

Criteria 5

Student Support and Progression

5.2 Student Progression

5.2.1 Percentage of placements of outgoing students and students progressing to higher education during last five years

OFFER LETTERS OF PLACED STUDENTS

Academic year 2022-2023

Number of students placed:100

S.No.	Description	Page No.
1	Name list of placed students	1-16
2	Offer letter of placed students	17-272

5.2.1 Percentage of placement of outgoing students

ACADEMIC YEAR 2022-2023

S.No.	Name of student who has been placed	Program graduated from	Year of graduation	Name of the employer with contact details	Pay package at appointment (In INR per annum)
1	AKASH G	B.E. Computer Science and Engineering	2023	Maveric Systems,2nd Floor, Block 5, DLF IT Park 1/124, Nandambakkam Post, Mount Poonamallee Rd, Ramapuram, Chennai, Tamil Nadu	300000
2	ALTHAF KHAN G	B.E. Computer Science and Engineering	2023	Concentrix Technologies,Fortune Towers, 152, 200 Feet Radial Rd, Ganapathy Nagar, Kovilambakkam, Chennai, Tamil Nadu 600117	220000
3	AUGUSTIN RAJA J	B.E. Computer Science and Engineering	2023	Subtiba Technology,CEEDEEYES IT PARK No. 63,. Phase 1 RAJIV GANDHI SALAI,. NAVALUR, 600130 Chennai,. Tamil Nadu, India.,	250000
4	AYESHA MUNAWAR M	B.E. Computer Science and Engineering	2023	17, 6th Floor, Bascon Futura SV,10/1, Venkatanarayana Road T.Nagar Chennai,	350000
5	ARUL MANI G	B.E. Computer Science and Engineering	2023	NO.9,MAHALINGAM ROAD MAHALINGAPURAM NUNGAMABAKKAM, CHENNAI	300000

6	BABY SWETHA P	B.E. Computer Science and Engineering	2023	Concentrix Technologies, Fortune Towers, 152, 200 Feet Radial Rd, Ganapathy Nagar, Kovilambakkam, Chennai, Tamil Nadu 600117	250000
7	BLESSY EVANGELIN L	B.E. Computer Science and Engineering	2023	Balaji Nagar, Chennai, Tamil Nadu 600048, over 1-B, DLF IT Park, 1/124, Shivaji Gardens, Mount Poonamallee Rd, opp. Moonlight Bus Stop, Ramapuram, Chennai, Tamil Nadu 600089	250000
8	CHITRA C	B.E. Computer Science and Engineering	2023	Balaji Nagar, Chennai, Tamil Nadu 600048, over 1-B, DLF IT Park, 1/124, Shivaji Gardens, Mount Poonamallee Rd, opp. Moonlight Bus Stop, Ramapuram, Chennai, Tamil Nadu 600089	250000
9	DEEPAK KUMAR BHAGAT	B.E. Computer Science and Engineering	2023	Balaji Nagar, Chennai, Tamil Nadu 600048, over 1-B, DLF IT Park, 1/124, Shivaji Gardens, Mount Poonamallee Rd, opp. Moonlight Bus Stop, Ramapuram, Chennai, Tamil Nadu 600089	250000
10	DHANESHKUMAR M	B.E. Computer Science and Engineering	2023	SIPCOT IT Park, Old No. D-12, New. 3/A3, 1st Cross Street, Siruseri, Chennai, Tamil Nadu 603103 India,	400000
11	DIVYA G	B.E. Computer Science and Engineering	2023	Concentrix Technologies, Fortune Towers, 152, 200 Feet Radial Rd, Ganapathy Nagar,	250000

				Kovilambakkam, Chennai, Tamil Nadu 600117	
12	GABRIEL NIXSON JONES J	B.E. Computer Science and Engineering	2023	Concentrix Technologies, Fortune Towers, 152, 200 Feet Radial Rd, Ganapathy Nagar, Kovilambakkam, Chennai, Tamil Nadu 600117	250000
13	GOPINATH V	B.E. Computer Science and Engineering	2023	Concentrix Technologies, Fortune Towers, 152, 200 Feet Radial Rd, Ganapathy Nagar, Kovilambakkam, Chennai, Tamil Nadu 600117	250000
14	GOWNORI JASMITHA	B.E. Computer Science and Engineering	2023	Intellect Design, Plot No. 3/G3 Siruseri, SIPCOT IT Park, Chennai, Tamil Nadu 600130, Plot No. 3/G3 Siruseri, SIPCOT IT Park, Chennai, Tamil Nadu 600130	500000
15	HARIHARAN B	B.E. Computer Science and Engineering	2023	Intellect Design, Plot No. 3/G3 Siruseri, SIPCOT IT Park, Chennai, Tamil Nadu 600130	500000
16	HARSHINI RAJKUMAR	B.E. Computer Science and Engineering	2023	1 Etc Tower, ETL Infrastructure Services Limited IT Sez, 200 Feet Radial Rd, MCN Nagar Extension, Perungudi, Chennai, Tamil Nadu 600096,	340000
17	JAGATHEESAN V	B.E. Computer Science and Engineering	2023	Intellect Design, Plot No. 3/G3 Siruseri, SIPCOT IT Park, Chennai, Tamil Nadu 600130	500000
18	JASMINE JENIFER MARY X	B.E. Computer Science and Engineering	2023	SIPCOT IT Park, Old No. D-12, New. 3/A3, 1st Cross Street, Siruseri, Chennai, Tamil Nadu 603103 India, SIPCOT IT Park,	400000

19	KABIL J	B.E. Computer Science and Engineering	2023	Concentrix Technologies, Fortune Towers, 152, 200 Feet Radial Rd, Ganapathy Nagar, Kovilambakkam, Chennai, Tamil Nadu 600117	250000
20	KALIVANI K	B.E. Computer Science and Engineering	2023	Balaji Nagar, Chennai, Tamil Nadu 600048, Tower 1-B, DLF IT Park, 1/124, Shivaji Gardens, Mount Poonamallee Rd, opp. Moonlight Bus Stop, Ramapuram, Chennai, Tamil Nadu 600089	250000
21	KALIGIRI PAVAN	B.E. Computer Science and Engineering	2023	Concentrix Technologies, Fortune Towers, 152, 200 Feet Radial Rd, Ganapathy Nagar, Kovilambakkam, Chennai, Tamil Nadu 600117	250000
22	KEERTHANA V	B.E. Computer Science and Engineering	2023	Concentrix Technologies, Fortune Towers, 152, 200 Feet Radial Rd, Ganapathy Nagar, Kovilambakkam, Chennai, Tamil Nadu 600117	250000
23	KISHORE C	B.E. Computer Science and Engineering	2023	Concentrix Technologies, Fortune Towers, 152, 200 Feet Radial Rd, Ganapathy Nagar, Kovilambakkam, Chennai, Tamil Nadu 600117	250000
24	KUMARAVEL V.M	B.E. Computer Science and Engineering	2023	Balaji Nagar, Chennai, Tamil Nadu 600048, Tower 1-B, DLF IT Park, 1/124, Shivaji Gardens, Mount Poonamallee Rd, opp. Moonlight Bus Stop, Ramapuram, Chennai, Tamil	250000

				Nadu 600089	
25	LAKSHMI PRIYA S	B.E. Computer Science and Engineering	2023	Balaji Nagar, Chennai, Tamil Nadu 600048,ower 1-B, DLF IT Park, 1/124, Shivaji Gardens, Mount Poonamallee Rd, opp. Moonlight Bus Stop, Ramapuram, Chennai, Tamil Nadu 600089	250000
26	LINGAREDDY SAI DHATHRI	B.E. Computer Science and Engineering	2023	SIPCOT IT Park, Old No. D-12, New. 3/A3, 1st Cross Street, Siruseri, Chennai, Tamil Nadu	400000
27	MANASA A	B.E. Computer Science and Engineering	2023	Intellect Design, Plot No. 3/G3 Siruseri, SIPCOT IT Park, Chennai, Tamil Nadu 600130	500000
28	MANI BHARATHI B	B.E. Computer Science and Engineering	2023	Cosmosoft Technologies,No 141, (Old, NO 75, Arcot Rd, Kodambakkam, Chennai, Tamil Nadu 600024	220000
29	MANIKANDAN V	B.E. Computer Science and Engineering	2023	Concentrix Technologies,Fortune Towers, 152, 200 Feet Radial Rd, Ganapathy Nagar, Kovilambakkam, Chennai, Tamil Nadu 600117	250000
30	MAREESWARI M	B.E. Computer Science and Engineering	2023	SIPCOT IT Park, Old No. D-12, New. 3/A3, 1st Cross Street, Siruseri, Chennai, Tamil Nadu 603103 India	400000
31	MOHAMED HAMEED N	B.E. Computer Science and Engineering	2023	Balaji Nagar, Chennai, Tamil Nadu 600048,ower 1-B, DLF IT Park, 1/124, Shivaji Gardens, Mount Poonamallee Rd, opp. Moonlight Bus Stop, Ramapuram, Chennai, Tamil	250000

				Nadu 600089	
32	MUKESH S	B.E. Computer Science and Engineering	2023	Concentrix Technologies,Fortune Towers, 152, 200 Feet Radial Rd, Ganapathy Nagar, Kovilambakkam, Chennai, Tamil Nadu 600117	250000
33	NAVEEN L	B.E. Computer Science and Engineering	2023	Face Prep,V37G+5M7, Senthil Nagar, Urupakkam, Chennai, Tamil Nadu 603211,V37G+5M7, Senthil Nagar, Urupakkam, Chennai, Tamil Nadu 603211	400000
34	NAVEEN KUMAR D	B.E. Computer Science and Engineering	2023	Suvision Holdings Pvt.Ltd,No 50, Vinay Arcade, Shantinagar., Bengaluru, K.H Road, K H Road, Bangalore - 560027s Pvt.Ltd,No 50, Vinay Arcade, Shantinagar., Bengaluru, K.H Road, K H Road, Bangalore - 560027	250000
35	NEDUNSERALADHAN S	B.E. Computer Science and Engineering	2023	ET Serval,Address. 27/1 Serval India Animal Nutrition 89/1 Athoor Tk Kalikkampatti Village, Chennai - 600018.	300000
36	NISHANTHI A	B.E. Computer Science and Engineering	2023	SIPCOT IT Park, Old No. D-12, New. 3/A3, 1st Cross Street, Siruseri, Chennai, Tamil Nadu 603103 India	400000
37	PAVITHRA M	B.E. Computer Science and Engineering	2023	Intellect Design, Plot No. 3/G3 Siruseri, SIPCOT IT Park, Chennai, Tamil Nadu 600130	500000
38	PONDURI SRI SUSHMA	B.E. Computer Science and Engineering	2023	Concentrix Technologies,Fortune Towers, 152, 200 Feet Radial Rd, Ganapathy Nagar, Kovilambakkam, Chennai, Tamil	250000

				Nadu 600117	
39	POOJA M	B.E. Computer Science and Engineering	2023	Balaji Nagar, Chennai, Tamil Nadu 600048,ower 1-B, DLF IT Park, 1/124, Shivaji Gardens, Mount Poonamallee Rd, opp. Moonlight Bus Stop, Ramapuram, Chennai,	250000
40	PRADEEP T R	B.E. Computer Science and Engineering	2023	Concentrix Technologies,Fortune Towers, 152, 200 Feet Radial Rd, Ganapathy Nagar, Kovilambakkam, Chennai, Tamil Nadu 600117	250000
41	Prakash R	B.E. Computer Science and Engineering	2023	Balaji Nagar, Chennai, Tamil Nadu 600048,ower 1-B, DLF IT Park, 1/124, Shivaji Gardens, Mount Poonamallee Rd, opp. Moonlight Bus Stop, Ramapuram, Chennai, Tamil Nadu 600089	250000
42	PRAVEENKUMAR S	B.E. Computer Science and Engineering	2023	Renix Technologies,Enzyme Tech Park, 1113, 6th Main Rd, Syndicate Bank Colony, Sector 7, HSR Layout, Bengaluru, Karnataka 560102	420000
43	PRAVEEN KUMAR G	B.E. Computer Science and Engineering	2023	Concentrix Technologies,Fortune Towers, 152, 200 Feet Radial Rd, Ganapathy Nagar, Kovilambakkam, Chennai, Tamil Nadu 600117	250000
44	PRIYADHARSHINI M	B.E. Computer Science and Engineering	2023	Balaji Nagar, Chennai, Tamil Nadu 600048,ower 1-B, DLF IT Park, 1/124, Shivaji Gardens, Mount Poonamallee Rd, opp.	250000

				Moonlight Bus Stop, Ramapuram, Chennai, Tamil Nadu 600089	
45	RAGHAVA R	B.E. Computer Science and Engineering	2023	17, 6th Floor, Bascon Futura SV,10/1, Venkatanarayana Road T.Nagar Chennai, 1, Venkatanarayana Rd, Pondy Bazaar, T. Nagar, Chennai	350000
46	RAJAMURALI M	B.E. Computer Science and Engineering	2023	Balaji Nagar, Chennai, Tamil Nadu 600048,ower 1-B, DLF IT Park, 1/124, Shivaji Gardens, Mount Poonamallee Rd, opp. Moonlight Bus Stop, Ramapuram, Chennai, Tamil Nadu 600089	250000
47	REVATHI S	B.E. Computer Science and Engineering	2023	Maveric Systems,2nd Floor, Block 5, DLF IT Park 1/124, Nandambakkam Post, Mount Poonamallee Rd, Ramapuram, Chennai, Tamil Nadu 600089Systems	380000
48	SAICHARAN G	B.E. Computer Science and Engineering	2023	Concentrix Technologies,Fortune Towers, 152, 200 Feet Radial Rd, Ganapathy Nagar, Kovilambakkam, Chennai, Tamil Nadu 600117	250000
49	SANJAY D	B.E. Computer Science and Engineering	2023	Renault Nissan,Oragadam Industrial Corridor, Chennai, Tamil Nadu 600089,Oragadam Industrial Corridor, Chennai, Tamil Nadu 600089	350000
50	SANTHOSH KUMAR M	B.E. Computer Science and Engineering	2023	Devcare Solutions,4, Ram Complex, Padasalai St, Senthil	500000

				Nagar, Urappakkam, Chennai, Tamil Nadu 603210	
51	SIVANANDHAN R	B.E. Computer Science and Engineering	2023	Maveric Systems,2nd Floor, Block 5, DLF IT Park 1/124, Nandambakkam Post, Mount Poonamallee Rd, Ramapuram, Chennai, Tamil Nadu 600089Systems	380000
52	SILAMBARASAN K	B.E. Computer Science and Engineering	2023	Balaji Nagar, Chennai, Tamil Nadu 600048,ower 1-B, DLF IT Park, 1/124, Shivaji Gardens, Mount Poonamallee Rd, opp. Moonlight Bus Stop, Ramapuram, Chennai, Tamil Nadu 600089	250000
53	SNEHA M	B.E. Computer Science and Engineering	2023	Concentrix Technologies,Fortune Towers, 152, 200 Feet Radial Rd, Ganapathy Nagar, Kovilambakkam, Chennai, Tamil Nadu 600117	250000
54	SOWMIYA C	B.E. Computer Science and Engineering	2023	Concentrix Technologies,Fortune Towers, 152, 200 Feet Radial Rd, Ganapathy Nagar, Kovilambakkam, Chennai, Tamil Nadu 600117	250000
55	SUNIL S	B.E. Computer Science and Engineering	2023	Oncospark,iruseri IT Park - Project Office, Plot: 27/A-40, First Cross Road, Siruseri, Tamil Nadu 603103	300000
56	SURESHMANIKAN DAN K	B.E. Computer Science and Engineering	2023	SIPCOT IT Park, Old No. D-12, New. 3/A3, 1st Cross Street, Siruseri, Chennai, Tamil Nadu 603103 India	400000

57	SURYA V	B.E. Computer Science and Engineering	2023	Renix Technologies,Enzyme Tech Park, 1113, 6th Main Rd, Syndicate Bank Colony, Sector 7, HSR Layout, Bengaluru, Karnataka 560102	420000
58	SWETHA C	B.E. Computer Science and Engineering	2023	Balaji Nagar, Chennai, Tamil Nadu 600048,ower 1-B, DLF IT Park, 1/124, Shivaji Gardens, Mount Poonamallee Rd, opp. Moonlight Bus Stop, Ramapuram, Chennai, Tamil Nadu 600089	250000
59	TAMILSELVAN V	B.E. Computer Science and Engineering	2023	Balaji Nagar, Chennai, Tamil Nadu 600048,ower 1-B, DLF IT Park, 1/124, Shivaji Gardens, Mount Poonamallee Rd, opp. Moonlight Bus Stop, Ramapuram, Chennai, Tamil Nadu 600089	250000
60	VETRICHELVAN S	B.E. Computer Science and Engineering	2023	Concentrix Technologies,Fortune Towers, 152, 200 Feet Radial Rd, Ganapathy Nagar, Kovilambakkam, Chennai, Tamil Nadu 600117	250000
61	YOKESH S	B.E. Computer Science and Engineering	2023	Kumaran Systems,Plot No.28/A-41, III Main Road, 6th Cross, SIPCOT IT Park, Chennai, Siruseri, Tamil Nadu 603103	480000
62	YUVASHREE R	B.E. Computer Science and Engineering	2023	SIPCOT IT Park, Old No. D-12, New. 3/A3, 1st Cross Street, Siruseri, Chennai, Tamil Nadu	400000
63	BALAJI R	B.E. Computer Science and Engineering	2023	Renix Technologies,Enzyme Tech Park, 1113, 6th Main Rd,	420000

				Syndicate Bank Colony, Sector 7, HSR Layout, Bengaluru, Karnataka	
64	S AKASH	B.E. Electronics and Communication Engineering	2023	Renix Technologies, Enzyme Tech Park, 1113, 6th Main Rd, Syndicate Bank Colony, Sector 7, HSR Layout, Bengaluru, Karnataka 560102	420000
65	CHANDRU.S	B.E. Electronics and Communication Engineering	2023	Syrma SGS, Kadaperi, Tambaram Sanatoruim, Chennai, Tamil Nadu 600047, Kadaperi, Tambaram Sanatoruim, Chennai, Tamil Nadu 600047	350000
66	DINESH.V	B.E. Electronics and Communication Engineering	2023	Concentrix Technologies, Fortune Towers, 152, 200 Feet Radial Rd, Ganapathy Nagar, Kovilambakkam, Chennai, Tamil Nadu 600117	250000
67	GOLDA FAITH. T	B.E. Electronics and Communication Engineering	2023	Concentrix Technologies, Fortune Towers, 152, 200 Feet Radial Rd, Ganapathy Nagar, Kovilambakkam, Chennai, Tamil Nadu 600117	250000
68	HARISH R	B.E. Electronics and Communication Engineering	2023	Balaji Nagar, Chennai, Tamil Nadu 600048, ower 1-B, DLF IT Park, 1/124, Shivaji Gardens, Mount Poonamallee Rd, opp. Moonlight Bus Stop, Ramapuram, Chennai, Tamil Nadu 600089	250000
69	KARTHICKKUMAR M	B.E. Electronics and Communication Engineering	2023	Plot No: A, 1, Sipcot Industrial Park, Sriperumbudur, Tamil Nadu 602105	250000

70	M.KAVIPRIYA	B.E. Electronics and Communication Engineering	2023	Plot No: A, 1, Sipcot Industrial Park, Sriperumbudur, Tamil Nadu 602105	280000
71	KAVIYA ES	B.E. Electronics and Communication Engineering	2023	Concentrix Technologies, Fortune Towers, 152, 200 Feet Radial Rd, Ganapathy Nagar, Kovilambakkam, Chennai, Tamil Nadu 600117	250000
72	P.MERLIN	B.E. Electronics and Communication Engineering	2023	1 Etc Tower, ETL Infrastructure Services Limited IT Sez, 200 Feet Radial Rd, MCN Nagar Extension, Perungudi, Chennai,	340000
73	PRAVEEN RAJ	B.E. Electronics and Communication Engineering	2023	SIPCOT IT Park, Old No. D-12, New. 3/A3, 1st Cross Street, Siruseri, Chennai, Tamil Nadu	420000
74	S.DEEPAK	B.E. Electronics and Communication Engineering	2023	Concentrix Technologies, Fortune Towers, 152, 200 Feet Radial Rd, Ganapathy Nagar, Kovilambakkam, Chennai, Tamil Nadu 600117	250000
75	SHAJITHABARVEE N.S	B.E. Electronics and Communication Engineering	2023	Devcare Solutions, 4, Ram Complex, Padasalai St, Senthil Nagar, Urupakkam, Chennai, Tamil Nadu 603210	500000
76	S.SNEGA	B.E. Electronics and Communication Engineering	2023	Concentrix Technologies, Fortune Towers, 152, 200 Feet Radial Rd, Ganapathy Nagar, Kovilambakkam, Chennai, Tamil Nadu 600117	250000
77	C.R.SWARNAA	B.E. Electronics and Communication Engineering	2023	Face Prep, V37G+5M7, Senthil Nagar, Urupakkam, Chennai, Tamil Nadu 603211	400000

