of Diploma/Degree certificate or mark sheet of the most recently concluded semester
 - c. Copy of your passport
 - d. Copy of your PAN Card
 - e. Copy of your Aadhar Card
 - f. Copy of Bank passbook first page
 - g. Medical fitness certificate
 - h. Passport Size Photograph
20. Your offer is contingent on you producing all the above documents. Vuram reserves the right to revoke this offer if you do not meet this academic requirement or if any of the information you have furnished leading to your selection is found to be misrepresented.

Other Benefits

21. Vuram aims to provide an excellent workplace for its workforce that is comfortable, enriching, and fun. There are several events organized by the company throughout the year that you can opt-in.
22. You will be entitled to the complimentary snack and beverage facilities in the premises.
23. You will be entitled to avail free company transportation for a pick-up and drop-off at a pre-determined spot (Available only at Chennai and Trichy offices).


PRINCIPAL

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

Info@vuram.com | www.vuram.com
© Vuram Technology Solutions Private Limited, 2016

New Tech Industries

08th March 2021

LETTER OF OFFER

C.Karthikeyan
Chennai

Dear C.Karthikeyan,

With great pleasure, we would like to offer you the post of **Quality Assurance Engineer** on behalf of New Tech Industries.

Your performance during the campus interview on 2nd March 2021 was quite impressive, and we would very much like to have you as part of our highly efficient team.

Your job responsibilities shall include collecting information about requirements and exact specifications of the items to be tested.

You must completely understand the parameters that must be fulfilled for a product to be of desired quality. You shall create detailed testing strategies and plans in order to guide your team. You shall collaborate with developers and product managers to identify requirements.

You shall keep meticulous records of all products tested by you, the methods involved, and the results obtained in each case.

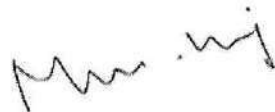
You shall have to track bugs and resolve them within the stipulated timeline. You must also monitor the debugging process. You must check the causes of the non-performance of product and communicate the same to the concerned team.

Your salary at this job shall initially be **INR 2,75,000**. It shall be subject to revision from time to time based on your performance at your job. You shall also be eligible for mobile bill reimbursement and health insurance for yourself and your family.

The tentative Joining date will be 10th May 2021. A detailed appointment order will be issued at the time of joining. Please notify your acceptance through email on or before 12th March 2021.

We look forward to working with you.

Yours sincerely,



General Manager



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

157/2, Kadambur Main Road, Gudalur Village,
Near Gudalur Elementary School,
Maraimalai Nagar, Chennai - 603 209.

94458 08801

Apr-21

Mr. Kirthen S
1/121, Eswaran Koil Street,
Madipakkam,
Chennai - 600 091

Dear Kirthen,

Thank you for your interest in AVA SOFTWARE Pvt. Ltd. Subsequent to our discussion with you, we are delighted to extend you an offer to join AVASOFT. We believe you can play an important role in our rapid growth and success and look forward to welcoming you to the AVASOFT family.

Position

You will be undergoing an internship with AVASOFT for a period of 6 months and you will be designated as Trainee Engineer and will be paid a stipend of Rs.10,000/- per month subject to PF & ESI from the date of joining. After successful completion of your internship you will be designated as Software Engineer and your CTC would be Rs. 3/- Lakhs per annum (Rupees Three Lakhs only) is inclusive of basic salary, HRA, medical and regular conveyance which is effective from the date of employment.


Probation

You will be on probation from your date of joining for a period of twelve months as Software Engineer. You will continue to do so until the company confirms your services in writing, based on your conduct and performance during this period meeting the standards of the company.