78	ARUN PRASATH V	B.E. Electronics and Communication Engineering	2023	Renix Technologies,Enzyme Tech Park, 1113, 6th Main Rd, Syndicate Bank Colony, Sector 7, HSR Layout, Bengaluru, Karnataka 560102	420000
79	S.BALAJI	B.E. Electrical and Electronics Engineering	2023	Renault Nissan,Oragadam Industrial Corridor, Chennai, Tamil Nadu 600089	350000
80	M.DURAI RAJ	B.E. Electrical and Electronics Engineering	2023	Formoplastic Controls,3, 534/1, 534/1, Kundrathur Main Rd, opp. to trends, Sri Amman Nagar, Madhanandapuram, Chennai, Tamil Nadu 600116	220000
81	R.HARIHARAN	B.E. Electrical and Electronics Engineering	2023	Formoplastic Controls,3, 534/1, 534/1, Kundrathur Main Rd, opp. to trends, Sri Amman Nagar, Madhanandapuram, Chennai, Tamil Nadu 600116	220000
82	IYAPPAN.P	B.E. Electrical and Electronics Engineering	2023	Plot No: A, 1, Sipcot Industrial Park, Sriperumbudur, Tamil Nadu 602105,Plot No: A, 1, Sipcot Industrial Park, Sriperumbudur, Tamil Nadu 602105	280000
83	PONNARASI K.	B.E. Electrical and Electronics Engineering	2023	Renault Nissan,Oragadam Industrial Corridor, Chennai, Tamil Nadu 600089	350000
84	R.SAVITHA	B.E. Electrical and Electronics Engineering	2023	Balaji Nagar, Chennai, Tamil Nadu 600048,ower 1-B, DLF IT Park, 1/124, Shivaji Gardens, Mount Poonamallee Rd, opp. Moonlight Bus Stop, Ramapuram, Chennai, Tamil Nadu 600089	250000

85	SURYA P	B.E. Electrical and Electronics Engineering	2023	Plot No: A, 1, Sipcot Industrial Park, Sriperumbudur, Tamil Nadu 602105,Plot No: A, 1, Sipcot Industrial Park, Sriperumbudur, Tamil Nadu 602105	280000
86	V.DINESH KUMAR	B.E. Electrical and Electronics Engineering	2023	Plot No: A, 1, Sipcot Industrial Park, Sriperumbudur, Tamil Nadu 602105,Plot No: A, 1, Sipcot Industrial Park, Sriperumbudur, Tamil Nadu 602105	280000
87	V.SATHISH	B.E. Mechanical Engineering	2023	Idp factory,IDP Education India Pvt Ltd Ground Floor TVH Quadrant, New, 55, Lattice Brg Rd, Padmanabha Nagar, Adyar, Chennai, Tamil Nadu 60002	250000
88	S. SELVINRAJ	B.E. Mechanical Engineering	2023	Balaji Nagar, Chennai, Tamil Nadu 600048,ower 1-B, DLF IT Park, 1/124, Shivaji Gardens, Mount Poonamallee Rd, opp. Moonlight Bus Stop, Ramapuram, Chennai, Tamil Nadu 600089	250000
89	SURYA NARAYANAN.B	B.E. Mechanical Engineering	2023	Shimi Design and consulting Engineering Pvt Ltd,Software Training Institute, No. 642, Anna Salai, Thousand Lights West, Thousand Lights, Chennai, Tamil Nadu 600006	250000
90	R.AJAY MATHEW	B.E. Mechanical Engineering	2023	Mero Asia,5F, Thiru Vi Ka Industrial Estate, Saidapet, Chennai, Tamil Nadu 600032,5F, Thiru Vi Ka Industrial Estate, Saidapet, Chennai, Tamil Nadu	300000

				600032	
91	NAGACHARAN S	B.E. Mechanical Engineering	2023	Mero Asia,5F, Thiru Vi Ka Industrial Estate, Saidapet, Chennai, Tamil Nadu 600032	300000
92	N.SUNIL	B.E. Mechanical Engineering	2023	SRG PVT LTD,2/31, Thirukumarapuram 1st St, Thirukumarapuram, Annai Sathya Nagar, Arumbakkam, Chennai, Tamil Nadu 600106	250000
93	SHYAM KUMAR	B.E. Mechanical Engineering	2023	Mero Asia,5F, Thiru Vi Ka Industrial Estate, Saidapet, Chennai, Tamil Nadu 600032	300000
94	K.JEGATHISH	B.E. Mechanical Engineering	2023	Mero Asia,5F, Thiru Vi Ka Industrial Estate, Saidapet, Chennai, Tamil Nadu 600032	300000
95	F.AARIF AHMED	B.E.Civil Engineering	2023	Mero Asia,5F, Thiru Vi Ka Industrial Estate, Saidapet, Chennai, Tamil Nadu 600032	300000
96	D.GOBI ANAND	B.E.Civil Engineering	2023	Mero Asia,5F, Thiru Vi Ka Industrial Estate, Saidapet, Chennai, Tamil Nadu 600032	300000
97	V.SATHISH KUMAR	B.E.Civil Engineering	2023	TP 1/1, Central Avenue Techno Park, SEZ, Mahindra World City, Paranur, Tamil Nadu 603002,V6RH+G3P, Nedunchezian Salai, Sholinganallur, Chennai, Tamil Nadu 600119	360000
98	M.USHA NANTHINI	B.E.Civil Engineering	2023	Balaji Nagar, Chennai, Tamil Nadu 600048,ower 1-B, DLF IT Park, 1/124, Shivaji Gardens, Mount Poonamallee Rd, opp.	250000

				Moonlight Bus Stop, Ramapuram, Chennai, Tamil Nadu 600089	
99	R.RANJITH	B.E.Civil Engineering	2023	Balaji Nagar, Chennai, Tamil Nadu 600048,ower 1-B, DLF IT Park, 1/124, Shivaji Gardens, Mount Poonamallee Rd, opp. Moonlight Bus Stop, Ramapuram, Chennai, Tamil Nadu 600089	200000
100	D.VIGNESHWARAN	B.E.Civil Engineering	2023	Balaji Nagar, Chennai, Tamil Nadu 600048,ower 1-B, DLF IT Park, 1/124, Shivaji Gardens, Mount Poonamallee Rd, opp. Moonlight Bus Stop, Ramapuram, Chennai, Tamil Nadu 600089	200000

TSIPL/2023/01/04

12-Jan-2023

Ayesha Munawar

No 6/302, Kamarajar Street
Selaiyur Post, Santhosapuram
Kancheepuram- 600073

Dear **Ayesha**,

Congratulations! We are pleased to offer you the position **"Software Engineer" at Telliant Systems India Private Limited** (hereinafter referred to as **"the Company"** or **"Telliant"**) Your place of work shall be **our office premises located at [Chennai]**.

We are confident that the professional challenge and work environment will be attractive and provide you with the opportunity you desire in your career path.

You will be paid an annualized compensation of **Rs 3,75,000 (Three Lakh Seventy Five Thousand)** the details of which are provided in the annexure of this letter and is by way of intimation. **and will be confirmed upon your successful completion of your bachelor's degree and signing of the Employment Agreement which will be thereafter issued by us.** The details of your offer is as shown in the annexure are to be always kept strictly confidential even post joining the organization.

This Offer Letter will remain open for a period of five working days. If the terms of this Offer Letter are acceptable to you, please confirm your acceptance in writing via electronic mail to us within 5 days from the offer letter date. If no such intimation of acceptance is received on or before the said date, this Offer Letter shall stand automatically withdrawn

Your Date of Joining will be intimated later based on business requirements.

Your working hours will be 12 noon to 9 pm.

You will be on probation for a period of 6 months calculated from the date of joining and upon successful completion of the probation period will your status be that of a confirmed employee. Further the Confirmation of your employment shall be subject to Telliant receiving the following:

- (a) Satisfactory reference/s from the list of referees furnished by you
- (b) Correct particulars regarding age, educational & work experience certificates etc.
- (c) Your acceptance and execution of the Employment Agreement, on or before your Date of Joining.

Telliant Systems India Private Limited.

6th Floor, Bascon Futura SV 10/1, Venkatnarayana Road, T.Nagar, Chennai – 600 017.

Ph: +91-(44)-42307166

Received
Dr. R. PALSON KENNEDY, M.E., Ph.D.
PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
Mannivakkam, Chennai – 600 043
www.telliant.com

Mr. CooperGroup®

01/02/2024

S Chandru Moorthy
+91 9344537718

Dear S Chandru,

We are pleased to confirm our offer for the position of **Data Support Engineer I** with "NSM Services Private Limited" (the "Company"). Your work location will be **Chennai, India**. "NSM Services Private Limited" is a wholly owned subsidiary of Mr. Cooper Group Inc., headquartered in Dallas, Texas. Mr. Cooper Group Inc. is an industry-leading mortgage services provider, including servicing, originations, and digital real estate solutions.

Your compensation in this position will be **₹600,000/-** per annum excluding benefits. Please refer to the Annexure herein for the breakup. This salary will be reviewed periodically for possible periodic adjustments based on competitive practice and personal performance. The Company will deduct amounts for TDS (Tax Deduction at Source), PF (Provident Fund) and all other statutory deductions, as may be applicable from time to time, from your monthly salary to meet the obligations and as per the rules laid out by the government on these matters.

In addition to the Compensation stated above you will be eligible to benefits, such as Insurance – Group Term Life (GTL), Group Personal Accident (GPA) and Group Mediclaim Coverage (GMC), Gratuity, etc. Details of the benefits are available in the offer annexure.

Other Terms and Conditions:

1. You are required to sign a Non-Disclosure Agreement, which will be shared with you at the time of joining. You will be required to be confidential about the information that you may access with regard to the Company.
2. You will be expected to perform such duties as assigned to you from time to time. Your immediate assignment will be intimated to you on your joining the service. It is emphasized that a very high level of efficiency, devotion to duty, integrity, secrecy and exemplary conduct are expected of you.
3. During your tenure of service with the Company, you will be required to devote your time and attention to the Company's work, and will not be permitted to directly or indirectly engage in any other trade, business, occupation or employment.
4. Probation: You will be on probation for a period of 3 months from the date of your joining service. Your performance will be reviewed at the end of the probation period, post which if found satisfactory, your services will be confirmed in writing. It should be noted that unless your services are confirmed in writing, it would be presumed that you continue to be on probation. During this probation period, the Company will reserve the right to terminate your appointment at any time by giving 1 (one) months' notice or payment in lieu of notice.

[Handwritten signature in blue ink]

NSM Services Private Limited
Block 1A, 06th Floor, DLF IT SEZ Park, 1/124 Shivaji Gardens, Manapakkam, Chennai - 600 089, India
CIN: U72200TN2015PTC101740
www.mrcgroup.com

DR. R. PALSON KENNEDY, M.E. Ph.D.,
PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
Mannivakkam, Chennai - 600 048.

Mr. CooperGroup®

5. Notwithstanding anything stated above, upon your confirmation, the Company will reserve the right to terminate your appointment at any time by giving 2 (two) month notice or payment in lieu of notice. In case you desire to leave the service of the company at any time, you are required to give 2 (two) month prior notice. Your resignation will be effective when the Company accepts the same. You shall not have the option to withdraw your resignation after it is accepted.

6. You are required to be compliant with the policies of "NSM Services Private Limited" at all times, which will be shared with you at the time of joining.

This offer is not intended to create a contract of employment for an indefinite period of time and is valid until **04/02/2024**. Your signature on the bottom of this letter serves as your written acceptance of the stated offer.

Your start date with us will be **05/02/2024** subject to successful completion of verification of your records, and completion of the background check. This background verification will be done by a third party and will be initiated upon offer acceptance. The Company reserves the right to invalidate offer/end your employment as the case maybe, should the results of your background verification be negative.

Please note that upon your unqualified acceptance of this letter of offer, you will be issued a formal employment/appointment letter, which shall contain the detailed terms and conditions of your employment with the Company, and which shall constitute the entire agreement between you and the Company and shall supersede all prior understandings, agreements or arrangements between you and the Company with regard to your employment with the Company.

Dr. R. Palson Kennedy

Dr. R. PALSON KENNEDY, M.E., Ph.D.,
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At the time of reporting for duty, please furnish the documents:

- Proof of Age (Birth certificate / School leaving certificate)
- Academic certificates. (10th, +2, Graduation)
- Experience Certificate / Relieving Letter / Copy of resignation letter from your previous employments
- Form 16 / Tax Sheet from your previous employer
- Copy of PAN card and Passport/Aadhaar/voter's ID/Driving license
- PF Details, if you wish to transfer your PF
- Any merit / technical certificates and Passport size photographs – 4 Nos.

We believe you will make an excellent addition to the team and we are all excited to work with you. We are looking forward for you to start in this position on or before **05/02/2024**. I look forward to your decision soon. Please note that in the event that we do not receive your acceptance of this offer on or before **04/02/2024**, this offer shall be automatically be deemed as cancelled without notice and cease to be effective.

Sincerely,

For NSM Services Private Limited



Arati Mohanram
Vice President – People Org, India Center

I, S Chandru Moorthy accept the above offer and would be joining on or before **05/02/2024**.



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Annexure - Salary Break Up

Name: S Chandru Moorthy

Designation: Data Support Engineer I

Particulars	Compensation Per Month (In ₹)	Compensation Per Annum (In ₹)
Basic	₹27,500	₹330,000
HRA	₹13,750	₹165,000
Special Allowance	₹6,950	₹83,400
Gross Salary	₹48,200	₹578,400
PF Company's Contribution	₹1,800	₹21,600
Total Compensation (CTC)	₹50,000	₹600,000
Shift Allowance		As per table given below
Additional Benefits		Benefits Value
Medical Insurance		500,000
Group Term Life Insurance		4 Time of Annual Total Compensation
Group Personal Accident Insurance		4 Times of Annual Total Compensation
Gratuity		As per Payment of Gratuity Act, 1972 read along with Company policy

Special Allowance: Special Allowance includes an optional Flexible Benefit Plan (FBP). You can choose from a basket of allowances such as Driver Salary, Petrol, Fuel & Vehicle Repair & Maintenance, Telephone, Broadband, Books and Periodicals, Food Coupons, LTA (all these components have individual limits), as part of your tax planning. These FBP components are reimbursed on submission of appropriate bills. Balance of unallocated special allowance will be taxable and paid in actual.

Provident Fund: The current PF contribution is Rs.1800/- per month. If you wish to increase this contribution to 12% of your basic pay, you may do so and inform to HR of the same. Please note this choice may change your FBP eligibility limits.

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Shift Allowance: Your nature of work may require you to work in different shifts and this allowance may be paid to you in addition to your Base Salary on following criteria:

Shift Code	Specified Shift Start Time	Shift Allowance (in INR)
A	On or Before 7:00 AM	Rs. 300/- per shift
G	Between 7:01 AM to 11:59 AM	No shift allowance
B	Between 12:00 PM to 12:59 PM	Rs. 100/- per shift
C	Between 1:00 PM to 4:59 PM	Rs. 150/- per shift
D	Between 5:00 PM to 6:59 PM	Rs. 400/- per shift
E	Between 7:00 PM to 10:00 PM	Rs. 600/- per shift
F	After 10:01 PM until 12:00 AM	Rs. 600/- per shift

(Allowance amount indicated above is as per the current HR policies. Allowances may be subject to change in future as per changes to business needs and policies.)

Additional Benefits:

Medical Insurance: Insurance coverage for employee, dependent parents, spouse and up to 2 children on a floater basis.

Group Term Life Insurance: Coverage of **4 times of Annual Total Compensation** in case of natural death.

Group Personal Accident Insurance: Coverage of **4 times of Annual Total Compensation** in case of death due to accident. Also covers permanent total and partial disability and temporary disability of the employee.

For NSM Services Private Limited

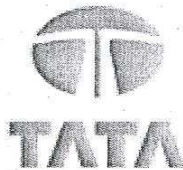


Arati Mohanram
Vice President – People Org, India Center



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Offer: Computer Consultancy
Ref: TCSL/DT20223029035/Chennai
Date: 25/11/2022

Ms. Merlin P
No 2 I Block Police Qutrs Mc Road,
Old Washermenpet,
Chennai-600021,
Tamil Nadu.
Tel# 91-9941866553

Dear Merlin P,

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. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. 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 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 (detailed under Terms & Conditions).

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Tata Consultancy Services Limited

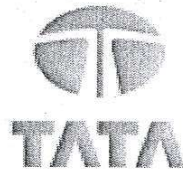
415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119, India

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

Dr. R. PALSON KENNEDY, M.E., Ph.D.,
PRINCIPAL
RESEARCH INSTITUTE OF TECHNOLOGY
Chennai, Tamil Nadu 600 048.



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.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

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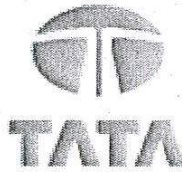
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PERFORMANCE PAY

Monthly Performance Pay

You will receive a monthly performance pay of ₹1,700/-. The same will be reviewed on completion of your first Anniversary with the company and will undergo a change basis your own ongoing individual performance.

Quarterly Variable Allowance

Your variable allowance will be ₹600/- per month, and will be paid at the closure of each quarter based on the performance of the company and your unit and to the extent of your allocation to the business unit.

Quarterly Variable Allowance is subject to review on your first anniversary and may undergo a change based on the actual performance of the Company, your business unit and your own ongoing individual performance. The payment is subject to your being active on the company rolls on the date of announcement of Quarterly Variable Allowance.

This Pay/Allowance shall be treated as productivity bonus in lieu of statutory profit bonus.

Performance Pay will be effective upon successful completion of the TCS Xplore Programme.

CITY ALLOWANCE

You will be eligible for a City Allowance of ₹200/- per month. This is specific to India and is linked to your base branch. In the event of a change in your base branch this amount may undergo a change. It will stand to be discontinued while on international assignments. This allowance is fully taxable and subject to review.

XPLORE/ LEARNING INCENTIVES

You will be eligible for Readiness Incentive AND/ OR Competency Incentive, basis your performance in TCS Xplore Program. The incentives gives you an additional earning potential of upto ₹60,000 over and above your CTC during the first year. The Learning Incentive pay outs made as per your eligibility are recoverable, if you cease to be employed with TCSL, within 12 months of joining TCSL.

OTHER BENEFITS

Health Insurance Scheme

TCSL brings the benefit of health insurance cover to you and your dependants under the company's Health Insurance Scheme(HIS).

HIS offers the following benefits:

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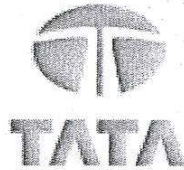
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1. Basic Cover

i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.

ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.

ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

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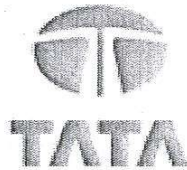
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PERI INSTITUTE OF TECHNOLOGY
Mylasakam, Chennai



RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

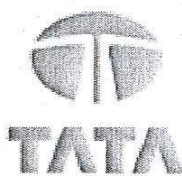
Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.



3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a

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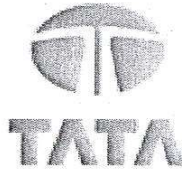
TATA CONSULTANCY SERVICES **PRINCIPAL**
Tata Consultancy Services Limited **INSTITUTE OF TECHNOLOGY**

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119, Tamil Nadu, India. 043.

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



confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

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12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

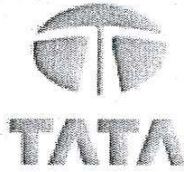
15. Notice Period

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion in the interest of business.

i. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

ii. Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by TCS at its sole discretion having regard to the responsibilities shouldered by you while being in the employment of TCS and business continuity.

Portnoo 3 only



16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation (if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits,

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TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram Road, Chennai 600 119 Tamil Nadu India

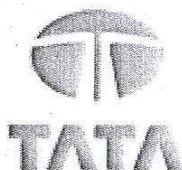
Tel: 91 44 6616 2222 Fax: 91 44 6616 2555 Website: www.tcs.com

Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

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Machiyakkam, Chennai - 600 048.



address affidavits etc.)

- Passport / Acknowledgement letter of passport application
- Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
- 4 passport sized photographs
- Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
- An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
- If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

- *PAN Card (Permanent Account Number)
- *Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- *Passport
- *NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

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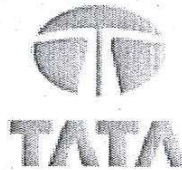
415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India

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Chennai - 600 048.



22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

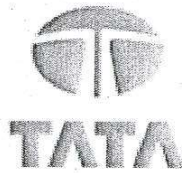
(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.


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(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

Dr. R. Palson Kennedy

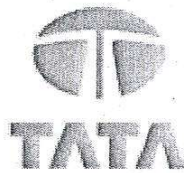
Dr. R. PALSON KENNEDY, M.E., Ph.D.,
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TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

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

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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



Click [here](#) or use a QR code scanner from your mobile to validate the offer letter

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

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GROSS SALARY SHEET

Annexure 1

Name	Merlin P
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

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TATA CONSULTANCY SERVICES

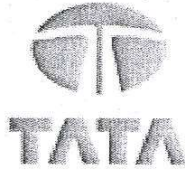
Tata Consultancy Services Limited

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 Nimal Building, 9th Floor, Narlman Point, Mumbai 400 021

TCS Careers Serviceline: 1800 93111 Email: careers@tcs.com



Annexure 2

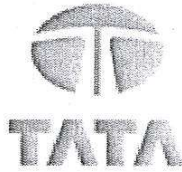
Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES SEZ, Plot # 41, Gandhinagar - 382007	Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100, Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th floor, Glaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309, UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFI House, G.S. Road, Dispur, Guwahati - 781006, Assam	Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12, New Town, Rajarhat, Kolkata - 700160, West Bengal OR Auditorium, 2nd Floor, Wanderers Building, Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark, Kakkanad, Kerala 682042	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus, Kariyavattom P.O. Trivandrum - 695581, India	

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TATA CONSULTANCY SERVICES
Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India
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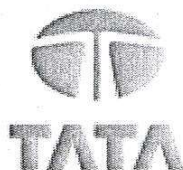
2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filing or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

Dr. R. Palson Kennedy
Dr. R. PALSON KENNEDY, M.E., Ph.D.,
PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
Mannivakkam, Chennai - 600 048.



4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

7. Working in SBWS Framework:

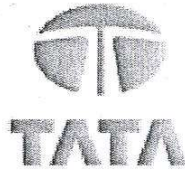
Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.


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M. M. Vakkam, Chennai - 600 048.



(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.


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10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

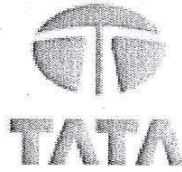
(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising or enforcing any of their rights or remedies hereunder shall constitute a waiver thereof.


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(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

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TCS Careers Serviceline: 1800 209 3111 Email: careers@tcs.com

21



Brakes India Private Limited
 Brake Division, Polambakkam - 603 309.

TIME CARD CUM WAGE SLIP
 (FORM 25B - RULE 103 - B)
FACTORY REG. No. KM 4756

Name : Mathesh G Employee No: 72049 Pay period : 01.01.2024 - 31.01.2024		Location : Brake Divn Plbk Department : Caliper-Assy Pay Location Polambakkam-Trainees		Company : Brakes India Private Ltd Designation: Trainee	
Account No. 330801000004227		Earnings 15,040.07		Deductions 1,331.00	
Adjustments 0.00		Take Home Pay 13,709.07			
Earnings Basic 8,815.38 House Rent Allowance 4,430.77 Transport Allowance 876.92 2 Shift Allowance 180.00 Third Shift Allowance 87.00 Attendance Incentive 500.00 Sunday Allowance 150.00		Deductions Ee ESI contribution 107.00 Ee PF contribution 1,163.00 Canteen Recovery 61.00			
Total 15,040.07		Total 1,331.00			
Time Details EL Quota Overtime Allowance EL Quota Overtime Allowance		Loan Details Total		Other Details PF Number TN/4725/72049 Pension Number TN/AMB/4725/72049 PAN UAN Date of joining 102025869092 Father's Name G Gunasekaran SCCS M.No	
Worked Days 01/01/2024 to 31/01/2024 Loss Of Pay Hours 23.00 16.00		Leave Days 05/01/2024 to 05/01/2024 Credit to your Bank Account on 03/02/2024			

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 SIGNATURE OF MANAGER



SYRMA SGS TECHNOLOGY LIMITED
(Formerly known as Syrma SGS Technology Pvt Ltd and Syrma Technology Pvt Ltd)

Date: 02/05/2023

TRAINING OPPORTUNITY

To

Mr. Chandru
PEPI Institute of Technology

We are pleased to inform that we are providing 1 and 2 years Apprenticeship training programme. Eligibility to undergo training is based on the following criteria being fulfilled by you.

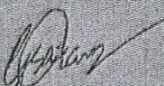
1. Pass in all Semesters
2. Provisional Certificate / Consolidated Mark Sheet or Degree Certificate.

Along with the above mentioned you are also advised to submit the following documents.

1. Aadhar Card - Photo Copy
2. Pass Port Size Photo - Nos 4
3. Bank Pass Book - Photo Copy
4. Pan Card - Photo Copy
5. Voter's ID / Driving Licence - Photo Copy
6. Covid Certificate - Photo Copy

With respect to the above, you are hereby informed to report for verification of documents within 15 days from the date of your course completion at the below mentioned address.

For Syrma SGS Technology Ltd.,


Sairam
AGM - HR

Place:



Dr. R. PALSON KENNEDY, M.E., Ph.D.,
PRINCIPAL
PEPI INSTITUTE OF TECHNOLOGY
Chennai - 600 045

CIN : U30007MH2004PLC148165

E-mail : info@syrma.com

Website : www.syrma.com

Chennai : Plot No. B27, Phase II, Zonal Office SEZ, Chennai - 600045.
Phone : +91 44 7172 8600 Fax : +91 44 7172 8612

Registered Office : Unit No. 601, 6th Floor, Floral Deck Plaza, MIDC Andheri (East),
Mumbai 400093, India. Tel +91 22 4036 3000 Fax +91 22 2829 1176



Date: 16-03-2023

Dear Ms. Shajithabarveen. S,

Sub: Intent Offer of Employment

With reference to the technical interview, you had with us and our subsequent discussions, we are pleased to offer you the position of **Trainee Recruiter** at our Urapakkam, Chennai office. Your Annual Salary will be **Rs.5,03,388 Per Annum (Five Lakh Three Thousand Three Hundred and Eighty Eight Only)**. During the training period stipend amount will be **Rs.11,250 (Eleven Thousand Two Hundred and Fifty Only)**. And joining date will be **August 02, 2023**. The terms of this offer are as follows:

1. **Probation Period:** You will be on **One month Training Period and 3 Month Probation period** from the date of your joining. Your employment with the Company will be confirmed only after successful completion of the probation period. During the probation period the Company is entitled to terminate your employment without assigning any reasons.
2. **Resignation** – You agree that the term of this Agreement shall be a Minimum of Twelve Months (One Year) of employment with DevCare Solutions. If you fail to complete Twelve Months (One Year) with DevCare Solutions and 3-months' Notice Period, you agree that you are liable for any and all consequential and incidental damages, including court costs, costs and reasonable attorney fees and will pay back the incurred costs.

The variable amount will may differ in the pay structure. Please keep one for your records and return the other with your acceptance signature, within a week of receipt of this offer letter. We welcome you to DevCare Solutions and wish you a successful career with us.

Sincerely,

R Janakiram

R. Janakiram

Senior Manager-Operations

579 Executive Campus Dr, Suite 370,
Westerville, OH-43082 – USA
Tel :614-221-2277

Accepted

Dr. R. PALSON KENNEDY Signature

4, Ram Complex, Padasalai Street,
Urapakkam, Chennai-603210 -India

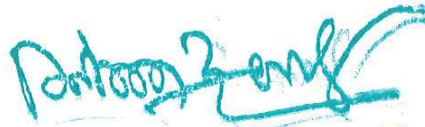
Dr. R. PALSON KENNEDY, M.E., Ph.D.,
PRINCIPAL
PEDI INSTITUTE OF TECHNOLOGY
Urapakkam, Chennai - 600 043.

www.devcare.com

ANNEXURE
SALARY BREAK UP DETAILS

	Month	Annual
Basic Salary	10,000	1,20,000
House Rent Allowance	3,750	45,000
Medical Allowance	3,250	39,000
Special Allowance	4,500	54,000
Other Allowance	3,500	42,000
Gross A	25,000	3,00,000
PF Employee contribution	1,800	21,600
Health/ESI	0	0
Other Deductions (Loans)	0	0
LOP	0	0
TDS	0	0
Total Deduction	1,800	21,600
Net Salary B (A-B)	23,200	2,78,400
Employees Welfare Benefits		
PF Employer contribution	1,950	23,400
Medical Insurance	458	5,496
Life Insurance	208	2,496
Gratuity	0	0
Other Benefits		
Holiday Bonus	500	6,000
Vaishnavi Scheme	2,083	24,996
Marriage Benefits	0	0
Child Education	0	0
Training/Certification/Higher Education Benefits	1,250	15,000
Pillar club/Own house Benefits	0	0
Salary/Target Bonus (variable)	0	0
Incentive Benefits (variable)	5,000	60,000
Royalty Benefits (variable)	0	0
Food	3,000	36,000
CAB /Petrol Allowances	2,500	30,000
Total	16,949	2,03,388
CTC C (A+C)	41,949	5,03,388

579 Executive Campus Dr, Suite 370,
Westerville, OH-43082 – USA
Tel :614-221-2277


4, Ram Complex, Padasalai Street,
Urapakkam, Chennai - 603216 - India
Tel: 044-47431394
PRINCIPAL
INSTITUTE OF TECHNOLOGY
Urapakkam, Chennai - 600 048.

Employee Code :H102857
Name :S Sasikumar
Location :KANCHIPURAM

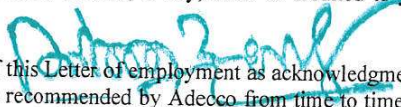
Date:24-08-2023

LETTER OF EMPLOYMENT

Dear S Sasikumar

We, Adecco India Private Limited "Adecco" are pleased to offer you an employment with our organization as **GRADUATE ENGINEER TRAINEE** for a fixed period of employment ("Contract"), on the following terms, conditions and understanding that:

1. Your appointment is effective from the date of joining i.e **08-08-2023** and the term of your employment is valid up to **07-08-2024** unless renewed or terminated in writing by Adecco, as stipulated under the standard terms appended to this Contract.
2. You will be deployed at Adecco or its client's premises and you shall report to work on **08-08-2023** at 9.00 a.m. at **Amalgamations Valeo Clutch Pvt. Ltd., KANCHIPURAM**.
3. Adecco may transfer you in any such capacity as deemed appropriate from time to time, at the instance of its clients or otherwise. In such event, you will be governed by the terms and conditions of service applicable to the new assignment or client. Notwithstanding anything mentioned in section 1 of this letter of employment, in the event of the project/work/deputation for which you are being employed terminates before the aforementioned period, this Contract shall be co-terminus with the project/work.
4. This Letter of Employment is subject to your successful completion of all requirements including BGV, training etc., as stipulated by Adecco or its clients from time to time.
5. Details of your remuneration/salary break up with components are enumerated as per the enclosure attached herewith.
6. Your appointment is for a specific period as stated above and no notice or pay in lieu thereof or retrenchment compensation will be payable to you at the end of the Contract tenure.
7. You will, with effect from 08-08-2023 be deputed by Adecco to work at the client's office/ premises at any of client's existing or new locations (either onsite or offshore). Should there be a change in the reporting location, you will be notified of the same at least a day in advance.
8. You are required to comply with the code of conduct or related policies of Adecco and the Client "Code of Conduct" where you will be deployed. You will be governed by the policies of the client's organization with respect to leaves, holidays and other establishment related policies. Adecco's code of conduct could be found at: <https://www.adecco-group.com/our-group/about-us/code-of-conduct/>
9. In addition, to the terms of appointment mentioned above, you are also governed by the standard employment rules of Adecco, which are attached along with this letter. The combined rules and procedures as contained in this letter and the annexure will constitute the standard employment rules and you are required to read both of them in conjunction. Your net/gross salary /CTC reimbursement amount, if any, shall be credited to your savings bank account.
10. You are required to sign and share a signed copy of this Letter of employment as acknowledgment and acceptance to the terms herein, either physically or digitally as recommended by Adecco from time to time. These terms and conditions would be deemed accepted /acknowledged in case we do not receive your response within 15 days from the date of issue of this letter.


DR. R. PALSON KENNEDY, M.E., Ph.D.,
PRINCIPAL
PEDI INSTITUTE OF TECHNOLOGY

Adecco

Corporate Office
No. 73/1, 13th Floor, Summit B
Brigade Metropolis, Garudathar Palayam
Mahadevapuram, Whitefield Main Road, Bengaluru - 560 048
Tel: +91 80 458407000

We wish you the very best in your assignment with us and as a token of your understanding and accepting of the standard terms of employment, you are requested to sign the duplicate copy of this letter and return to us within a day.

With warm regards,

Adecco India Pvt. Ltd.

Visakh R G

Visakh R G
Head - Onboarding

Julie Rosy

Julie Rosy
Senior Manager - SSC

Authorized Signatory

Enclosures: - (i) Compensation Sheet; (ii) Standard Terms of Employment (iii) Consent Letter

I hereby accept the above-mentioned terms and conditions.

Name: _____ Signature: _____ Date: _____

Dr. R. Palson Kennedy

Dr. R. PALSON KENNEDY, M.E., Ph.D.,
PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
Manuvakkam, Chennai - 600 048.

STANDARD TERMS OF EMPLOYMENT

1. VALIDITY TERM OF EMPLOYMENT:

1.1. Notwithstanding anything above, depending upon the aforementioned project/work/deputation, Adecco reserves its right to extend/renew your temporary/fixed term appointment for such period or periods as may be necessary depending upon the exigencies relatable to the work for which you are hereby engaged. In the event, Adecco shall, in writing, extend/renew your temporary assignment on the term as may be indicated in such letter and in the event of your acceptance of such extension/renewal of the assignment; you shall be governed by such terms and conditions as maybe indicated therein.

1.2. It is specifically understood by you that during term of your employment, you shall neither seek nor accept to be employed, engaged, hired by or in any manner whatsoever, render services to any third party either in India or abroad whether on deputation or otherwise. This obligation shall be binding on you whether the said third party is engaged in similar business as Adecco or otherwise.

1.3. You shall be required to complete the joining formalities as per the list enclosed. These formalities are required as a part of compliance. You should therefore complete the said formalities immediately but not later than 10 days from the date of joining the service. You may please note that in the event you fail to complete the formalities within the stipulated time Adecco may be constrained and reserves the right to cancel/invalidate the appointment and relieve you from the service. Further the salary payable to you will be adjusted towards the dues. We expect you not to place yourself in such situation.

1.4. Your appointment is being made on the basis of the information/particulars provided by you in your application for employment and supporting documents therein. In the event, any information/ documents supplied by you, are found to be false, incorrect, or fabricated, your appointment will be deemed void and liable for termination without notice. Adecco reserves the right to take further legal actions including recover the payment made to you towards your remuneration during the term of employment.

1.5 In case there is any change in your residential address or salary account details, you are required to intimate the same in writing to us within three days from the date of such change and get such change recorded in Adecco's systems. Any failure by you shall release Adecco from any claims/obligations therein.

1.6 Salaries will be disbursed basis attendance inputs provided by the clients, therefore, it is imperative that you mark the attendance timely, as advised by client/policies, failing with applicable leaves or leave without pay may be triggered.

2. COMPENSATION:

2.1. You will be entitled to an employer's contribution of Provident Fund as per the rules applicable.

2.2. You will be entitled to all applicable statutory benefits during the period of this Contract.

3. TERMINATION:

3.1. This Contract is terminable by either party by giving 15 days' notice in writing or salary in lieu thereof to the other party. However, acceptance of 'salary in lieu' is at the discretion of Adecco. Adecco reserves the right to waive off the notice required and it is further clarified and agreed that Adecco has the sole right and discretion to accept or reject the notice pay and insist you to work for the notice period, incase you are required to complete any project that you are working on at the time of your resignation. It is also clarified and agreed that you will be bound to complete all pending projects during the notice period and handover charge to your reporting manager. Handing over shall include completion of pending work, return of company's (Adecco or its Client's) assets not limited to laptop or any electronic devices, ID cards, etc. Any failure to the above shall entitle Adecco to withhold your relieving letter, or your full and final settlement or deduct such amount from your full and final payout or take necessary actions required under law for such recovery, without further notice.

3.2 At the time of termination of the employment, due to termination by either you or Adecco or upon the lapse of the term of employment, if there are any dues owing from you to Adecco, the same may be adjusted against any monies due to you by Adecco on account of salary, bonus or any other payment owed to you under the terms of your employment.

3.3 Adecco reserves the right not to accept the resignation in case of any proceedings/actions pending against you or that there are commitments for completion or other exigencies of work.

3.4 Absence for a continuous period of 5 days without prior approval of your supervisor (including over stay) would be deemed to be abandonment of employment by you, whereby you have relinquished your rights and claims on your employment and your services would automatically cease without any notice or intimation.

3.5 At the end of your tenure or on termination with the Adecco for any reason, you must return all items and documents, if any, failing which you will be held liable for the costs associated and appropriate legal action will be taken against you.

4. DISCRETION:

4.1. Your employment is subject to you being certified medically fit by a registered medical practitioner

4.2. During the period of this Contract, your services could be deputed at the sole discretion of Adecco to any of Adecco's clients to do work pertaining to or incidental to such client's business. Such deputation will be communicated to you by way of a letter from Adecco, and this will be effective from the date mentioned in such letter.

5. DEPUTATION:

5.1. During the tenure of the deputation, you will continue to be an employee of Adecco and your compensation and applicable allowances shall be payable only by Adecco. In this regard, you shall not be entitled to receive any payments, either as fees, expenses, reimbursement or such other allowance, directly from the client to whose site you may be deputed.

6. RULES/POLICIES OF THE CLIENT:

6.1. In the day-to-day functioning or carrying out your responsibilities and duties, you will receive instructions from the client and will undertake to abide by any suggestions, etc. given by any assigned person(s).

6.2. You shall also abide by any training that may be offered to you by the client.

6.3. You shall be bound to follow the working hours, shifts of the client's organization.

7. NON - DISCLOSURE:

7.1. You shall take care not to disclose or divulge confidential information/trade secrets, etc. belonging either to Adecco or to the client, that you may come across in the course of your responsibilities either to Adecco and/or to the client or to anyone outside the client's organization and you shall use such confidential information only in connection with the services provided by you to such client.

7.2. Further, you shall not utilize any confidential information acquired in consequence of your employment for your benefit or for the benefit of any third party other than Adecco or its client who has disclosed such confidential information or for whom you have created the confidential information.

8. ASSIGNMENT OF INTELLECTUAL PROPERTY RIGHTS:

8.1. You are employed by Adecco on the express understanding that all services provided by you whether at the Adecco site(s) or on deputation, are being done on behalf of Adecco or its clients. Consequently, any and all intellectual property rights (including but not limited to patents, copyrights, trademarks, etc.) arising therein shall be owned exclusively by Adecco or its clients to whom you may be providing the services on deputation. In this regard, it shall be deemed that you have provided your consent for the assignment of any and all intellectual property rights developed either solely by you or jointly with Adecco or its clients exclusively and solely either in favor of the Adecco or its clients and you shall do all such acts as may be necessary to ensure that the ownership of all such intellectual property rights rests solely with Adecco or its clients, as the case may be.

9. LIABILITY:

9.1. You shall at no point of time make any claim or assert any right to employment, damage, loss or compensation of any sort whatsoever against the client. This arrangement of deputation is purely a contractual agreement between Adecco and the client for the time specified.

Dr. R. PALSON KENNEDY
PRINCIPAL
PEDI INSTITUTE OF TECHNOLOGY
Chennai - 600 018.

9.2. Further upon the lapse of your term of employment with Adecco or earlier termination thereof, you shall have no right or claim against Adecco for continued employment and in this regard, Adecco does not guarantee or warrant any continued employment after the term of employment or earlier termination thereof.

9.3. You shall not engage in any act subversive of discipline in the course of your duty/duties for the client either within the client's organization or outside it, and if you were at any time found indulging in such act/s, or found to have breached/violated any covenants of this Contract or the Code of Conduct, Adecco reserves the right to initiate disciplinary actions against you or take any appropriate legal actions as deemed necessary.

10. INDEMNITY:

10.1 You shall be responsible for protecting any property of the client entrusted to you in the due discharge of your duties and you shall indemnify the client and Adecco if there is a loss of any kind to the said property or on account of your failure to satisfy any of your obligations during your term of employment. You shall also indemnify Adecco and its clients and hold both parties harmless against any claims attributable to you during the term of this Contract. Both parties reserve the right to take necessary legal actions, including recovery against such damages caused by your acts and omission or in violation of the terms of this Contract.

11. DOCUMENTS:

As part of BGV validation and creation of employment record, you are required to provide certain documents but not limited to the following documents as mentioned in (1.3), on the day of appointment or within a 3 days of your reporting, to duty.

- Aadhar card for proof of identity, proof date of birth and proof of address
- Educational certificates
- ESI declaration in Form 1, PF nomination in Form 2 and Gratuity Nomination in "Form F"
- PAN Card, Bank A/C details with proof
- Six passport size photographs
- Experience certificates and relieving letter from your previous employer (if applicable).
- Proof of your last drawn salary/pay slip (if applicable)

Any failure to the above shall be treated as per section 1.4 of this Standard Terms.



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PERI INSTITUTE OF TECHNOLOGY
Mannivakkam, Chennai - 600 048.

CONSENT LETTER

- Adecco India ("Adecco") may collect, use or disclose the Personal Data which you provide to Adecco India for the Purpose described in the Adecco's Data Privacy Policy (<https://www.adecco.co.in/privacy-policy/>) ("Adecco Policy") including the provision of Services, storage, analytical or dispute resolution purposes, as well as, to comply with applicable laws, regulations and Adecco's internal policies. Capitalized terms used in this form and not expressly defined shall have the same meaning as set out in the Adecco Policy.
- Adecco may also share your Personal Data with Adecco's employees, officers, directors, clients (and its agents), Suppliers or third party vendors (IT, financial and legal advisors), or any statutory authorities and/or to any other Adecco affiliates, based locally or abroad, in order to reasonably achieve the Purpose. In any case, transfers to third parties will strictly be on a need to know basis, in order to comply with contractual or legal obligations.
- Adecco will handle, maintain and store your Personal Data - for a limited period of time, in compliance with Adecco Policy and the applicable laws and regulations.
- Adecco relies on your Personal Data to achieve the Purpose; hence, you warrant that the Personal Data you provide is accurate, correct and complete. If you wish to correct, update or delete your Personal Data, you may contact Adecco's Data Protection Officer at legal.india@adecco.com.
- You are entitled to withdraw this consent at any time by giving notice to the Adecco's Data Protection Officer. You acknowledge that such withdrawal shall apply prospectively and only affect Adecco's future use or disclosure of your Personal Data.
- If you have any queries regarding Adecco's treatment of your Personal Data, this consent form or any related matter, you may refer to Adecco's Data Protection Officer at: legal.india@adecco.com
- For any government welfare scheme Aadhar is mandatory. Accordingly, by signing this explicit consent letter you hereby allow Adecco to collect your personal and sensitive details including Aadhar card/details. This will enable Adecco to link your Aadhar details to welfare schemes like ESI, EPFO etc. If you have any issue in sharing the details please specify the reasons in writing.
- You acknowledge that you have read and understood this consent and the Adecco Policy and provide your express consent to the collection, use and disclosure of your Personal Data as therein described.