Compensation

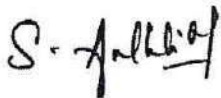
Your total cost to AVASOFT will be **Rs. 3/- Lakhs per annum** (Rupees Three Lakhs only) subject to Tax deduction. Further details are furnished in Annexure-1

AVA Software Pvt. Ltd.,
Bayline Infocity Limited, 1st Floor, Block 2, 33, Rajiv Gandhi Salai,
Navalur, Chennai - 600 130
Website: <http://www.avasoft.com>


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

<u>Compensation Break Up</u>		
Name	Kirthen S	
Designation	Trainee Engineer	
A – Base Component	Monthly (Rs.)	Annual (Rs.)
Basic	15000	180000
HRA	7500	90000
Total of A	22500	270000
B – Basket of Allowances		
Medical Allowances	700	8400
Total of B	700	8400
C- Retirals		
Provident Fund	1800	21600
Total of C	1800	21600
Total (A+B+C)	25000	300000

For AVA SOFTWARE Pvt. Ltd.,



Anthea Vicky

Human Resources

To AVA SOFTWARE Pvt. Ltd.,



Kirthen S

Trainee Engineer



PRINCIPAL

AVA Software Pvt. Ltd., PRINCE Dr. K. VASUDEVAN COLLEGE
 Bayline Infocity Limited, 1st Floor, Block 2, 33, Rajiv Gandhi Salai,
 Navalur, Chennai - 600 130 UP ENGINEERING AND TECHNOLOGY
 PONMAR, CHENNAI-600127
 Website: <http://www.avasoft.com>

Apr-21

Mr. Koushik R
1/121, Eswaran Koil Street,
Madipakkam,
Chennai - 600 091

Dear Koushik,

Thank you for your interest in AVA SOFTWARE Pvt. Ltd. Subsequent to our discussion with you, we are delighted to extend you an offer to join AVASOFT. We believe you can play an important role in our rapid growth and success and look forward to welcoming you to the AVASOFT family.

Position

You will be undergoing an internship with AVASOFT for a period of 6 months and you will be designated as Trainee Engineer and will be paid a stipend of Rs.10,000/- per month subject to PF & ESI from the date of joining. After successful completion of your internship you will be designated as Software Engineer and your CTC would be Rs. 3/- Lakhs per annum (Rupees Three Lakhs only) is inclusive of basic salary, HRA, medical and regular conveyance which is effective from the date of employment.

Probation

You will be on probation from your date of joining for a period of twelve months as Software Engineer. You will continue to do so until the company confirms your services in writing, based on your conduct and performance during this period meeting the standards of the company.

Compensation

Your total cost to AVASOFT will be **Rs. 3/- Lakhs per annum** (Rupees Three Lakhs only) subject to Tax deduction. Further details are furnished in Annexure-1

AVA Software Pvt. Ltd.,

Bayline Infocity Limited, 1st Floor, Block 2, 33, Rajiv Gandhi IT Park,

Navalur, Chennai - 600 130

Website: <http://www.avasoft.com>



PRINCIPAL

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

Compensation Break Up		
Name	Koushik R	
Designation	Trainee Engineer	
A – Base Component		
	Monthly (Rs.)	Annual (Rs.)
Basic	15000	180000
HRA	7500	90000
Total of A	22500	270000
B – Basket of Allowances		
Medical Allowances	700	8400
Total of B	700	8400
C- Retirals		
Provident Fund	1800	21600
Total of C	1800	21600
Total (A+B+C)	25000	300000

For AVA SOFTWARE Pvt. Ltd.,

S. Anthea Vicky

Anthea Vicky

Human Resources

To AVA SOFTWARE Pvt. Ltd.,

Koushik R

Koushik R

Trainee Engineer

New Tech Industries

08th March 2021

LETTER OF OFFER

M.Pradeep
Chennai

Dear M.Pradeep,

With great pleasure, we would like to offer you the post of **Quality Assurance Engineer** on behalf of New Tech Industries.

Your performance during the campus interview on 2nd March 2021 was quite impressive, and we would very much like to have you as part of our highly efficient team.

Your job responsibilities shall include collecting information about requirements and exact specifications of the items to be tested.

You must completely understand the parameters that must be fulfilled for a product to be of desired quality. You shall create detailed testing strategies and plans in order to guide your team. You shall collaborate with developers and product managers to identify requirements.

You shall keep meticulous records of all products tested by you, the methods involved, and the results obtained in each case.