Name: _____

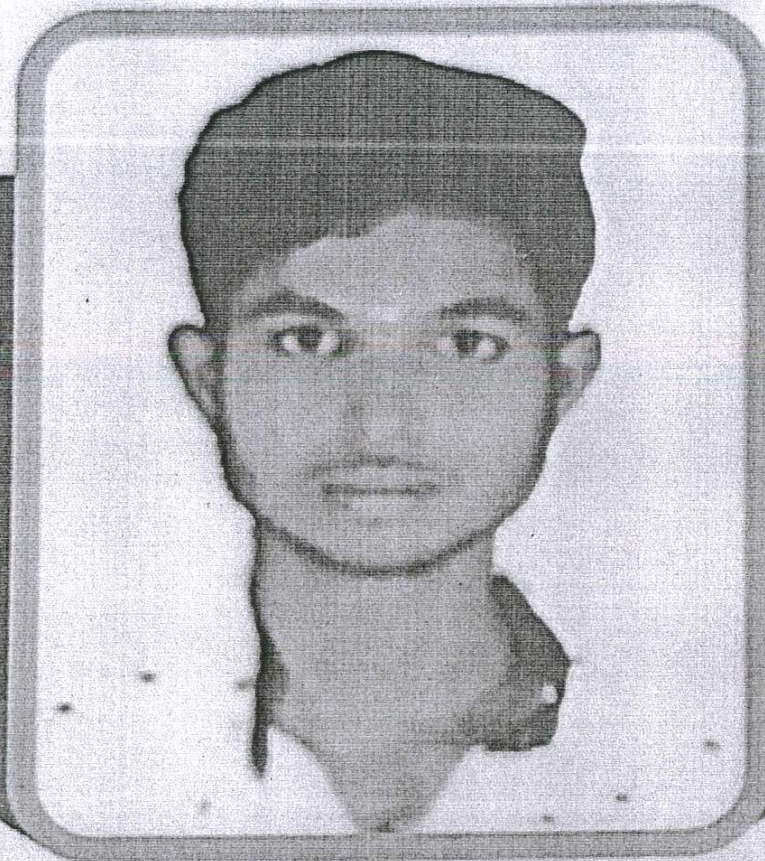
Signature & Date: _____

Dr. R. Palson Kennedy

Dr. R. PALSON KENNEDY, M.E., Ph.D.,
PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
Mannivakkam, Chennai - 600 048



MERO Asia Pacific Engineering Pvt Ltd



K. Jegathish

Trainee Designer

Emp. ID : 3000

D.O.J: 21-02-23

Dr. R. PALSON KENNEDY, M.E., Ph.D.
PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
Mannivakkam, Chennai - 600 048.



SYRMA SGS TECHNOLOGY LIMITED
(Formerly known as Syrma SGS Technology Pvt Ltd and Syrma Technology Pvt Ltd)

Offer Letter

02-Nov-2022

To

Mr. Balaji S,
3/1B, Ramarav Garden, 3rd Street,
Royapettah, Chennai - 600014.
Dear Mr. Balaji S,

Sub: Letter of Offer

Thank you for exploring career opportunities with Syrma SGS Technology Ltd. (SSTL)

You have successfully completed our initial selection process and we are pleased to make an offer. This offer is based on your profile and performance in the selection process.

You have been selected for the position of Graduate Engineer Trainee.

Your Cost to Company (CTC) including all benefits will be Rs. 3.5 Lakhs per annum for the 1st year and Rs. 4.0 Lakhs per annum for the 2nd year as per the terms and conditions.

You may be confirmed into the rolls of SSTL after 24 months based on your performance during the training period.

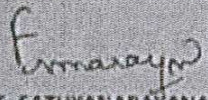
This offer is valid only if you finish your graduation without any arrears and to maintain your current CGPA.

Kindly confirm your acceptance within 7 days by signing the copy of the offer letter and your confirmation about the joining date, which is not later than 3rd July 2023.

You will be issued a letter of appointment at the time of joining after completing joining formalities as per company policy.

Best wishes and welcome to SSTL family.

For Syrma SGS Technology Ltd.


E. S. SATHYANARAYANAN
GM - HUMAN ENABLEMENT DEPARTMENT

I accept the offer letter (17-11-2022)


Signature: Dr. R. Palson Kennedy

CIN: U30007MH2004PLC14R165

Email: info@syrma.com

Website: www.syrma.com

Chennai - Plot No. 577, Phase II, Zone B, AIEP-2-5, Chennai - 600045.
Phone: +91 44 7172 8100 Fax: +91 44 7172 8611

Registered Office: Unit No. 602, 5th Floor, PERI INSTITUTE OF TECHNOLOGY, Mahalingapuram, Chennai - 600 048.
Mumbai 400093, India. Tel: +91 22 4036 3000 Fax: +91 22 2825 1176



Mr. Balaji Sekar
D No 12 Block No 148
All India radio nagar
Ernavoor
Thiruvallur - Pincode 600019
Contact Number: +91- 6379588801

Chengalpattu, October 29, 2022
HR/19534/Oct 2022

Dear Balaji Sekar,

Congratulations!

We are pleased to offer you the position of **Trainee (Graduate Engineer)** with Renault Nissan Technology & Business Centre India Pvt. Ltd. Your location for reporting is Chennai (Mahindra World City), India and the scheduled date of joining is on or before **June 07, 2023**. The offer stands withdrawn thereafter unless the date is extended or communicated to you in writing.

The eligibility criteria prescribed for the above position is a pass in the **7th & 8th semester of Bachelor of Engineering (EEE)** exam and overall grade/percentage of minimum 70% in academics. This Offer and appointment, if any, pursuant to the above is provisional, subject to you securing a pass in the above **7th & 8th semester of Bachelor of Engineering (EEE)** exam and overall grade/percentage of minimum 70% in academics and you providing us the consolidated mark sheets or Provisional certificates, to our satisfaction, on or before **30th June 2023**. Any failure, on your part, in this regard, shall automatically disentitle you to continue in the services of the Company.

Your annual gross salary will be **Rs.4,25,000-(Rupees Four Lakhs Twenty Five Thousand Only)** as detailed in Annexure 1. You will also be covered under the Company Group Insurance Scheme as per policy terms agreed by the company.

Your terms and conditions of employment are as mentioned in Annexure 3. You will be governed by the terms and conditions of the company and subject to any further amendments from time to time. You are advised to read the Annexures carefully and if the terms and conditions are acceptable to you, please sign the duplicate copy as a token of you having understood and accepted the same.

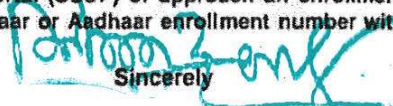
In case of further clarifications with reference to your joining, please get in touch with our Joining Cell on Email: hr.onboarding@rntbci.com and you are requested to submit the copies of self-attested document as per Annexure 2 at the time of joining.

Renault Nissan Technology & Business Centre India (RNTBCI) family welcomes and wishes you for a rewarding career.

'In line with Government of India regulations, you need to possess Aadhaar or an Aadhaar enrollment number in order to complete your joining formalities. In case your Aadhaar card contains only year of birth, please use the Self-service update portal (SSUP) or approach an enrollment center to update your date of birth. We require the Aadhaar or Aadhaar enrollment number with your date of birth included'.

Acceptance of Offer

Balaji Sekar


Sincerely


Venkata Subramanian
Head - Talent Acquisition, RNTBCI
M.E., Ph.D.,
Principal
Renault Nissan Technology & Business Centre India
Mannivakkam, Chennai - 600 048.
T: +91 44 67481000
F: +91 44 67481150

Encl : Annexure 1 (Salary structure), Annexure 2 (Check list of documents), Annexure 3 (Terms & Conditions of Employment), Annexure 4 (Mandatory Medical Checkup), Annexure 5 (Covering Letter for Medical Checkup), Annexure 6 (Pre-Test Requirement)

RENAULT NISSAN TECHNOLOGY BUSINESS CENTRE INDIA
PRIVATE LIMITED
Ascendas IT Park, Mahindra World City, SEZ
No. T P 2/1, Natham Sub Post Office, Chengalpattu District,
Tamil Nadu - 603 004,
India
CIN: U50401TN2007PTC064840

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**Annexure 1
(Salary Structure)**

Name	Balaji Sekar	
Designation	Trainee (Graduate Engineer)	
Department	EE & SYSTEM	
Location	Chennai	Mahindra World City
Item	Monthly	Annual
Basic	15,000	1,80,000
PF (Employer Contribution)	1,800	21,600
PF (Employee Contribution)	1,800	21,600
Gratuity	722	8,658
Sub Total – A	19,322	2,31,858
Benefit Basket – B		
1) Voluntary Provident Fund	The employee will have the benefit of choosing the option	
2) Employer NPS		
3) HRA		
4) Children Education Allowance		
5) Children Hostel Allowance		
6) LTA		
7) Food coupons		
8) Mobile Reimbursement		
9) Car Maintenance Reimbursement		
Sub Total – B	Total of Benefit basket	
Special Allowance (Excess of 1 to 9 will be put here) – C (If Any)		
Gross Salary = A+B+C	35,417	4,25,000

→ In Addition to the Gross Salary indicated above, your CTC (Cost to Company) includes other benefits applicable as per RNTBCI designation band.

→ If your basic salary is lower than Rs 21,000 per month, you will be entitled to Bonus as per the provisions of the Payment of Bonus Act, 1965.

→ Benefits

*** Company Group Insurance Scheme**

- Group Mediclaim Policy - for Self & nuclear family (Spouse & 2 children)
- Group Term Life Insurance - for Self
- Group Accidental Policy - for Self

*** Retirals**

- Employee's Group Gratuity Assurance Scheme linked to LIC (Life Insurance Corporation of India)



HR/19534/Oct 2022
Balaji Sekar

RENAULT NISSAN TECHNOLOGY BUSINESS CENTRE INDIA
PRIVATE LIMITED
Ascendas IT Park, Mahindra World City, SEZ
No. T P 2/1, Natham Sub Post Office, Chengalpattu District,
Tamil Nadu - 603 004.
India
CIN: U50401TN2007PTC064840

Dr. R. PALSON KENNEDY, M.E., Ph.D.,
T: 91 44 67481000
F: 91 44 67481150
PERI INSTITUTE OF TECHNOLOGY
Mannivakkam, Chennai - 600 048

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Annexure 1A
(Salary Structure)

Component	Summary
Basic Salary	One of the salary component to which other components in the CTC (Cost to Company) is linked based on RNTBCI rules
Retirals	In order to support you financially, post your retirement age. Conditions applied as per Law
1) Provident fund	12% of basic salary is contributed to the Provident Fund towards Employer Contribution. Another 12% of basic salary is contributed from the employee contribution.
2) Gratuity	Calculated @ 4.81% of basic salary; It shall be paid in accordance with the Payment of Gratuity Act, 1972 & Rules, and any amendments by the appropriate Government from time to time, subject to meeting the eligibility and criteria under the Act and the Rules.
FBP (Flexible Benefit Plan)	It allows you to choose the benefit basket that suits your need and avail tax exemptions as per prevailing tax rules. This is subject to change from time to time.
1) Voluntary Provident Fund (VPF)	Apart from contributing the normal 12% of your basic pay, you may choose to contribute towards your retirals, subject to a maximum of 12% of Basic (In addition to mandatory contribution)
2) Employer NPS	Maximum 10% of basic salary per annum
3) House Rent Allowance	Maximum 50% of basic salary per annum. House Rent Receipts to be produced for proof
4) Children Education Allowance	Rs.1200/- per annum per child. Maximum upto 2 children
5) Children Hostel Allowance	Rs.3600/- per annum per child. Maximum upto 2 children
6) Leave Travel Allowance	Upto 2 months of basic per annum. Economy class air fare/ I Class Train fare twice in a block period of 4 years. Current block period is 2022-2025.
7) Food Coupons	Upto Rs.43,200/- per annum subject to RNTBCI policy for FBP. Sodexo food coupons; can be used in grocery shops / restaurants.
8) Mobile Reimbursement	Rs.42,000/- per annum subject to two telephone connection in employee's name.
9) Car Maintenance Reimbursement	Rs.28,800/- per annum subject to IT rules Car capacity wise. RC copy to be provided as proof (Fuel expensed or Maintenance Expenses) on employee's name.
Annual Gross Salary	Basic Salary + Retirals + FBP
Group Mediclaim Policy	You will be covered under Company Group Insurance Floater Policy with a basis cover for the family (Employee+Spouse+2 dependent children below 25 years) paid by the Company as per Group Mediclaim Insurance Scheme of RNTBCI. Hospitalization cover; Cashless or Reimbursement upto Rs.5,00,000/-(Rupees Five Lakhs Only) per annum as per the designation band. All terms & conditions are subject to change as per Company Group Insurance Scheme.
Group Accidental Policy	You will be covered under Company Group Accidental Insurance Policy for Rs.5,00,000/-(Rupees Five Lakhs Only). All terms & conditions are subject to change as per Company Group Insurance Scheme.
Group Term Life Insurance Policy	You will be covered under Company Group Term Life Insurance Policy for minimum of Rs.15,00,000/-(Rupees Fifteen lakhs Only) or 2x of Annual Salary whichever is higher. All terms & conditions are subject to change as per Company Group Insurance Scheme.

→ Company Transport details as follows

Transportation Details	Employees availing Bus Transportation -General Shifts	Rs 2250/-* per month deduction through Payroll
	Employees Travelling by Train (Subject to producing of document evidences)	Rs.300/- or at actuals, whichever is less, will be reimbursed for employees travelling from Chengalpattu and Perungalathur Rs.500/- or at actuals, whichever is less, will be reimbursed for employees travelling from Tambaram and Beach

The details will be specified at the time of joining.

* The deduction amount towards Company Transportation can change subject to company's discretion and the same will be intimated at the time of change.



HR/19534/Oct 2022
Balaji Sekar

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PRIVATE LIMITED
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Tamil Nadu - 603 004,
India
CIN: U50401TN2007PTC064840

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Annexure 2
(Check list of Documents)

Following copies of self-attested document are required to be produced at the time of joining along with the Originals for Verification:

Requirements	Remarks
Educational Details	All mark sheet & certificates – From X Std. till UG/PG etc.
Employment Record	Offer Letter of the last organization with Salary slip or Salary certificate. Relieving letter from last 5 organizations & Experience letter from all the companies worked so far (Experience will be accounted based on the documents submitted).
Photographs	2 Formal Passport size photographs with white background
Passport / VISA/ RP	Copy of your passport (Originals will be verified) In case of foreign national, copy of your employment VISA with RNTBCI and copy of your residence permit must be submitted (Originals will be verified)
Pan Card	Copy of Permanent Account Number (Originals will be verified)
Investment Declaration	Form 12C

You are requested to produce **your original diploma/ degree certificate at the time of joining**. In lieu of this, you need to provide provisional certificate (as applicable). If you fail to produce your diploma/degree certificate within three months of your joining, you may be terminated from the roles of RNTBCI.

Your offer has been made based on the information furnished by you at the time of interview. However if there is a discrepancy in the copies of the document/ certificate given by you as a proof in support of the above, RNTBCI reserves the right to revoke the offer at any time during your service.

Your joining will be subject to submission of all the above documents.

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Annexure 3
(Terms & Conditions of Employment)

Compliance to Quality Standards

You will be required to understand and implement Standard procedures evolved within RNTBCI. Your attitude towards adherence to standards and procedure will be an important parameter for consideration while evaluating your performance.

Training Period

You will be on a Trainee (Graduate Engineer) training period for One Year from the date of joining.

Confirmation of Service

On your successful completion of Training subject to Training Evaluation, post one year of your joining; your service may be confirmed as an Engineer and your revised annual gross salary as Engineer will be Rs.4,75,000/- (Rupees Four Lakhs Seventy Five Thousand Only). In addition to your performance during this period, your confirmation as a permanent employee is subject to your submitting the requisite documents as required by the company (See Annexure 2).

Background Verification

The Company may by itself or through such agencies as it may engage, conduct a background verification of the particulars provided by you. By acceptance of the offer, you are deemed to have consented to such verification and shall co-operate with the same, in all respects. The offer of employment is contingent upon successful completion of the background verification and shall be subject to the particulars provided by you being found to be true and correct, to the sole satisfaction of the Company. The offer of employment shall be rescinded forthwith, if any of the particulars provided by you are found to be wholly or partially false, incomplete or incorrect or if you fail to submit any of the documents/information requested by the Company for the background verification and scrutiny, within the suggested time period.

Code of Conduct

The company will expect you to display a high standard of initiative, efficiency and economy. You are charged with responsibility to uphold and extend the code of conduct of RNTBCI.

Conflict of Interest

You are required not to engage in any other gainful or commercial employment or business; either part-time or full time, in an honorary manner or in a way that provides remuneration, directly or indirectly simultaneously as long as you are employed with RNTBCI Pvt. Ltd. You are also required not to engage yourself indirectly in any other profitable business connected with the dealings or activities of the company in any way.

Medical

The appointment is subject to your being found medically, physically fit. The company has the right at all times to send you for a medical check up to ascertain your fitness for the job.

Working Hours

Normal working hours are from 8.20 a.m. to 5.30 pm Monday through Friday, Saturday and Sunday are holidays. The company reserves the right to alter or modify the working hours or holidays temporarily or permanently.

Dress Code

All employees of RNTBCI are required to be in Business Formal wear on all working days between Monday to Thursday and smart casuals on Friday's. Failure to adhere to the standards of dress and appearance may constitute to misconduct and may result in formal disciplinary proceedings.

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Annexure 3
(Terms & Conditions of Employment)

Personal Indebtedness

The Company shall not be responsible for personal indebtedness or other liabilities incurred by you, during/ prior to your employment with Renault Nissan Technology & Business Centre India. You understand and accept that you shall have no authority to pledge the credit of Renault Nissan Technology & Business Centre India to any person or entity.

Posting / Transfer of Service

In view of the nature of the company's business, you may be assigned to different locations both in India and abroad. You will carry out assignments/projects given to you from time to time with diligence and devotion and maintain the company's image.

Training

You will be provided adequate training as per company Trainee (Graduate Engineer) training program.

You may also be selected or sponsored by the company for training assignment with the company's associates or other institutions within India or abroad. You will diligently and beneficially, take part in such trainings and assignments.

Payroll

Your Monthly salary as per the above structure will be remitted to your Salary account through Bank Transfer by 29th of Every Month. In case of your absence for a continuous period of 8 days, without information or Leave approval from your Manager, your monthly payroll will be kept on hold until your presence is notified and proper information is provided to the Company.

Passport & Pan Card

It is very important for you to have a valid passport and PAN Card. If you do not have it please apply for them immediately.

Increments and Promotions

Your growth in the organization through promotions and salary increments will depend solely on your performance and contributions to the company, as determined by the management through periodic performance appraisal.

Confidentiality Agreement

This offer of employment made to you are subject to your executing an agreement to maintain confidentiality of matters related to the Company. You will execute this agreement upon joining the Company.

Service Agreement

As the Company will be spending substantial amount of time and money for your training or deputation overseas, you will be required to sign a service agreement related to Overseas or Training with the Company, as the Company may deem appropriate from time to time. You will have to execute an "service agreement for Trainee (Graduate Engineer) Training" for a period of Three Years from the date of joining (it includes the Training period) for the specialized training imparted to you to carry out the work, which is very specific to RNTBCI.

Intellectual Property Ownership:

The Intellectual Property (IP) and confidential information shared with you during the course of your employment shall remain the exclusive property of the company. The IP (including R&D, inventions, concepts, methods, designs, softwares, models, prototypes, copyrights, etc.) created by you during your employment will be the exclusive property of the company as to its proprietorship, exploitation and use. By this agreement, you agree to assign all the rights, title and interest in the IP, created by you during employment, to the company. You agree that you shall execute and deliver all instruments in writing, as may be required by the company, including affidavits and assignments to convey and assign the entire right, title and interest in and to the said IP to the company and/or, its associates, successors, partners or assigns, as the case may be. You agree that you shall not claim any right, interest or title over the said IP in any manner whatsoever.



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Annexure 3
(Terms & Conditions of Employment)

Non-Solicitation Agreement

You agree that during your employment with the company and for two (2) years following separation of your employment with the company, including without limitation, termination by the company for cause or without cause, you shall not, directly or indirectly, solicit or induce, or tempt any employee or consultant of the company to leave the company for any reason whatsoever, or hire any employee or consultant of the company.

You acknowledge that the company may have invested considerable time and money for recruitment and training of its employees. You hereby agree to compensate the company any monetary value determined by the company as a penalty for any violation of this clause.

Termination of Service

As a Trainee (Graduate Engineer) you will be governed by the clause as appearing in the Service Agreement, ('Service Agreement for Trainee (Graduate Engineer) Training' or 'Overseas Service Agreement' whichever is valid at the time of resignation) and will be subject to any changes made thereafter. In the event that you decide to leave the company, you will be subject to a minimum of three month's notice, in addition to honoring the cost/expenses related to training as mentioned in the Service Agreement for Training/ Overseas Service Agreement. If you resign from the services of this company within 12 months from the date of joining, the relocation expenses, initial accommodation charges and notice buy-out period paid to you at the time of joining will be recovered from you.

Retirement

You will retire from the services of the company on completion of your 58 years as per the proof of age submitted by you at the time of joining.

Restraints

Access to Information

Information is available on need to know basis for specified groups and can be obtained upon joining through access channels.

Authorization

Only those authorized by a specific power of attorney may sign legal documents or official documents, representing the Company.

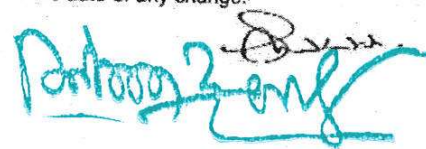
Information Security

Access to Renault Nissan network is through individual's password and you are requested not to share your password for any reason with others. You shall not install, download, copy, duplicate any unauthorized or unlicensed software, programs, games, attachments on to your computer systems.

An employee who wish to work late or early hours are requested to approach Admin department or HR department for any requirement. Employees will not be encouraged to use or outsource any services for the official purpose

Other Rules and Regulations

- 1) You are required to strictly maintain secrecy and not divulge or communicate in any manner, any information regarding your remuneration in terms of employment to any other employee of the company expect your immediate superior. Any such disclosure would be considered a serious case of indiscipline and would render the company to take disciplinary action as deemed fit.
- 2) During the employment, you will be governed by service rules and regulations of the company in force or as introduced or amended from time to time. You will also be governed by the company's policies.
- 3) You will keep us informed of any change in your residential address, civil or marital status and other such matters; within 21 working days from the date of any change.



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Balaji Sekar

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Page 7 of 10



Annexure 4 Mandatory Medical Checkup

You will have to undergo a medical checkup organized by the Company within 30 days from the offer release date. Kindly refer annexure 5 and get in touch with the Company approved clinic to fix an appointment for medical check-up.

The following tests will be taken to examine your medical fitness.

- Complete Blood Count
- Blood Group Rh Type
- Glucose - Random
- Cholesterol Total
- Urine Complete Analysis
- Creatinine
- XRAY-CHEST
- ECG
- Ophthalmology
- Audiometry
- General Physician Consultation

Your cordial cooperation would ensure the completion of medical records during your employment with Renault Nissan Technology & Business Centre India.

The information collected through this report will be strictly confidential.

HR/19534/Oct 2022
Balaji Sekar

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Annexure 5

To,

The Centre Manager
Apollo Clinic

Dear Sir / Madam,

Sub: Pre Employment Health Check up - Authorization Letter

As per our arrangement/Purchase Order with your institution for preventive health screening we request you to do the needful as per the details mentioned below.

Name of the Candidate	: Mr. Balaji Sekar
Offer Letter reference number	: HR/19534/Oct 2022
Type of Checkup	: RNTBCI Pre-employment Medical Check
Bill Details	: Bill to the Company
Report Details	: Report to the Company
Appointment Fixing	: 18605007788

For Office Use Only

Company Address for Billing:

Renault Nissan Technology & Business Centre India Private Limited
Ascendas IT Park, Mahindra World City SEZ
Plot NoTP2/1, Natham Sub Post Office
Chengalpet District
Tamil Nadu – 603 004

Reports to be shared at: Medical.officer@rntbci.com

Sincerely

Venkata Subramanian
Head – Talent Acquisition
RNTBCI

Note: Appointment to be fixed by candidate directly. Candidate coming for check-up has to produce photocopy of Government Approved ID card with the printed copy of this letter.

HR/19534/Oct 2022
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Annexure 6

PRE-TEST REQUIREMENTS FOR MEDICAL CHECK-UP

1. All Health Check Ups are conducted by prior appointments.
1. Fix Appointment through toll free 18605007788 before 24 hours of check-up
2. You are requested to reach 20mins ahead of the scheduled time to facilitate the smooth process of your check-up.
3. Minimum of 12 hours fasting is essential prior to the check-up.
4. May drink water during fasting. Refrain from alcohol at least 12 hrs, prior to the check-up.
5. Men are requested to shave/trim their chest to ensure a good ECG / Tread Mill Test.
6. If you are wearing contact lenses, please remove those 2 days prior to Health check.
7. Wear loose clothing. No jewelry (Necklaces / Chains) and easily removable footwear.
8. If you are diabetic, avoid taking your insulin injections / anti diabetic tablets on the morning of Health Check-up. Please carry your insulin / anti diabetic tablets which you can have before or after your breakfast in the clinic. Other regular medication can be taken as instructed by the doctor. Please carry regular medication along.
9. Please bring all your earlier (Within 1Year) medical records and medical accessories like glasses, hearing aid if you have any when you come for Health Check Up.
10. Inform Health Check-up department in advance if you want any additional Investigations or consultations to be done so that we can schedule your appointments for the same.
11. We can provide additional Tests / Investigations / Procedures / Consultations on request or if required however these will be billed separately in addition to the package cost.
12. An authorization letter from your company is required to avail of services paid for by the company.
13. Please be informed that certain tests like x-rays are not to be done if you are likely to be pregnant.

HR/19534/Oct 2022
Balaji Sekar

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GSTIN :33AABCT5708L1Z9

CIN :U74140TN2001PTCO47945



THANGAM CORPORATE SERVICES PRIVATE LIMITED

No.12,AvenueRoad, Rathinam Complex, 1stFloor, Nungambakkam, Chennai-600034.

Phone: 42137797, 28214234 www.thangamcorporate.co.in

Fixed Term Contractual Assignment

14.11.2023

To,
SURYA.P
NO.24, Thiruvalluvar Street, Periyar Nagar
Pallikaranai, Chennai 100

Dear SURYA.P

This is reference to your application and subsequent interview had with you, we are pleased to offer you a Fixed Term contractual assignment as "**Design Engineer**" in our organization w.e.f. 27.11.2023 on the following terms and conditions.

1. You are appointed in our organization is on **Fixed Terms Contractual assignment** basis for the fixed duration from **27.11.2023 To 26.11.2024**.
2. Your designation will be '**Design Engineer**'.
3. Your appointment will automatically come to an end on the end of the appointment duration, however your fixed term contractual assignment may be renewed by issuing written communication in case there is a manpower requirement in the organization and basis on your performance during the above mentioned period.
4. You will be deployed at our Client's site at **CHENNAI** or as may be instructed and transferred from time to time by us.
5. You may be transferred to any location or any other company anywhere in India.
6. You will follow the working protocol, working hours and national holidays as applicable to our Client and report your presence to our Client's representative as notified to you by us...
7. You are our employee. You will not accept any employment offers from our Client during the period of the fixed term contractual assignment and without our permission.
8. You will not either directly or indirectly raise any demand for benefits or claims of whatsoever nature on our client. You are required to raise all your queries and grievances pertaining to your employment and benefits to us only.
9. Your compensation is calculated on a cost-to-company basis, is **Rs.291096/- p.a.** with the details provided in **Annexure I**.

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THANGAM CORPORATE SERVICES PRIVATE LIMITED

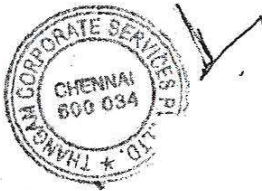
No.12, Avenue Road, Rathinam Complex, 1stFloor, Nungambakkam, Chennai-600034.

Phone: 4213 7797, 28214234 www.thangamcorporate.co.in

10. You will fully perform the services in the professional manner at the Client's site / location until the completion of the term of the work assignment.
11. During the term of the work assignment, render services exclusively to the Client or as per our instructions and such performance shall not be inconsistent with any obligation you may have to other third parties.
12. You will not engage in any conduct which is detrimental to the interest of the Client or us.
13. You will not receive or demand any payments of any nature directly or indirectly from our Client.
14. Your contract will be subject to termination by one calendar months' notice on either side. However, either party may terminate the contract without notice or assigning any reason thereof or without waiting for the expiry of the notice by paying to the either party the one-month salary.

Kindly return the duplicate of this letter, signed in the place indicated, confirming your understanding and acceptance of the above and enclosed Annexures.

Yours faithfully,
Thangam Corporate Services Pvt Ltd



Authorized signatory

Acceptance of Terms & Conditions of Fixed Term contractual assignment

I have read and understood the terms and conditions as stated in this letter and hereby agree and accept the same at my own volition. I undertake to abide by all the terms and conditions in the letter.

Signature of employee
Name of employee

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Manuvakkam, Chennai - 600 048.

GSTIN :33AABCT5708L1Z9

CIN :U74140TN2001PTCO47945



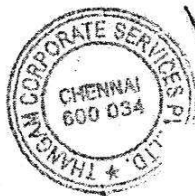
THANGAM CORPORATE SERVICES PRIVATE LIMITED

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ANNEXURE I SALARY STRUCTURE

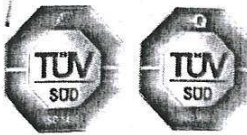
Name	SURYA.P
Designation	Design Engineer
Location	CHENNAI
Date of Joining	27.11.2023
BREAK UP OF THE SALARY	
Basic	15000
HRA	2000
Other Allowance	3758
Medical Allowance	
Conveyance	1250
Bonus	
Total Gross (A)	22008
PF 13% (Employer)	1950
ESI 3.25% (Employer)	
Insurance	300
SUB Total (B)	2250
CTC (A+B)	24258
PF 12% (Employee)	1800
ESI 0.75% (Employee)	
Professional Tax	208
LWF (As Applicable)	
Total Deduction (C)	2008
TAKE HOME (A-C)	20000

For ThangamCorporate Services Pvt Ltd.



Authorized Signature

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CIN : U33121TN2003PTC050280

Formoplastic Controls (P) Ltd 

CONTROL SYSTEMS ENGINEERING
DESIGN & CONSULTANT ENGINEERS
PRODUCT DEVELOPMENT SERVICE

23th February 2023.
Ref: FCPL/HR/2022-23.

Mr. Durairaj. M,
S/O, Murugan. D,
No. 45, Annai Indhira Gandhi Nagar, Kundrumedu,
West Tambaram,
Chennai – 600 045.

Dear Mr. Durairaj,

Welcome to the family of Formoplastic controls (P) Ltd. Based on the discussions we had, we invite you to join us on the following terms and conditions:-

I PLACEMENT:

- Position : Customer Support Engineer.
- Department : Customer Support.
- Function : Unit-1.
- Reporting : Mr. P. Joshua Branham, Team Lead – Automation.

You are required to perform such duties as assigned to you from time to time. You would appreciate that in order to ascertain mutual suitability, you are being placed on probation for a period of 3 months from the date of joining and which period may be extended to further period / periods as may be decided by the Management. Please also note that in the absence of a specific order confirming your services, you shall be deemed to be on probation.

II REMUNERATION:

a. Your pay package would be Gross Rs.15000/- per month and which, for the time being is being split as follows

Basic Pay	- Rs.6500
HRA	- Rs.3000
Other Allowance	- Rs.5500

You would agree that any annual increases shall be solely based on your overall performance as assessed by the Management. On confirmation the salary package will have a fixed and variable component and the variable component will be based on parameters applicable for your position.

III OTHER CONDITIONS:

a. Notice of Separation

During the period of probation, your services can be terminated by either side by giving 15 days notice or pay in lieu thereof without assigning any reasons therefore. Upon confirmation, a probation period of at least 3 month will apply on either side. However, the Management may at your request and/or at their discretion waive this notice period.



*Dr. P. Balasubramanian, M.E., Ph.D.,
PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
Mammavakkam, Chennai - 600 048.*

b. Transfer

Your services are liable to be transferred by the Management at its discretion to any of its Offices/Branches or any associated companies within India or abroad.

c. Leave

You will be eligible for 12 days leave per calendar year. You are eligible to carry forward the leave accumulated for a maximum period of 360 days.

IV MISCELLANEOUS:

a. This employment is subject to your being found medically fit for employment. If at any time during your employment, you are found medically unfit, your services are liable to be terminated with one month's notice or pay in lieu thereof.

b. You will also maintain total confidentiality of all process and know how, security arrangements, administrative and/or organisational matter of a confidential/secret nature, all Company related information/documents/files etc., to which you may have access directly or indirectly. You shall not divulge to any person and use your best endeavour to prevent the publication or disclosure of any trade secret or any other information relating to the business of the Company.

c. As a whole time employee, you shall not engage yourself in any outside work over and above your legitimate work in the Company on duty days, on holidays, or when you are on leave without obtaining the Management's prior permission in writing.

d. If and when information furnished by you in your application is found to be inadequate or not true, you are liable for termination or such other action as the management deems fit.

e. In all matters including those not specifically covered in this letter, you will be governed by such rules and regulations as may be applicable to the personnel of your category in the Company's employment and are in force for the time being and as may be framed from time to time.

f. During and after the period of your employment with the Company, you will not engage in any endeavour or activity which conflicts with the interests and business of the Company. You may not join our competitor, customer, end customer or any other company which may become our competitor.

g. On confirmation, you will retire on attaining the age of 58 years. For this, the age as given by you at the time of appointment is binding. The Management may however, at their discretion continue your services on such terms and conditions as may be decided upon your attaining superannuation.

h. In order for us to keep our records updated from time to time, you may kindly intimate any change in your residential address and contact numbers immediately upon such change.

i. If so required, you may be required to be sent for necessary training either in India or abroad in order to suit the requirements of the Company and you shall undergo such training. Further, at the option of the Company, should you be sent for such training, you shall be required to enter into a separate agreement with the Company, among other things, requiring you to serve the company for such periods as may be specified therein and from revealing any confidential / proprietary information.



j. As a whole time employee, you shall not attempt to solicit, divert, appropriate to, or accept on behalf of a competing business, any business from any customer, or actively sought prospective customer of the Company With whom you have dealt with, and whose dealings with the Company have been supervised by you or about whom you have acquired proprietary information in the course of your employment.

k. Also you shall not engage in any business [such as employment, arrangement, advisorship, consultancy etc.] of your own, whatsoever, either in India or abroad, which in any way may compete with or harm the interests of the Company.

V JOINING:

We expect your response on the acceptance of the aforesaid terms and conditions by signing and returning the duplicate copy of this letter within 5 working days, also indicating the date of you're joining our services which shall not be later than 28.02.2022. Please note that the offer shall stand automatically rescinded if you do not join on or before the date specified above unless extension is specifically granted in writing.

We once again welcome you to the family of formoplastic and look forward to long years of mutually rewarding and satisfying association.

For Formoplastic Controls (P) Ltd


Suja Ganesh Prasad
Director.



I have read and understood the above terms and conditions and hereby signify my acceptance of the same.

Date:

Signature.

Name:

Dr. R. PALSON KENNEDY, M.E., Ph.D
PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
Mannivakkam, Chennai - 600 048.

Annexure to Appointment Order

Mr. Durairaj. M.,
Customer Support Engineer,

Confidentiality and the company's property,

- You shall not whether before or after termination of your engagement with the company except in the proper course of your engagement or as authorized in writing by the company or as ordered so to do by a court of competent jurisdiction
 - i. use or disclose, divulge or communicate directly or indirectly to any individual, firm, partnership, company or any other person, any secret or confidential knowledge or information relating to the business transactions, products, methods or affairs of the company or of any other customer, client or agent of the company or of any other person having business dealings with the company which you may have or acquire during the continuance of your Engagement (or which you may have acquired prior to its Commencement)
 - ii. use, or disclose, divulge or communicate directly or indirectly to any individual, firm, partnership, company or any other person, the names or addresses or other contact details of any prospects, clients or customers of the company or of any other persons having business dealings with the company or details of any contracts or negotiations to which the company is party or of any tenders, offers or proposals submitted or to be submitted by the company in connection with its business
- Upon termination of your engagement for what ever reason you or your personal representative shall immediately deliver to the company any property of the company or any customer or client of the company or of any other person having business dealing with the company which may be in your possession or under your control including all documents, papers, tapes or other records (in what ever medium) and any copies thereof.

Invention and copyright

- In consideration of the company entering into this agreement you hereby assign to the company (by way of assignment of future copyright or unregistered design right (as the case may be)) the copyright design and other proprietary rights if any for the full term thereof through out the world in respect of all works in which copyright, design rights or other proprietary rights subsist and which are created or made by you during the term of your engagement (except only those works created or made by you and wholly unconnected with your engagement) ("works"). You Shall promptly disclose to the company full details of all such works, which shall be the absolute property of the company.



- If you (whether alone or with others) shall at any time during the period of your engagement generate any idea, method or information relating directly or indirectly to the business, finances
- or affairs of the company or capable of use of adaptation by the company which is not works ("Information"), you shall promptly disclose to the company full details thereof and you acknowledge such information belongs to the company
- You shall not except as provided in this clause or as may be necessary in the course of your engagement disclose or make use of any works or information which belongs to the company
- You shall given notice in writing to the company promptly on becoming aware of any infringement or suspected infringement of any intellectual property right in any works or information
- You shall not do or fail to do any act which would or might prejudice the rights of the company under this clause
- Rights and obligations under this clause shall continue in force after the termination of your engagement in respect of each works and information and shall be binding upon your representatives
- You hereby irrevocably waive any rights you may have under chapter IV (moral rights) of part I of the copyright, designs and patents act 1988 and any foreign corresponding rights in respect of all works
- You hereby irrevocably appoint the company to be your attorney in your name and on your behalf to execute and do any such instrument or thing as may be desirable and generally to use your name for the purpose of giving to the company (or its nominee) the full benefit of the provisions of this clause or of the company's entitlement under statute and in favour of any third party a certificate in writing signed by any director or the secretary of the company that any instrument or act falls within the authority hereby conferred shall be conclusive evidence that such is the case

I have read and understood the above terms and conditions and hereby signify my acceptance of the same

Date:

Name:



Signature.

Dr. R. Palson Kennedy

Dr. R. PALSON KENNEDY, M.E., Ph.D.,
PRINCIPAL
PFRI INSTITUTE OF TECHNOLOGY
M. Annurkum, Chennai -

HR POLICY

Attendance, Permission and late coming:

- All employees are required to mark their attendances on the computerized punching system. Employees not punching their attendance will be treated as absent.
- Permission for late coming or early leaving can be obtained subject to prior approval of the reporting Team lead/HR of the company.
- For every 3 days late coming, half day shall be deducted from employees leave account, once an employee's leave balance is exhausted the salary shall be deducted in the same ratio.
- Any absence from office without proper and timely information will be treated as "Absent".

Leave Rules for Employees:Amend:01 dt:1.12.2017.

- **Casual Leave (CL):**
 - Permanent employees are eligible for CL at the rate 6 days in a calendar year.
 - Employees are eligible for CL from the date of joining to 31st December.
 - CL cannot be accumulated and it will lapse every year on 31st December and new account of leave will start w.e.f 1st January.
 - When an employee leaves the company on resignation or termination, CL cannot be adjusted during the notice period or it cannot be encashed.
- **Loss of Pay :**
 - If CL or EL is exhausted the absence of employees is treated as Loss of pay.
 - Advance intimation of leave to be given. Employee should inform the superior about their absence in a day advance otherwise the leave will be treated as "Loss of Pay".
 - Advance intimation to be given about their visits to other units, customer place or Permission for coming late. No information will be treated as "loss of pay".
- **Earned Leave(EL):**
 - Accruals of leave will be carried out on a monthly basis. Those who join the organization in the middle of the month are entitled to leave on a pro-rata basis. 12 days of unveiled leave can be carried forward to the next calendar year. The accumulated balance can be carried forward to the next calendar year.
 - The current year's eligibility and the accumulated balance together should not exceed 24days.
 - Earned leave cannot be planned and applied well in advance.
 - Earned leave cannot be encashed or adjusted in the notice period.

Dr. R. Palson Kennedy, M.E., Ph.D.,
PRINCIPAL
DEPARTMENT OF TECHNOLOGY
Chennai

(iv) Sick leave (SL):

- Permanent employees are eligible for SL at the rate 6 days in a calendar year.
- Employees are eligible for SL from the date of joining to 31st December and can be claimed with proper medical bills.
- SL cannot be accumulated and it will lapse every year on 31st December and new account of leave will start w.e.f 1st January.
- When an employee leaves the company on resignation or termination, SL cannot be adjusted during the notice period or it cannot be encashed.

Guidelines - Applying for Leave:

- Leave should be applied for at least 15 in advance, in case of earned leave. The application should be made to the immediate supervisor/HR Head, who should authorize the same.
- Sick leave should be applied for along with the medical certificate (where applicable) within 2 days of resumption of work. The original medical certificate should be sent to HR for filing and copy should be attached to the leave card.

Notice of Separation: Amend: 01 dt: 1.12.2017.

During the period of probation, your services can be terminated by either side by giving 15 days' notice or pay in lieu thereof without assigning any reasons therefore. Upon confirmation, a notice period of at least 3 months will apply on either side. However, the Management may at your request and/or at their discretion waive this notice period.

Company Dress code and Hygiene Policy.

A. Hygiene:

- Employees are expected to meet hygiene requirements during regular business hours for the duration of their employment.
- Maintain personal cleanliness by bathing daily.
- Oral hygiene (brushing of teeth) required.
- Use deodorant / anti-perspirant to minimize body odors.
- No heavily scented perfumes, colognes and lotions. These can cause allergic reactions, migraines and respiratory difficulty for some employees.
- Clean and trimmed fingernails (¼ Inch long or less).
- Wash hands after eating, or using the restrooms.

Dr. R. Palson Kennedy

Dr. R. PALSON KENNEDY, M.E., Ph.D.,
PRINCIPAL
INDIAN INSTITUTE OF TECHNOLOGY
Chennai

B. Personal Grooming.

- Clothing must be clean, pressed, in good condition and fit appropriately.
- Socks or hose must be worn with shoes.
- Neat and well groomed hair, sideburns, mustaches and beards (no artificial colors e.g. pink, green, etc. that would be deemed unprofessional).
- Clothing must not interfere with the safe operation of equipment.
- No dark glasses (unless prescribed by a physician).

Appropriate Business Attire.