You shall have to track bugs and resolve them within the stipulated timeline. You must also monitor the debugging process. You must check the causes of the non-performance of product and communicate the same to the concerned team.

Your salary at this job shall initially be **INR 2,75,000**. It shall be subject to revision from time to time based on your performance at your job. You shall also be eligible for mobile bill reimbursement and health insurance for yourself and your family.

The tentative Joining date will be 10th May 2021. A detailed appointment order will be issued at the time of joining. Please notify your acceptance through email on or before 12th March 2021.


We look forward to working with you.

Yours sincerely,



General Manager

157/2, Kadambur Main Road, Gudalur Village,
Near Gudalur Elementary School,
Maraimalai Nagar, Chennai - 603 209.
94458 08801



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



Madurai Sai Engineering Company Pvt Ltd

16-April-2021

Mr. Prasanth E
Chennai

Subject: Offer of Employment

Dear Prasanth E,

With reference to your application and the subsequent sessions you had with us, we are pleased to offer you the position of "Junior Engineer" with Madurai Sai Engineering Company Pvt Ltd. We strongly believe that you would be a great addition to our company and will help us reach greater heights.

You would be eligible for an annual CTC of Rs. **3,25,000** (Rupees Three Lakhs Twenty-Five Thousand Only). Apart from the CTC, you are also entitled Rs. 5000 per annum as certification reimbursement and Rs. 6000 per annum towards health cover for you and your dependents.

You are also eligible for a one-time "Retention Bonus" of Rs 75,000 upon successful completion of Two Years continuous service with us, subject to statutory deductions, as applicable.

Your appointment letter, along with details of your responsibilities will be handed over to you on the date of joining. Please note that the details of your salary are strictly private and confidential and should not be disclosed to others.

As discussed, and agreed upon, we look forward to you joining us latest by 01st June 2021. On the date of joining, kindly furnish the originals and a photocopy of the documents mentioned in Annexure B.

We are excited about your joining us and look forward to a long and mutually beneficial association with you.

For Madurai Sai Engineering Company Pvt Ltd

PRINCIPAL

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



September 8, 2021

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

Dear RamRagul Dharma

At IBM you can innovate breakthroughs and help make life changing impact. We are experts in nearly every technical, scientific and business field. As IBMers, we are proud to apply our expertise in countries we are citizens of; all united by a single purpose: to be essential.

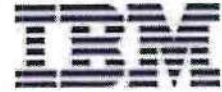
We invite you to join us as a Associate System Engineer, in band 06G and experience an inclusive, collaborative and learning culture with the support of technical & business experts, mentors, leaders and colleagues worldwide. You will thrive in an environment that cultivates creativity and individuality; and; be part of projects that help make the world work better.

Talent development is strategic to IBM; and you will have access to a unique learning platform powered by IBM's Watson, IBM Cloud and IBM Bluemix to help you learn quicker, learn smarter, and help the company stay agile and top-notch.

Your letter of employment is attached, for your review and acceptance. Please do not hesitate to reach out to us in case of queries or concerns. We look forward to hearing from you soon and welcome you to be a part of our team.



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



IBM CONFIDENTIAL


ANNEXURE A

DATE	September 8, 2021		
NAME	RamRagul Dharma	BAND	06G
DESIGNATION	Associate System Engineer	LOCATION	Bangalore
<u>Compensation Components</u>		<u>IBM Offer (in INR)</u>	
1. Annual Basic Salary		180000	
2. Annual Flexible Benefit Plan (FBP)		214760	
3. Annual Reference Salary (ARS)		394760	
4. Retirals			
a) Provident Fund (PF)		21600	
b) Gratuity @ 4.8%		8640	
5. Annual Reference Salary + Retirals		425000	

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

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

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


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



September 8, 2021

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

Dear Rohit

At IBM you can innovate breakthroughs and help make life changing impact. We are experts in nearly every technical, scientific and business field. As IBMers, we are proud to apply our expertise in countries we are citizens of; all united by a single purpose: to be essential.