- All employees are encouraged to wear company-branded T shirts and Shoes as part of their business Business attire.
- Employees are expected to keep appropriate business attire on hand at all times in the event that they are required to attend an in-person customer meeting.

Inappropriate Attire.

The following items are not permitted in any area during normal working hours:

- Sweat pants;
- Jogging pants;
- Gym shorts;
- Jeans.
- Plastic flip-flops or sandals/beach foot wear.

We look forward to your valuable contributions and wish you all the very best for a rewarding career with the organization.

Please sign the duplicate copy of this letter as a token of acceptance.
I have read and understood the above terms and conditions and hereby signify my acceptance of the same.

Date:

Name:



Dr. R. Palson Kennedy
Signature.

Dr. R. PALSON KENNEDY, M.E., Ph.D.
PRINCIPAL
PETI INSTITUTE OF TECHNOLOGY
Kalam, Chennai - 600 030



PROVISIONAL OFFER LETTER

College Name: Peri Institute Of Technology

Date : 25-10-2022

Dear R.Savitha

Congratulations!!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

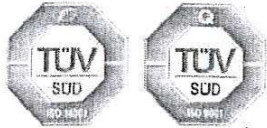
You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc-A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

Dr. R. PALSON KENNEDY, M.E., Ph.D.,
PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
Mannivakkam, Chennai - 600 098.



CIN : U33121TN2003PTC050280

15th February 2023.

Ref: FCPL/HR/Offer/2022-23.

Formoplastic
Controls (P) Ltd 

CONTROL SYSTEMS ENGINEERING
DESIGN & CONSULTANT ENGINEERS
PRODUCT DEVELOPMENT SERVICE

The Placement Officer,
Peri Institute of Technology,
No.1, West Street, Tambaram, Mannivakkam,
Chennai – 600048.

Sub : Offer for Employment.

Sir / Madam,

Congratulations! We would like to welcome you to the Formoplastic Controls family.

We are pleased to offer your students Annexure II, for the position of **Customer Support Engineer**.
Your place of posting will be in our **Unit-I , 3/534/1, Kundrathur Main Road, Madhanandapuram,**
Chennai - 600116.

You will be on **Probation** for a period of **three months**.

You are requested to join us on **20.02.2023**, please carry the original documents along with an additional copy, as per the checklist in Annexure I.

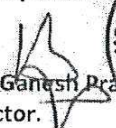
Please sign one copy of this letter and return in acceptance of the offer. The formal appointment order with the clear roles & responsibilities will be given on your date of joining.

On your day of joining you are requested to report at 9.00 a.m. to meet **Ms. Chithra.R, Assistant Manager HR & Admin** at our **Unit-I factory**.

We are sure that our working environment will be conducive to helping you grow professionally as well as personally. We welcome you to being a part of the FP team and also look forward to your valued contribution in taking FP to greater heights.

Yours faithfully,

Formoplastic Controls (P) Ltd


Suja Ganesh Prasad,
Director.



I confirm and accept the above.

(Name & Signature)

1 of 3

Regd. Office & Unit I :
3/534/1, Kundrathur Main Road,
Madanandapuram, Porur, Chennai-600 116
Phone : +91-44 - 4951 0249 / 4951 0250

Dr. K. PALSUN KENNEDY, M.E., Ph.D
PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
Mannivakkam, Chennai - 600 048.

Unit II :
G-15-A, SIDCO Industrial Estate Kakkalur,
Thiruvallur - 602 003
Phone : +91 - 73580 20286

15th February 2023.

Ref: FCPL/HR/Offer/2022-23.

The Placement Officer,
Peri Institute of Technology,
No.1, West Street, Tambaram, Mannivakkam,
Chennai – 600048.

ANNEXURE I

(Documents to be brought on the day of joining)

- Previous employment certificate (Experience) if any.
- Previous employment relieving letter.
- Certificate of last drawn salary/salary slip
- Certificate giving details of Salary paid and tax deducted in the current financial year
- Photocopy of all pages of Passport or any other address proof
- Photocopy of PAN/Acknowledgement of PAN Application
- Three coloured photographs



Dr. R. Palson Kennedy

Dr. R. PALSON KENNEDY, M.E., Ph.D
PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
Mannivakkam, Chennai - 600 048.

15th February 2023.

Ref: FCPL/HR/Offer/2022-23.

The Placement Officer,
Peri Institute of Technology,
No.1, West Street, Tambaram, Mannivakkam,
Chennai – 600048.

ANNEXURE II

1. Mr. Durairaj. M
2. Mr. Sekar. P
3. Mr. Hariharan. R




Dr. R. PALSON KENNEDY, M.E., Ph.D.
PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
Mannivakkam, Chennai - 600 048.

28-February-2023

To,
Prakash V
3/58, Melvalayamadevi & post
Neyveli street,
Bhuvanagiri (Tk)
Cuddalore (Dt) -608704
Tamil Nadu

Dear Prakash,

Subject: Intent of Offer

We are pleased to Offer you a job in Accunity HR Services Private Limited as "Sr. Technician". You will be deputed with **Skyfri Energy Private Limited** and will be located in **Chennai**.

Compensation: Your Total Cost to Company will be **Rs.246036/- (Rupees Two Lacs Forty Six Thousand Thirty Six Only)** per annum.

The break of your salary is as given below.

Salary Breakup	Monthly	Yearly
Basic	10658	127896
HRA	5461	65532
Food Allowance	2500	30000
Special allowance	0	0
Gross Salary	18619	223428
PF-Company's Contribution	1279	15348
ESI-Company's Contribution	605	7260
Total Cost to Company	20503	246036
Deductions:		
PF-Employee's Contribution	1279	15348
ESI-Employee's Contribution	140	1680
Professional Tax	200	2400
Net Take Home Salary	17000	204000

Your Date of joining will be immediate.

Please note that this document is not a confirmation of your employment with the Company. The confirmation of your employment with the Company is subject to satisfactory reference, background check, submission of all required documents including your identity proof, address proof, educational

certificates, Permanent Account Number (PAN), Aadhaar, etc. and compliance with all other internal recruitment procedure of the Company.

Detailed Appointment letter with the terms and conditions will be issued to you on joining the company.

Documents to be submitted on joining the company is as per the annexure given below

Sl No	Document
1	Resume
2	Aadhar Card
3	PAN Card
4	Address proof (if the residential address is different from Aadhaar card)
5	SSLC/10th Std. Marks Card
6	PUC/12th Std. Marks Card
7	Degree Marks Card
8	Mater Degree Marks Card
9	Cancelled Cheque Leaf with name printed on it or Bank Passbook copy with photo.
10	Latest Passport size photo (5 nos.)
11	Relieving Letter from the previous employer
12	Last 3 month's pay slip

Kindly sign and return the duplicate copy of this letter as a token of having accepted the terms and conditions mentioned above.

We hope to welcome you to the Company, and look forward to a long and mutually rewarding association.

Warm Regards,

For **ACCUNITY HR SERVICES PVT. LTD.,**

SATISH KUMAR N
Director



I have read and accepted this Offer.

Name: Prakash V

Signature:

Date:

(Handwritten signature in blue ink)

Dr. R. PALSON KENNEDY, M.E., Ph.D.,
PRINCIPAL

ACCUNITY HR SERVICES PRIVATE LIMITED, "KRISHH TOWERS", No.9, BEML Layout, Channarayana, AR Nagar,
Bengaluru-560098, Karnataka

www.accunityhr.com

PERINSTITUTE OF TECHNOLOGY
Mannivakkam, Chennai - 600 048.
CIN U74900KA2014PTC076941

Sales & marketing Activities:

Training Task	:	150000
Training Stipend	:	10000 /-
(Only on Achievement)		

The above mentioned task different from candidates knowledge and skills, we expect minimum guaranteed business in the training period.

On successful completion of your training period, you will be promoted as **BUSINESS ANALYST OFFICER** in our company. As a Business Analyst Officer, you will receive the following benefits:

- Annual Pay Rs. 3,00,000/-
- Quarterly & Annual - Productivity Bonus
- Constant Career growth will be provided
- Every Month you will get some reward and recognition
- Family medical claim

Further information about the work

- You will be report to your Senior Business Analyst Officer
- Working hours will be 8 hours per day: (9.30 am- 5.30 pm)
- Based on the skill and knowledge will provide work from home

The terms and conditions of your appointment are provided in the ANNEXURE - I. You may return the duplicate of this letter duly signed as a token of your acceptance of the terms and conditions in this order.

TERMS AND CONDITIONS:

1. You will be eligible to be promoted as BUSINESS ANALYST OFFICER only after the successful completion of your task within the specified training period of 45 days.
2. Providing daily activity report to the concerned TEAM LEADER is mandatory
3. In Case of not Completing yours given Task, your Training period Will be extended.
4. You would be on a Probation period of 45 days initially from the date of your joining. If your performance is found unsatisfactory during the probation period, the Company may terminate your employment with immediate effect anytime during the first 3 months of employment. If an employee wishes to leave voluntarily during the probation, Employee will have to give the company a written notice of thirty (30) days for termination of services.
5. The company reserves the right to terminate your employment on grounds of unauthorized absence from duty, non-performance, misconduct, fraud, negligence, theft, willful violation of the company rules, misappropriation, imprisonment or censure by a court of law or as it may deem fit in the instant case and will not pay any notice pay.
6. You will maintain utmost secrecy of the affairs or works of the company and should not divulge any information of the company by any mode of communication to any other person or organization etc., during your employment with us or there after.


Dr. R. PALSON KENNEDY, M.E., Ph.D.,
PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
Mannivakkam, Chennai - 600 048.

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PERI

INSTITUTE OF TECHNOLOGY

DEPARTMENT OF TRAINING AND PLACEMENT

CSE

BATCH: 2019 – 2023

OFFER LETTERS

FILE NO.: 1



Dr. R. PALSUN KENNEDY, M.E., Ph.D
PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
Mannivakkam, Chennai - 600 048.

RPD HIGH TECH MANAGEMENT PVT LTD,
NO 2A MULLAIVASAL ROAD,
TIRUVERUMBUR,
TRICHY-620013.



Dear NAVEEN KUMAR M,

Congratulations! We welcome you to the family of **RPD HIGH TECH!**

With reference to the discussions you had with us, we are pleased to make an Offer of Employment with us as **CLIENT ANALYST OFFICER** in the Company. Please note that this position is pending a favorable background verification and reference check. You are requested to join us on or before June 08, 2024 on the following terms and conditions.

- i) Your Probation period will be for 45 days, starting from the date of your Joining. However, this period can be cut short or extended based on the individual's performance and at the discretion of the management.
- ii) In order to Work in insurance industry Initial step would be clearance of Insurance fundamentals Exam. For that Insurance Fundamentals Training you have to pay 800/ as Cash or DD in favor of RPD HIGH TECH payable at Trichy.
- iii) To Test your knowledge, Skills on attitude. We are Very excited about the potential of you and your experience being brought to our table.

During the probation period. We train you on learning corporate work culture and skill Development.

Skill Area:

- Human Resource
- Financial analysis
- Fundamentals of communication
- Art of effective communication
- Investment management
- Mutual Funds
- Share Marketing
- Marketing & Sales Operations
- Interpersonal skills

Insurance Training:

- Fundamentals of Insurance
- IC 38 for IRDAI
- Our company products
- KYC & AML


Dr. R. LALSON KENNEDY, M.T.
PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
Mannivakkam, Chennai - 600 048.

7. During the period of your employment with us, you will not work directly or indirectly for any other person, firm, company or organization or engage yourself with any trade or business whether with or without remuneration in any capacity without the prior written permission of the company.

Note: Fee is taken for your TRAINING AND EXAM, WHICH IS NOT REFUNDED.

DATE : 8/06/2024

SIGNATURE

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

Sincerely,
For RPD HIGH TECH
KARTHIKAYEN R
HR Team

Dr. R. Palson Kennedy
Dr. R. PALSON KENNEDY, M.E., Ph.D.,
PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
Mannivakkam, Chennai - 600 048.



04 April, 2023

Revathi S

Email ID: revathis142@gmail.com

Phone: +91 8925282809

Dear Revathi S,

We are excited to welcome you to Maveric Systems.

Started in 2000, Maveric Systems is a niche, domain led, BankTech specialist.

We partner with global banks to solve their business challenges through emerging technology. Our 3000+ technology specialists and proven frameworks help our customers navigate a rapidly changing environment.

We accelerate digital transformation in retail, corporate and wealth management through –

- Inherent banking domain strength
- A customer intimacy led delivery model.
- Differentiated talent with layered competency (deep domain knowledge and tech leadership)

We have specialized competencies across Data, Digital, Core Banking and Quality Engineering. Through our commitment to finding the best solutions for customers, we have been able to establish ourselves as trusted partners to many global banks who expect us to deliver their challenging digital transformations.

We welcome you to join us in our Maveric 4.0 journey, where, by 2025, we aim to be one of the top 3 BankTech specialists transforming digital ecosystems globally in the retail, corporate and wealth management space.

What is in it for you?

- Scale Driven Opportunities
- Direct Customer Facing Engagement Opportunities
- Steep Learning Curve in the Banking domain

We look forward to seeing you onboard.

You can count on us to **Accelerate Your Next**.

Dr. R. PALSON KENNEDY, M.E., Ph.D.
PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
Mannivakkam, Chennai - 600 077



Please take time to carefully understand the remaining contents of this letter relating to your employment:

1. Designation: Test Associate

2. Training & Probation Period:

You will be on training during your probation for a period of 6 months from the date of joining. During the training, if you fail to meet the minimum required performance, you will be disqualified from the training. Your performance in the training during the probation period will be monitored and assessed, and necessary corrective actions will be taken from time to time. You are expected to be at your best behavior and performance always. On successful completion of the training and probation period, your services will be deemed confirmed, unless you receive prior intimation to the contrary.

3. Base Location:

Your Base Location will be **Chennai/Bangalore/Pune**. It will be finalized on successful completion of your training period, based on the Business requirement.

4. Reporting:

You will be reporting to **Krishna Kumar Ramachandran, Vice President** at Maveric Systems on your date of Joining and in the initial period prior to being assigned to a project.

5. Compensation:

Your Annual Compensation would be **INR 3,40,000 (Rupees Three Lakhs Forty Thousand Only)** Per annum paid in arrears on the last day of each month. The Proposed Salary Structure is given in Annexure – 1. Your compensation will be revised to **INR 3,80,000 (Rupees Three Lakhs Eighty Thousand Only)** Per annum, and you will be redesignated as **Test Engineer** after your first performance appraisal in October 2024, subject to a satisfactory performance.

6. Date of joining:

You will join Maveric Systems on **10 July, 2023** at our Office. An appointment letter would be issued with the actual date of joining post completion of joining formalities. You need to carry the following documents on the first day at work.

- ▶ Photocopies of all education certificates (Mark sheets of 10th, 12th, UG, PG (if applicable), and the Degree certificates of UG and PG (if applicable))
- ▶ Photocopies of the Passport, Aadhar Card and PAN Card
- ▶ 8 passport size color photographs (on a white or grey background)
- ▶ Marriage Certificate (If applicable)

These documents are mandatory to complete the joining formalities without which your employee ID will not be generated.

Dr. R. PALSON KENNEDY, M.E., Ph.D.,
PRINCIPAL
PFRI INSTITUTE OF TECHNOLOGY
Munivakkam, Chennai - 600 048.

7. Notice Period: Termination

Your employment with the Company can be terminated by giving Ninety days' notice in writing from either side. Maveric Systems' disengagement policy mandates you to provide notice of at least three months (even during the probation period) in case of deciding to resign from the services. However, it is the sole discretion of the company to decide on the last working day. Full attendance is mandatory during the notice period, failing which the company may extend the notice period. In the event of any discrepancy, untrue information found in your application form or resume, negative background verification report, willful neglect of your duties, breach of trust, or gross indiscipline, Maveric Systems has the discretion to terminate your services without any notice or without any payment in-lieu of notice period.

8. Work Hours:

You would be expected to work regular office hours (9 AM to 5:30 PM, Monday- Friday)

9. Transferability:

Maveric has multi geography delivery focus. This requires you to be open to taking up project-based engagements outside your home base and be open to transfers to other Maveric operations/ client locations.

10. Vacation:

You are eligible for 20 days of paid leave for every calendar year (Jan to Dec), prorated based on your date of joining. Please refer to our leave policy upon joining for further details.

11. Non- Circumvention:

You will not approach or induce/assist any other individual to approach any client of Maveric Systems, to sell testing or any other allied services for a period of 12 months from the date of separation from services to Maveric Systems in India or any other location that was assigned as your target market. To communicate this understanding in more formal terms, please find enclosed a separate Maveric Non-Circumvention Agreement. You are required to read the contents carefully and sign a copy of the same on your date of joining.

12. Confidentiality:

As an employee, you will be privy to information pertaining to Maveric Systems and It's Clients business from time-to-time. You will maintain as confidential all such information that you gain while in employment. To communicate this understanding in more formal terms, please find enclosed, a separate Maveric System Non-Disclosure Agreement. You are required to read the contents carefully and Sign a Copy of the same on your date Joining.

13. Offer Conditions:

Maveric Systems offer of employment is strictly conditional upon receipt of:

- A signed copy of this letter as acceptance of the terms of employment, on or before the prescribed date.
- Satisfactory references
- Confirmation of your qualifications and achievements (without any Arrears)
- Confirmation of work experience / qualification in the background verification.

Should the background verification check fail at any point in time (even post joining), the offer will stand void or revoked, and the employment will be terminated.

[Handwritten Signature]
DR. R. PALSON KENNEDY, M.E. PH.D.,
PRINCIPAL
PRBI INSTITUTE OF TECHNOLOGY
Mullurivakkam, Chennai - 600 048.



If the above offer meets your expectations, you are requested to confirm your acceptance by returning the attached acknowledgment copy duly signed on, or before **10 July, 2023**, failing which this offer will lapse.

I take this opportunity to welcome you to Maveric once again and trust you will have a rewarding experience!

Sincerely,

Harish TR
Senior Vice President-Talent Leadership
Date: 04 April, 2023

Read and Accepted:

Revathi S
Date:

Annexure:

- i. Breakup of annual CTC
- ii. Flexible Benefit Plan

PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
Mannivakkam, Chennai - 600 048.

Name: Revathi S
Designation: Test Associate

Annexure i: CTC Structure

FIXED COMPENSATION STRUCTURE

ALLOWANCES		
A. MONTHLY ALLOWANCES	PER MONTH	ANNUAL
BASIC	11,333.00	1,36,000.00
HRA/LEASE AMOUNT	5,667.00	68,000.00
CONV. ALLOWANCE	1,600.00	19,200.00
MEDICAL REIMBURSEMENTS	1,250.00	15,000.00
STATUTORY BONUS	1,400.00	16,800.00
SPL ALLOWANCE	4,468.00	53,612.00
Total	25,718.00	3,08,612.00
CONTRIBUTIONS		
B. ANNUAL LIMITS / CONTRIBUTIONS	PER MONTH	ANNUAL
MEDICAL INSURANCE	-	3,250.00
GRAUTITY	-	6,538.00
C . C . P . F	1,800.00	21,600.00
Total	1,800.00	31,388.00
Grand Total (CTC)		3,40,000.00

Dr. R. Palson Kennedy, M.E., Principal
Dr. R. PALSON KENNEDY, M.E.,
PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
Mannivakkam, Chennai - 600 048.

Annexure ii: Flexible Benefit Plan

Flexible Benefit Plan

Structure Your Compensation the Right Way with Maveric FBP Plan

Flexible Benefit Plan (FBP):

To better suit your needs, FBP provides flexibility to you in structuring your compensation with the objective of making it more tax-friendly by opting components that are beneficial to you. FBP is composed of the following components. You are eligible to choose components/benefits based on your choice and level /Grade.

a) Sodexo Meal Card:

Maveric has collaborated with Sodexo to provide Meal card for you. Sodexo has partnered with more than 4000+ vendors across India for an exhaustive acceptance of the card. This card can help you with the purchase of Food, Non-Alcoholic beverages and groceries. This card will be loaded every month along with monthly payroll and there is no requirement for bill submission.

Maximum entitlement of **INR 36,000 per annum** is applicable under this benefit.

a) Health and Wellness:

This benefit enables you to claim for expenses related to Health club, Gym membership, Yoga, Zumba, Sports activity membership, and similar facilities. Purchase of equipment related to sports, gym & any other aforesaid activities will not be considered. You can claim up to a maximum amount of **INR 24,000 per annum** which will be reimbursed on submission of bills.

b) Communication:

This benefit enables your communication needs and can help you claim expenses of your Landline, Mobile and Broadband/Dongle expenses.

You can claim up to a maximum amount of **INR 48,000 per annum** which will be reimbursed post submission of bills.

c) Leave Travel Allowance:

You can claim expenses incurred during your travel under the LTA entitlement. In a block of 4 years the LTA benefit can be availed 2 times.

You can claim a maximum amount of up to **INR 1,00,000 per annum** based on your level/grade.

d) Fuel Reimbursement:

Everyday office commute expense can get tricky but with Maveric's fuel reimbursement plan, you can claim up to a maximum amount of **INR 28,800 per annum** on purchase of fuel for two/four wheeler for office commutation.

e) Books & Periodicals:

If you are a bibliophile or just love reading, you can purchase books, periodicals, journals & Newspapers and can claim up to a maximum amount of **INR 24,000 per annum** as reimbursement


Dr. R. PALSON KENNEDY, M.E., Ph.D
PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
Mannivakkam, Chennai - 600 073.



04 April, 2023

Akash G

Email ID: akashak3110@gmail.com

Phone: +91 8428561768

Dear Akash G,

We are excited to welcome you to Maveric Systems.

Started in 2000, Maveric Systems is a niche, domain led, BankTech specialist.

We partner with global banks to solve their business challenges through emerging technology. Our 3000+ technology specialists and proven frameworks help our customers navigate a rapidly changing environment.

We accelerate digital transformation in retail, corporate and wealth management through –

- Inherent banking domain strength
- A customer intimacy led delivery model.
- Differentiated talent with layered competency (deep domain knowledge and tech leadership)

We have specialized competencies across Data, Digital, Core Banking and Quality Engineering. Through our commitment to finding the best solutions for customers, we have been able to establish ourselves as trusted partners to many global banks who expect us to deliver their challenging digital transformations.

We welcome you to join us in our Maveric 4.0 journey, where, by 2025, we aim to be one of the top 3 BankTech specialists transforming digital ecosystems globally in the retail, corporate and wealth management space.

What is in it for you?

- Scale Driven Opportunities
- Direct Customer Facing Engagement Opportunities
- Steep Learning Curve in the Banking domain

We look forward to seeing you onboard.

You can count on us to **Accelerate Your Next**.

Dr. R. PALSON KENNEDY, M.E., P.
PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
Mannivakkam, Chennai - 600 078.

Please take time to carefully understand the remaining contents of this letter relating to your employment:

1. Designation: Test Associate

2. Training & Probation Period:

You will be on training during your probation for a period of 6 months from the date of joining. During the training, if you fail to meet the minimum required performance, you will be disqualified from the training. Your performance in the training during the probation period will be monitored and assessed, and necessary corrective actions will be taken from time to time. You are expected to be at your best behavior and performance always. On successful completion of the training and probation period, your services will be deemed confirmed, unless you receive prior intimation to the contrary.

3. Base Location:

Your Base Location will be **Chennai/Bangalore/Pune**. It will be finalized on successful completion of your training period, based on the Business requirement.

4. Reporting:

You will be reporting to **Krishna Kumar Ramachandran, Vice President** at Maveric Systems on your date of Joining and in the initial period prior to being assigned to a project.

5. Compensation:

Your Annual Compensation would be **INR 3,40,000 (Rupees Three Lakhs Forty Thousand Only) Per annum** paid in arrears on the last day of each month. The Proposed Salary Structure is given in Annexure – 1. Your compensation will be revised to **INR 3,80,000 (Rupees Three Lakhs Eighty Thousand Only) Per annum**, and you will be redesignated as **Test Engineer** after your first performance appraisal in October 2024, subject to a satisfactory performance.

6. Date of joining:

You will join Maveric Systems on **10 July, 2023** at our Office. An appointment letter would be issued with the actual date of joining post completion of joining formalities. You need to carry the following documents on the first day at work.

- Photocopies of all education certificates (Mark sheets of 10th, 12th, UG, PG (if applicable), and the Degree certificates of UG and PG (if applicable)
- Photocopies of the Passport, Aadhar Card and PAN Card
- 8 passport size color photographs (on a white or grey background)
- Marriage Certificate (If applicable)

These documents are mandatory to complete the joining formalities without which your employee ID will not be generated.



7. Notice Period: Termination

Your employment with the Company can be terminated by giving Ninety days' notice in writing from either side. Maveric Systems' disengagement policy mandates you to provide notice of at least three months (even during the probation period) in case of deciding to resign from the services. However, it is the sole discretion of the company to decide on the last working day. Full attendance is mandatory during the notice period, failing which the company may extend the notice period. In the event of any discrepancy, untrue information found in your application form or resume, negative background verification report, willful neglect of your duties, breach of trust, or gross indiscipline, Maveric Systems has the discretion to terminate your services without any notice or without any payment in-lieu of notice period.

8. Work Hours:

You would be expected to work regular office hours (9 AM to 5:30 PM, Monday- Friday)

9. Transferability:

Maveric has multi geography delivery focus. This requires you to be open to taking up project-based engagements outside your home base and be open to transfers to other Maveric operations/client locations.

10. Vacation:

You are eligible for 20 days of paid leave for every calendar year (Jan to Dec), prorated based on your date of joining. Please refer to our leave policy upon joining for further details.

11. Non- Circumvention:

You will not approach or induce/assist any other individual to approach any client of Maveric Systems, to sell testing or any other allied services for a period of 12 months from the date of separation from services to Maveric Systems in India or any other location that was assigned as your target market. To communicate this understanding in more formal terms, please find enclosed a separate Maveric Non-Circumvention Agreement. You are required to read the contents carefully and sign a copy of the same on your date of joining.

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- Confirmation of work experience / qualification in the background verification.

Should the background verification check fail at any point in time (even post joining), the offer, will stand void or revoked, and the employment will be terminated.

Dr. P. PALSON KENNEDY, M.E., Ph.D.,
PRINCIPAL
PEDI INSTITUTE OF TECHNOLOGY
 No. 100, KKKM, Chennai - 600 043.



If the above offer meets your expectations, you are requested to confirm your acceptance by returning the attached acknowledgment copy duly signed on, or before **10 July, 2023**, failing which this offer will lapse.

I take this opportunity to welcome you to Maveric once again and trust you will have a rewarding experience!

Sincerely,

Harish TR
Senior Vice President-Talent Leadership
Date: 04 April, 2023

Read and Accepted:

Akash G
Date:

Annexure:

- i. Breakup of annual CTC
- ii. Flexible Benefit Plan

Dr. R. PALSON KENNEDY, M.E., Ph.D
PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
Mannivakkam, Chennai - 600 048.

Name: Akash G
Designation: Test Associate

Annexure i: CTC Structure

FIXED COMPENSATION STRUCTURE

ALLOWANCES		
A. MONTHLY ALLOWANCES	PER MONTH	ANNUAL
BASIC	11,333.00	1,36,000.00
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Dr. R. Palson Kennedy
Dr. R. PALSON KENNEDY, M.E., P
PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
Mannivakkam, Chennai - 600 043.

Annexure ii: Flexible Benefit Plan

Flexible Benefit Plan

Structure Your Compensation the Right Way with Maveric FBP Plan

Flexible Benefit Plan (FBP):

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Maximum entitlement of **INR 36,000 per annum** is applicable under this benefit.
- a) **Health and Wellness:**
This benefit enables you to claim for expenses related to Health club, Gym membership, Yoga, Zumba, Sports activity membership, and similar facilities. Purchase of equipment related to sports, gym & any other aforesaid activities will not be considered. You can claim up to a maximum amount of **INR 24,000 per annum** which will be reimbursed on submission of bills.
- b) **Communication:**
This benefit enables your communication needs and can help you claim expenses of your Landline, Mobile and Broadband/Dongle expenses.
You can claim up to a maximum amount of **INR 48,000 per annum** which will be reimbursed post submission of bills.
- c) **Leave Travel Allowance:**
You can claim expenses incurred during your travel under the LTA entitlement. In a block of 4 years the LTA benefit can be availed 2 times.
You can claim a maximum amount of up to **INR 1,00,000 per annum** based on your level/grade.
- d) **Fuel Reimbursement:**
Everyday office commute expense can get tricky but with Maveric's fuel reimbursement plan, you can claim up to a maximum amount of **INR 28,800 per annum** on purchase of fuel for two/four wheeler for office commutation.
- e) **Books & Periodicals:**
If you are a bibliophile or just love reading, you can purchase books, periodicals, journals & Newspapers and can claim up to a maximum amount of **INR 24,000 per annum** as reimbursement



Dr. R. PALSON KENNEDY, M.E.,^{PHD}
PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
Mannivakkam, Chennai - 600 010.
ACCELERATE
NEXT



PROVISIONAL OFFER LETTER

College Name: Peri Institute Of Technology
Date : 25-10-2022

Dear Mareeswari Muthiah

Congratulations!!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc, A1 6th floor, Chennai Tamil Nadu, PIN 600063
Dr. R. PALSUN KENNEDY, M.E., P.D.,
PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
Mannivakkam, Chennai - 600 048.



02 November 2023

Kavipriya M
#68-C, Anna Street,
Tirupattur, Tamil Nadu, 635852.

Dear Kavipriya,

Offer Letter

This has reference to your application and subsequent interview you had with us. Further, we are pleased to offer you the post of **Trainee Developer**.

Kindly make a note that your tentative date of joining would be **06 November 2023** and the Company may be constrained to change your joining date due to the prevailing unprecedented situation. In that event, the Company shall duly inform you of the revised Date of Joining". In case of any changes to the date of joining please inform us before the expected date of onboard. Failure to inform us and no-show on the expected date of joining will efface this employment offer.

You shall be on probation for a period of six months starting from the date of your joining. Your performance during the probation will be appraised and, if found satisfactory, you will be confirmed in services. However, in the event of your performance found not to be satisfactory, your probation period could be further extended as it deem appropriate by management.

On Joining, your all-inclusive Cost to the Company (CTC) will be **INR 33334** per month (subject to deduction of tax and other statutory payments, as may be applicable) as per CTC Annexure. You will also be eligible for all the benefits introduced in the Company policies, as applicable to your grade.

During the probationary period, either party will be entitled to terminate this contract of employment by issuing 15 days prior notice in writing to the other. After confirmation the termination of employment by either party shall be by issuing 60 days notice in writing to the other or salary in lieu thereof. In the event of you issuing a notice of termination shorter than the above period, the Company shall have its own discretion to adjust any leave due to you or recover from you such amount from your dues towards the shortfall in notice period. **However, acceptance of salary in lieu of notice period is at the sole discretion of the Company.**

If in case, you resign within a year from the date of your joining, you will be liable to refund the reimbursements such as relocation expenses, joining bonus, travel expenses [including air & road], accommodation expenses and any other special benefits as per your eligibility, whichever was provided by the Company.

Please note that this employment is subject to **professional reference checks and documentary evidence of your previous employment.**

We look forward to having you onboard.
for SPi Technologies India Private Limited

Manoj P
Vice President – Human Resources

Received the offer of employment and shall report for duty on the expected Date of Joining, as mentioned above.
(Signature with date)

Dr. R. PALSON KENNEDY, M.E., Ph.D
PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
Mannivakkam, Chennai - 600 048.

SpI Technologies India Private Limited, Arihant ePark, # 117/1, 1st, 3rd, 4th & 5th Floors,
L.B. Road, Adyar, Chennai 600 020, Tamil Nadu, India • Tel: +91 44 4008 0415

Regd. Office: R.S. No. 4/5 & 4/6, Gothi Industrial Estate, Vazhudavur Road, Kurumbapet Revenue Village, Puducherry 605 009, India
Tel: + 91 413 2297600 • Fax: + 91 413 2297708 • www.straive.com • CIN: U93000PY2017PTC008168



Cost to the Company (CTC) Structure

Name : Kavipriya M
Designation : Trainee Developer
Department : Service Delivery

SALARY COMPUTATION		
Components	Per Annum	Per Month
Basic Pay	1,77,120	14,760
House Rent Allowance	88,560	7,380
Special Allowance	88,500	7,375
Gross Salary	3,54,180	29,515
Employer PF	21,600	1,800
Statutory Bonus	24,228	2,019
Total CTC	4,00,008	33,334
Employee PF	21,600	1,800
Pre Tax Take Home	3,32,580	27,715


Dr. R. PALSON KENNEDY, M.E., Ph.D.,
PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
Mannivakkam, Chennai - 600 048.

Spi Technologies India Private Limited, Arihant ePark, # 117/1, 1st, 3rd, 4th & 5th Floors,
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Tel: + 91 413 2297600 • Fax: + 91 413 2297708 • www.straive.com • CIN: U93000PY2017PTC008168



You will also be eligible to the following on top of the above CTC:

- Statutory Bonus will be paid as per the provisions of the Payment of Bonus Act, 1965.
- You will be covered in Group Mediclaim Insurance & Accident Policy Coverage as per policy terms and conditions as relevant to your job level/grade.
- You will be eligible for payment of Gratuity as per the provisions of the Payment of Gratuity Act, 1972.
- You shall be covered under Group Term Life Insurance (GTLI) policy for a Sum Insured of 2X of your Annual CTC.

for SPi Technologies India Private Limited

Manoj P
Vice President – Human Resources

I accept the above CTC structure breakup and I am aware that this is confidential and shall not disclose this information to others.

Signature of Acceptance with date

Dr. R. PALSON KENNEDY, M.E., Ph.D
PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
Mannivakkam, Chennai - 600 076

Spi Technologies India Private Limited, Arihant ePark, # 117/1, 1st, 3rd, 4th & 5th Floors,
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SYRMA SGS TECHNOLOGY LIMITED
(Formerly known as Syrma SGS Technology Pvt Ltd and Syrma Technology Pvt Ltd)

Date: 02/05/2023

TRAINING OPPORTUNITY

To

Mr. Santhosh Kumar

PERI Institute of Technology.

We are pleased to inform that we are providing 1 and 2 years Apprenticeship training programme. Eligibility to undergo training is based on the following criteria being fulfilled by you.

1. Pass in all Semesters
2. Provisional Certificate / Consolidated Mark Sheet or Degree Certificate.

Along with the above mentioned you are also advised to submit the following documents.

1. Aadhar Card - Photo Copy
2. Pass Port Size Photo - Nos 4
3. Bank Pass Book - Photo Copy
4. Pan Card - Photo Copy
5. Voter's ID / Driving Licence - Photo Copy
6. Covid Certificate - Photo Copy

With respect to the above, you are hereby informed to report for verification of documents within 15 days from the date of your course completion at the below mentioned address.

For Syrma SGS Technology Ltd.,

Sairam
AGM - HR

Place:


Dr. R. PALSON KENNEDY, M.E., Ph.D.,
PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
Munnivakkam, Chennai - 600 043.

CIN : U30007MH2004PLC148165

E-mail : info@syrma.com

Website : www.syrma.com

Chennai : Plot No. B27, Phase II, Zone B, MEPZ-SEZ, Tambaram, Chennai - 600045.
Phone : +91 44 7172 8600 Fax : +91 44 7172 8612

Registered Office : Unit No. 601, 5th Floor, Floral Deck Plaza, MIDC Andheri (East),
Mumbai 400093, India. Tel : +91 22 4036 3000 Fax : +91 22 2829 1176



SYRMA SGS TECHNOLOGY LIMITED
(Formerly known as Syrma SGS Technology Pvt Ltd and Syrma Technology Pvt Ltd)

Date: 02/05/2023

TRAINING OPPORTUNITY

To

Ms. Nishanthi
PERI Institute of Technology

We are pleased to inform that we are providing 1 and 2 years Apprenticeship training programme. Eligibility to undergo training is based on the following criteria being fulfilled by you.

1. Pass in all Semesters
2. Provisional Certificate / Consolidated Mark Sheet or Degree Certificate

Along with the above mentioned you are also advised to submit the following documents.

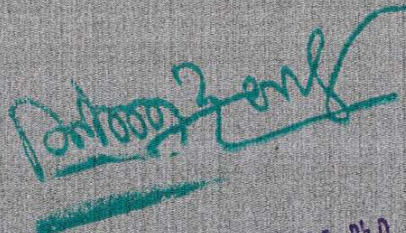
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For Syrma SGS Technology Ltd.,

Sairam
AGM – HR

Place:


Dr. R. PALSON KENNEDY, M.E., Ph.D
PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
Monnivakkam, Chennai - 600 048.

CIN : U30007MH2004PLC148765

E-mail : info@syrma.com

Website : www.syrma.com

Chennai : Plot No. D27, Phase II, Zone B, MEPZ-SEZ, Tambaram, Chennai - 600045.
Phone : +91 44 7172 8600 Fax : +91 44 7172 8612

Registered Office : Unit No. 601, 6th Floor, Floral Deck Plaza, MIDC Andheri (East),
Mumbai 400093, India. Tel +91 22 4036 3000 Fax +91 22 2829 1178



THE ZIGMA TECHNOLOGIES INDIA (P) LIMITED

Corporate Office: No. 17/1, 17/2, Mahalingam Street, Mahalingapuram,
Nungambakkam, Chennai – 600 034. Ph: 044-42605110, 28342498

Head Office: Amara Complex, 747, S.K.C Road, Erode – 638 001.

Ph: 0424-2263507, 2261068

Email: info@zigmaindia.com web: www.zigmaindia.com

CIN: U72200TZ2004PTC011138

Chennai
September 12th 2023

To
Ms. CHITRA. C.,
6/150-A, Mattakandi Village,
Ooty, The Nilgiris – 643219.

Ph: +91 8870338431
Email: chitrachitracse@gmail.com

Dear **Ms. Chitra. C,**

Sub: Letter of offer - Reg.

We are pleased to extend this job offer for the position of **Election Data Operator**. We are very excited of your potential and the contributions you will be able to make for the team and the company.

You will be working at **AERO'S Office – 013 Kolathur**. You should report **DEO Office CHENNAI**. You will be directly reporting to **S. Riyaz Ahamed** and his mail id is riyazahamed@zigmaindia.com.

The personnel would be required to work on all government working days as per the directions of the controlling officer. In case of exigencies, the personnel may be required to work on weekends / holidays also.

Your Cost to the Company would be **Rs. 1, 92,456/-** (Rupees One Lakh Ninety Two Thousand Four Hundred and Fifty Six Only) per annum. Further revision depends solely on your performance and contribution to the company.

On joining the company you shall be on probation for Six months. You shall abide by the rules and regulations of the company as may be in force from time to time. Notice period is 30 days.

We expect you to join on or before **13/09/2023** in line with discussion with you; otherwise this offer will stand withdrawn automatically.

If at any time in our opinion, which is final in this matter, you are found a non-performer or guilty of fraud, being dishonest or have behaved in a disorderly manner are found negligent, indiscipline, or agent from duty without permission or any other conduct considered deterrent to the conduct of business, or kin violation to one or more terms of this letter, your services will be terminated without notice. In case due to any of the above reasons there are any loss or damages incurred by the organization the amount be recovered in full from you.

Dr. R. PALSON KENNEDY, M.E., Ph.D.,
PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
Munnambakkam, Chennai - 600 080.



During your employment with the company, you shall treat all company information as Confidential and not divulge it to any person or any firm. In connection to this you are required to sign a **Non-Disclosure agreement** given with this letter.

You will be assigned roles, responsibilities and objectives, by your reporting manager and/or you're Departmental Head, and you are expected to execute the same to the satisfaction of the Management.

If the exigencies of work so demand, the persons deployed by the Agency may be redeployed to other locations with the approval of Chief Electoral Officer / Addl.CEO/ DEOs.

The Personnel should be eligible for 1 day of leave every month on a working day, which they may take with the prior permission of the Officer In charge. The leave can be carried forward to the next month (up to 1 Year) and shall only be taken with the permission of the supervising officer.

We are looking forward to you joining the team as you will be a very welcome addition to our growing number of successful and satisfied employees contributing to the further success of the company.

Please indicate your acceptance of this offer of employment by returning this letter with your signature to the HR department. We sincerely hope that your new assignment will be challenging as well as personally rewarding. If you have any queries, please contact HR for clarification.

For The Zigma Technologies India (P) Limited

Employment Offer Accepted

V. [Signature]



Authorized Signatory

(Employee Name)

[Signature]

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Mannivakkam, Chennai - 600 048.



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TSIPL/2023/01/03

12-Jan-2023

Sanjay Dharmarajan

No 6/127, 1st Street
Thiruvalluvar Salai,
Muniappa Nagar, Nerkundram
Tiruvallur- 600107

Dear **Sanjay**,

Congratulations! We are pleased to offer you the position **"Software Engineer" at Telliant Systems India Private Limited** (hereinafter referred to as **"the Company"** or **"Telliant"**) Your place of work shall be **our office premises located at [Chennai]**.

We are confident that the professional challenge and work environment will be attractive and provide you with the opportunity you desire in your career path.

You will be paid an annualized compensation of **Rs 4,00,000 (Four Lakh Only)** the details of which are provided in the annexure of this letter and is by way of intimation. **and will be confirmed upon your successful completion of your bachelor's degree and signing of the Employment Agreement which will be thereafter issued by us.** The details of your offer is as shown in the annexure are to be always kept strictly confidential even post joining the organization.

This Offer Letter will remain open for a period of five working days. If the terms of this Offer Letter are acceptable to you, please confirm your acceptance in writing via electronic mail to us within 5 days from the offer letter date. If no such intimation of acceptance is received on or before the said date, this Offer Letter shall stand automatically withdrawn

Your Date of Joining will be intimated later based on business requirements.

Your working hours will be 12 noon to 9 pm.

You will be on probation for a period of 6 months calculated from the date of joining and upon successful completion of the probation period will your status be that of a confirmed employee. Further the Confirmation of your employment shall be subject to Telliant receiving the following:

- (a) Satisfactory reference/s from the list of referees furnished by you
- (b) Correct particulars regarding age, educational & work experience certificates etc.
- (c) Your acceptance and execution of the Employment Agreement, on or before your

Telliant Systems India Private Limited.

6th Floor, Bascon Futura SV 10/1, Venkatnarayana Road, T.Nagar, Chennai - 600 017
Ph: +91-(44)-42307166

Dr. R. PALSON KENNEDY, M.E., Ph.D.
PRINCIPAL

PERT INSTITUTE OF TECHNOLOGY
Mannivakkam, Chennai - 600 048.



Date of Joining.

You also note and agree that only upon fulfilment of the above conditions will your appointment be confirmed. Until the date of joining, the Company shall be at liberty to rescind the offer.

Upon acceptance of this Offer Letter, you will be confirming that you are not party to any agreement or arrangement which in any way restricts, prohibits or debar you from accepting the offer made by the Company including but not limited to any non-compete, non-disclosure or restrictive agreement or terms and that you will have no continuing obligations or restrictions which will apply to you from the date of commencement of your employment with the Company or if you are so bound, that will hamper you from honoring such covenants and agreements.