We invite you to join us as a Associate System Engineer, in band 06G and experience an inclusive, collaborative and learning culture with the support of technical & business experts, mentors, leaders and colleagues worldwide. You will thrive in an environment that cultivates creativity and individuality; and; be part of projects that help make the world work better.

Talent development is strategic to IBM; and you will have access to a unique learning platform powered by IBM's Watson, IBM Cloud and IBM Bluemix to help you learn quicker, learn smarter, and help the company stay agile and top-notch.

Your letter of employment is attached, for your review and acceptance. Please do not hesitate to reach out to us in case of queries or concerns. We look forward to hearing from you soon and welcome you to be a part of our team.



PRINCIPAL

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



IBM CONFIDENTIAL

ANNEXURE A.

DATE	September 8, 2021		
NAME	Rohit	BAND	06G
DESIGNATION	Associate System Engineer	LOCATION	Bangalore
<u>Compensation Components</u>		<u>IBM Offer (in INR)</u>	
1. Annual Basic Salary		1 80000	
2. Annual Flexible Benefit Plan (FBP)		214760	
3. Annual Reference Salary (ARS)		394760	
4. Retirals			
a) Provident Fund (PF)		21600	
b) Gratuity @ 4.8%		8640	
5. Annual Reference Salary + Retirals		425000	

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

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

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

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



Madurai Sai Engineering Company Pvt Ltd

16-April-2021

Mr. Sushanth Kumar V R
Chennai

Subject: Offer of Employment

Dear Sushanth Kumar V R,

With reference to your application and the subsequent sessions you had with us, we are pleased to offer you the position of "Junior Engineer" with Madurai Sai Engineering Company Pvt Ltd. We strongly believe that you would be a great addition to our company and will help us reach greater heights.

You would be eligible for an annual CTC of Rs. **3,25,000** (Rupees Three Lakhs Twenty-Five Thousand Only). Apart from the CTC, you are also entitled Rs. 5000 per annum as certification reimbursement and Rs. 6000 per annum towards health cover for you and your dependents.

You are also eligible for a one-time "Retention Bonus" of Rs 75,000 upon successful completion of Two Years continuous service with us, subject to statutory deductions, as applicable.

Your appointment letter, along with details of your responsibilities will be handed over to you on the date of joining. Please note that the details of your salary are strictly private and confidential and should not be disclosed to others.

As discussed, and agreed upon, we look forward to you joining us latest by 01st June 2021. On the date of joining, kindly furnish the originals and a photocopy of the documents mentioned in Annexure B.

We are excited about your joining us and look forward to a long and mutually beneficial association with you.

For Madurai Sai Engineering Company Pvt Ltd

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

No.44, Kaka Thoppu Street, Madurai Main, Madurai - 625 001, Tamil Nadu
Mobile : 82484 24235 | E-mail : msengg.co@gmail.com

New Tech Industries

08th March 2021

LETTER OF OFFER

J.Venkatesh
Chennai

Dear J.Venkatesh,

With great pleasure, we would like to offer you the post of **Quality Assurance Engineer** on behalf of New Tech Industries.

Your performance during the campus interview on 2nd March 2021 was quite impressive, and we would very much like to have you as part of our highly efficient team.

Your job responsibilities shall include collecting information about requirements and exact specifications of the items to be tested.

You must completely understand the parameters that must be fulfilled for a product to be of desired quality. You shall create detailed testing strategies and plans in order to guide your team. You shall collaborate with developers and product managers to identify requirements.

You shall keep meticulous records of all products tested by you, the methods involved, and the results obtained in each case.

You shall have to track bugs and resolve them within the stipulated timeline. You must also monitor the debugging process. You must check the causes of the non-performance of product and communicate the same to the concerned team.

Your salary at this job shall initially be **INR 2,75,000**. It shall be subject to revision from time to time based on your performance at your job. You shall also be eligible for mobile bill reimbursement and health insurance for yourself and your family.

The tentative Joining date will be 10th May 2021. A detailed appointment order will be issued at the time of joining. Please notify your acceptance through email on or before 12th March 2021.

We look forward to working with you.

Yours sincerely,



General Manager



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