By accepting this Offer Letter, you understand and agree that this is not a contract of employment with the Company and your employment with us is subject to the execution of the Employment Agreement and terms and conditions and your acceptance of the same.

Background Verification: Notwithstanding the above, your appointment shall be subject to

- a) satisfactory report having been received by the Company in respect of reference check and background verification, from an independent agency appointed by the Company and
- b) you are providing all the joining documents, which includes disclosures on any Intellectual Property you might be holding on the date of joining as requested by the Company, prior to execution of the Employment Agreement. The Company also reserves the right to seek the following information/documentation from you at any point of time:
 - (i) Reference checks; and
 - (ii) Credit checks
 - (iii) Criminal verification

We look forward in working with you.

With Best Wishes,
For and on behalf of Telliant

VP - HR & Finance

Dr. R. PALSON KENNEDY, M.E., Ph.D.,
PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
Mannivakkam, Chennai - 600 048.

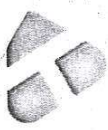
Annexure A

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NAME		Sanjay Dharmarajan	
DESIGNATION		Software Engineer	
1) FIXED SALARY		Per Month (Rs.)	Per Annum (Rs.)
1.1	Basic	16667	200000
1.2	House Rent Allowance	8333	100000
1.3	Special Allowance	6674	68784
	Total Fixed Salary	30732	368784
2) BENEFITS			
2.1	Provident Fund (Employer's Contribution)	1800	21600
2.2	Gratuity	801	9616
	Total Benefits	2701	31216
Total Cost to Company (1+2)		33333	400000

*You are covered under Group Mediclaim Insurance for a sum insured of Rs.3,00,000 p.a
(Floater mode applicable for self, spouse and 2 dependent children)

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TSIPL/2023/01/01

12-Jan-2023

Raghava Ramesh
DNO 2/36, Alur
Baliganapalli,
Krishnagiri-635103

Dear **Raghava**,

Congratulations! We are pleased to offer you the position "**Software Engineer**" at **Telliant Systems India Private Limited** (hereinafter referred to as "**the Company**" or "**Telliant**") Your place of work shall be **our office premises located at [Chennai]**.

We are confident that the professional challenge and work environment will be attractive and provide you with the opportunity you desire in your career path.

You will be paid an annualized compensation of **Rs 4,50,000 (Four Lakh Fifty Thousand)** the details of which are provided in the annexure of this letter and is by way of intimation. **and will be confirmed upon your successful completion of your bachelor's degree and signing of the Employment Agreement which will be thereafter issued by us.** The details of your offer is as shown in the annexure are to be always kept strictly confidential even post joining the organization.

This Offer Letter will remain open for a period of five working days. If the terms of this Offer Letter are acceptable to you, please confirm your acceptance in writing via electronic mail to us within 5 days from the offer letter date. If no such intimation of acceptance is received on or before the said date, this Offer Letter shall stand automatically withdrawn

Your Date of Joining will be intimated later based on business requirements.

Your working hours will be 12 noon to 9 pm.

You will be on probation for a period of 6 months calculated from the date of joining and upon successful completion of the probation period will your status be that of a confirmed employee. Further the Confirmation of your employment shall be subject to Telliant receiving the following:

- (a) Satisfactory reference/s from the list of referees furnished by you
- (b) Correct particulars regarding age, educational & work experience certificates etc.
- (c) Your acceptance and execution of the Employment Agreement, on or before your Date of Joining.

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You also note and agree that only upon fulfilment of the above conditions will your appointment be confirmed. Until the date of joining, the Company shall be at liberty to rescind the offer.

Upon acceptance of this Offer Letter, you will be confirming that you are not party to any agreement or arrangement which in any way restricts, prohibits or debars you from accepting the offer made by the Company including but not limited to any non-compete, non-disclosure or restrictive agreement or terms and that you will have no continuing obligations or restrictions which will apply to you from the date of commencement of your employment with the Company or if you are so bound, that will hamper you from honoring such covenants and agreements.

By accepting this Offer Letter, you understand and agree that this is not a contract of employment with the Company and your employment with us is subject to the execution of the Employment Agreement and terms and conditions and your acceptance of the same.

Background Verification: Notwithstanding the above, your appointment shall be subject to

- a) satisfactory report having been received by the Company in respect of reference check and background verification, from an independent agency appointed by the Company and
- b) you are providing all the joining documents, which includes disclosures on any Intellectual Property you might be holding on the date of joining as requested by the Company, prior to execution of the Employment Agreement. The Company also reserves the right to seek the following information/documentation from you at any point of time:
 - (i) Reference checks; and
 - (ii) Credit checks
 - (iii) Criminal verification

We look forward in working with you.

With Best Wishes,

For and on behalf of **Telliant**

VP - HR & Finance

Dr. R. PALSON KENNEDY, M.E., Ph.D.
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Mannivakkam, Chennai - 600 048.

Annexure A

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NAME		Raghava Ramesh	
DESIGNATION		Software Engineer	
1) FIXED SALARY		Per Month (Rs.)	Per Annum (Rs.)
1.1	Basic	18750	225000
1.2	House Rent Allowance	9375	112500
1.3	Special Allowance	6674	80083
	Total Fixed Salary	34799	417583
2) BENEFITS			
2.1	Provident Fund (Employer's Contribution)	1800	21600
2.2	Gratuity	701	8413
	Total Benefits	2701	32417
Total Cost to Company (1+2)		37500	450000

*You are covered under Group Mediclaim Insurance for a sum insured of Rs.3,00,000 p.a
(Floater mode applicable for self, spouse and 2 dependent children)

DR. R. PABON
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PERI INSTITUTE OF TECHNOLOGY
Mannivakkam, Chennai - 600 048.

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IMCHR/OL1176925

To,
Mr. Naveenkumar Dhanasekaran
Viluppuram

4 January 2023

Appointment Letter

Dear Naveenkumar Dhanasekaran,

We are delighted to offer you employment with M/s. Suvision Holdings Private Limited as **Relationship Manager - FFA Sales L1** division. Your current engagement will be the "Work from Home" based employment. Your continued employment is contingent upon your successful execution of your responsibilities. The detailed terms and conditions of your employment will be as follows.

1. Appointment

1.1 The Company hereby employs you as **Relationship Manager - FFA Sales L1** on probationary basis pursuant to and in accordance with the terms and conditions set forth in this Appointment Letter.

1.2 **Date of joining** - Your date of joining the company's services and commencement of employment is **9 January 2023**.

• **Working hours and weekly off** - The working hours of the company is 9.00 AM to 6.00 PM and six-day week (Monday to Saturday). However, your working hours may vary and be fixed by the management from time to time depending upon the exigencies of the work.

1.3 **Place of work and transfer** - Your present place of work will be at Home. This is a permanent Work from Home opportunity until you are promoted to the next level. At the discretion of the company, you may be asked to continue your work from office in future, posted or transferred to any unit/ undertaking or establishment /division / department / branch / office of the company or to any other group of company and you shall perform such duties as may be assigned to you from time to time.

1.4 **Training & Certification** - a) You have to complete 6 days of virtual training followed by the certification process. Virtual training will be provided in 5 different languages i.e., Kannada, Tamil, Telugu, Malayalam & Hindi. You can choose to attend the training in your comfortable language.

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b) No leave will be allowed during 6 days of training period. You will not be eligible to continue with your employment, if you take any leave during the training period for any reason.

c) You will not be liable to receive training period salary in case you fail to complete 10 assessments as per your post training certification process and you will not be allowed to continue with the employment.

1.5 Probationary period - You will be on probation for a period of three months from the date of your appointment. If in the opinion of the Management, you are found suitable for the post in which you have been appointed; your services will be confirmed in writing. During the period of your probation, management can terminate this appointment in 48 hours without any notice or payment.

2. Attendance

a) Your attendance will be calculated by your morning punch in before 9 AM and evening punch out after 6 PM into the company's CRM.

b) Your attendance will also be based upon your talk time as specified below. You have to complete minimum 4 hours of talk time each day for which you have to work for minimum 8 hours a day.

Talk time achieved by calling the customers, claimed through the CRM, will only be considered for your talk time target and talk time achieved by calling your reference customers will not be considered.

Talk time completed	Days present
2 hours of talk time	Leave
Between 2-3 hours of talk time	0.5 day
Between 3-4 hours of talk time	0.75 day
>4 hours of talk time	1 day (full day present)

c) Employees who are unable to meet their employment obligations of regular, reasonable attendance and punctuality are subject to disciplinary action, up to and including termination of employment.

3. Remuneration

a) Your compensation INR 12000/- per month, is fixed and shall be based on your monthly attendance calculated as mentioned in the above clause. You will be eligible for your fixed

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compensation subject to the completion of 4hrs of talk time on a daily basis. You will also be eligible for the company's daily incentive scheme which will be communicated to you by the Manager (Human Resources Department) at the time of joining the company.

b) You will be eligible for INR 3,000/- attendance allowance, in addition to your fixed salary of Rs 12000, if you are present for minimum 24 days in a Month (In case if the employee doesn't work for minimum 24 days in a month, they will not be eligible for Attendance allowances. Working days will be calculated based on the Talktime achieved)

c) Your compensation will be paid on 10th of the following month after deducting applicable statutory deductions i.e., PF, PT & Gratuity, in the bank account updated by you in the company's HRM.

4. Code of Conduct

- 4.1 During the period of employment, you will serve honestly, faithfully, diligently and efficiently for the growth of the Company. You will honor your obligations under this Appointment Letter and any other agreement that you may be required to sign with the Company.
- 4.2 Your conduct will be in conformity with the code of conduct, as in force from time to time. Further, you will carry out the instructions in letter and spirit, given by your superiors and shall not disobey any instructions given.
- 4.3 You will not indulge in any unethical practices like "go slow" or non-cooperation etc.
- 4.4 You would be required to apply and maintain the highest standards of professional and personal conduct and integrity and comply with all the policies and procedures of the Company including but not limited to policies related to Confidential Information (defined hereinafter). These policies are updated on a periodical basis and may be introduced from time to time. As and when this happens, you will be notified and you will be required to comply with the same.
- 4.5 Should the need for disciplinary action be deemed necessary, this will be taken in accordance with the Company's policies and procedures.

5. Leave policy

a) Employees are expected to be punctual and dependable in order to meet the needs of the organization. Attendance and reliability are important factors in evaluating individual performance and continued employment. Your attendance will be maintained and calculated on the basis of your daily morning login before 9:00 AM and evening logout after 6:00 PM and basis of your daily talk time as defined in this letter.

[Signature]
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b) You will be working on all days except on Govt Holidays as updated in the HRM and on Sundays. If you work on Holidays & on Sundays, you will get attendance based on your talk time & the revenue will be considered for the monthly revenue targets.

c) You will be entitled for 1 (one) paid leave for every 20 working days in a month. In case if you do not work for minimum 20 days in a month, you will not be eligible for any paid leave. Working days will be calculated based on the talk time achieved.

d) If your absence can be anticipated, consult your immediate supervisor and obtain authorization to be absent for a specific period in advance. If you are unexpectedly delayed or unable to work for any reason, you must personally contact your appropriate supervisor immediately. For sick leave case, your manager may request you to submit doctor's notes to avoid any progressive discipline process. If you take more than two consecutive days of unapproved leave including less than 2 hours of your daily talk time for a working day, you will receive a show-cause notice to explain the reasons for the leave and if the same continues again, you will be considered as absconding from work. Under such circumstance, you will not be eligible for any kind of full & final settlement from the company.

6. Confidentiality

You shall keep confidential and retain in strictest confidence, any and all Confidential Information (hereinafter defined) of the Company, and shall use such Confidential Information only in furtherance of the performance of your duties.

All information, whether oral or written, transmitted or otherwise provided by or on behalf of the Company to you during your employment with the Company, and that should reasonably have been understood by you to be proprietary and confidential to the Company, including the confidential information of the Company's associates, affiliates, holding or subsidiary companies, and clients shall be treated as "Confidential Information".

At all times you will maintain absolute confidentiality about all matters relating to the business of the Company. You will not disclose an information or part with any documents to any external party whilst in the employment of the Company or thereafter.

All Confidential Information is and shall remain the property of the Company, or in the case of information that the Company receives from a third party which the Company is obligated to treat as confidential, then the property of such third party.

You shall not make or cause, directly or indirectly, to be made, any public statement, public announcement, press release or other disclosure to the press which is intended, or could reasonably

[Signature]
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be expected, to have a detrimental effect on the Company or its businesses or operations, public image or reputation or its relations with customers, clients, partner suppliers, employees, lenders or other business associates.

You shall not discuss or reveal to anyone (directly or indirectly in any form or manner) any details of your engagement with the Company, including without limitation, nature of work, names or other details regarding the Company's clients, work processes and procedures, technology, compensation to you, payments and terms thereof by clients.

You shall not use/misuse Company trademark/logo/brand/name/goodwill or any relating to this other than stipulated purpose for which you are hired by the company without the written consent of the company.

7. Non-Compete

As a whole-time employee of company, you are not permitted to undertake any other business, assume any public office, honorary or remunerative, without the written permission of Company.

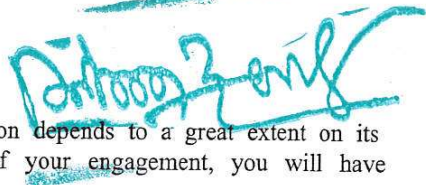
7.1 Your position is a whole-time employment with the Company and you shall devote yourself exclusively to the business of the Company. You are not permitted to engage in any other work for remuneration (part-time or otherwise) or work on advisory capacity during the Term, except with the written consent of the Director of the Company.

7.2 During the Term, you will not, directly or indirectly, individually or in combination or association with any other person or entity, whether as an officer, director, employee, shareholder, member, partner, joint venturer, sole proprietor, agent, independent contractor, consultant, advisor or otherwise, for pecuniary benefit, engage in or own (in whole or in part), manage, operate or otherwise carry on any business which competes with the Company. You agree and acknowledge that the Company reserves the right to take appropriate action against you for breach of this covenant.

7.3 Employee acknowledges and agrees that the restrictive covenants set forth in this section are necessary in order to protect and maintain the proprietary interests and other legitimate business interests of the Company and are reasonable in all respects.

8. Non-Solicitation

8.1 You acknowledge that the Company's competitive position depends to a great extent on its relationship with its clients and that as a function of your engagement, you will have communications with the Company's clients.


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- 8.2 You, directly or indirectly, shall not, during the Term and / or for a period of two (2) years thereafter, refer business from any client to any enterprise or business other than the Company or to any enterprise or business that is in direct competition with the Company business or receive commissions based on sales or otherwise from any client that is in direct competition with the Company & business, or any enterprise or business other than the Company.
- 8.3 You shall not, during the Term and / or for a period of two (2) years thereafter, directly or indirectly, solicit, hire, negotiate with, or contact any employee of the Company for the purpose of hiring them or causing them to terminate their employment relationship with the Company.
- 8.4 You shall not, during the Term and / or for a period of two (2) years thereafter entice or solicit any contractors/vendors away from their association with the Company.

9. Termination and notice period

- 9.1 Employees who voluntarily resign from the Company are asked to serve notice period of 30 days from the resignation date. This resignation should be in writing and should briefly state the reason for leaving and the anticipated last day of work.
- 9.2 During the probationary period your appointment is liable to terminate without any notice and without assigning by reason thereof whatsoever.
- 9.3 Your services during the probationary period or after confirmation can be terminated if the performance is not up to the mark or as expected.
- 9.4 If your services are terminated for material breach of the terms herein, including but not limited to confidentiality obligations and intellectual property policy, your services may be terminated by the Company with immediate effect by giving you a written notice of termination without any liability to pay any compensation.
- 9.5 Unauthorized absence or absence without permission from duty for a continuous period of 2 days would make you lose your lien on employment. In such case your employment shall automatically come to an end without any notice of termination or notice pay.
- 9.6 If you don't achieve minimum 40 hours of talk time in a month, your employment will be terminated effective 1st of the following month. However, your earned salary for the previous month will be paid.
- 9.7 **Full and final settlement schedule:** The full & final settlement will take appropriate time as mentioned below from your last working day (LWD) / last day of employment (LDE), subject to

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closure of all financial and non-financial obligations

- Employee resigns and serves the notice period then full and final settlement will happen in 7 days from LWD.
- Employee resigns and if company agrees to relieve immediately then full and final settlement will happen in 45 days from LWD. Employee resigns and denies serving the notice period then one month salary will get deducted.
- In-case of Termination - full and final settlement will happen in 45 days from LWD.
- Last salary - If the LWD/LDE falls after the 10th of the current month, you would receive your salary along with the full and final settlement. However, if the LWD/ LDE happen to be on or before the 10th of the current month, your previous & current month salary would be paid to you with your full and final settlement.

9.8 You have been offered the position on the good faith that all the information and documents provided by you at the time of employment are true and correct. If any information so provided is found to be false or fabricated, your services will be terminated by the Company without any prior notice and any liability to pay any compensation.

- Credential or back-ground verification process

As part of credential or back-ground verification process employer has the right to verify the credential provided by you, which include but not-limited to:

- Check genuineness of candidate's academic record
- Check the issuing authority is genuine and authorized
- Check accuracy of previous employment credentials e.g., designation, tenure, emoluments etc.
- Check existence and genuineness of the employer
- Address, medical record & police verification

- Your service shall be liable to be terminated

- If you are found medically unfit or if you remain absent due to continued ill health you will have to undergo medical examination as per company's advice in such situation.
- By the company at any time without notice, if you are indulged in act of subordination, interference, corrupt practices, any misconduct, breach of trust, non-compliance with the administrative orders or provisions of service rules and regulations and conditions.
- By the company without notice if any time it has been found that the declarations or information including that given for seeking employment furnished by you proved to be false and/or misleading and/or it has been found that you had willfully suppressed any information to the company.
- By the company at any time if you are declared insolvent or convicted of any offense

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involving any moral turpitude or found suspected of or misappropriation of money or others assets of the company.

In case of breach of any of these conditions you shall be liable, in addition to termination of services to pay damages to the extent of loss suffered by the company. In case of default the company shall be entitled to withhold and appropriate your salary and other monetary benefits due to you till such times as the said amount are fully recovered.

10. Employment Dispute Resolution

- 10.1 In the event of a dispute, the parties will attempt to resolve any personal grievance or employment relationship problem as close to the point of origin as possible and in consonance with the Company policy on employment dispute resolution.

11. Defaults

- 11.1 If any action is brought to enforce the Company's rights or obligations under this Agreement, if the Company is the prevailing party in such action, then Company will be entitled to reimbursement from you all of its costs and expenses incurred in bringing or defending such action, including, without limitation, court costs and reasonable attorneys' fees and expenses. You acknowledge and agree that all of the Company's rights and remedies set forth in this. Agreements are cumulative and are in addition to all other rights and remedies available to the Company, at law, in equity or otherwise.
- 11.2 This offer is made under the condition that upon or before the date of formal on-board or the date on which the labor contract is signed with you whichever the earlier, you will have discharged your legal obligations under all past and present work engagement, contracts, education bonds and guarantees including any non-compete obligations or other restrictive covenants with any previous employer (collectively referred to as "Prior Obligations"). You warrant that your acceptance of this offer will not be in breach of Prior Obligations and you agree to indemnify our organization in respect of any loss or damage that our organization may suffer directly or indirectly from your breach of Prior Obligations. This letter supersedes any previous verbal discussions with you regarding your employment offer.

12. Miscellaneous

Dr. R. PALSON KENNEDY, M.E., Ph.D.
PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
Mannivakkam, Chennai - 600 048.



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- 12.1 This Appointment Letter will be governed by, construed in accordance with and interpreted under and consistent with the laws of India without regard to the choice of law provisions thereof. You agree that the courts in Bangalore, Karnataka, shall have the exclusive jurisdiction over all disputes arising under this Appointment Letter.
- 12.2 All of the covenants, agreements and obligations contained in clause (Confidentiality), clause (Intellectual Property), clause (Non-competition), and clause (Non-solicitation) shall survive termination of this Agreement.

Other Rules and Regulations

It is clearly understood that you are employed mainly in **FFA Sales L1** Capacity. You shall devote your whole time and attention to the work of the company and shall not engage in or occupy yourself with any other work or take up the services of any other Company concern or carry on any business on your own accord.

In case of your leaving the job or termination of the same in any way, your final accounts including terminal or retiral benefits can only be settled after you handover the charge to the person nominated by the company and delivery to him all documents, correspondence, information, notices, goods, stores, property, money and other various materials supplied to you by the company in the proper way suggested by us, failing this the company shall have the right to withhold the payment of your final dues.

This appointment letter is in the duplicate and if the above terms and conditions are acceptable to you please return the duplicate copy of the same duly signed by you. You are appointed on the conditions that you accept the stipulations and conditions stated above and the company will be at liberty to invoke the aforesaid clauses for the purposes stated in the respective clauses.

We would like to take this opportunity to wish you a long and successful career with us. With best wishes for a long and fruitful career with us,

Yours sincerely,

Sudheer CS
Chief Executive Officer
Suvision Holdings Pvt. Ltd.

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VERIFICATION OF EMPLOYEE DETAILS AUTHORISATION

In signing below I confirm that the information disclosed in the process of interview is true and I can provide required proofs and explanations to the company at any time. I have read, understood and agree to the terms and conditions as set forth in this offer letter.

Name of Employee :

Place :

Signature of Employee :

Date :

DOCUMENTS NEED TO BE SUBMITTED:

1. All the mark sheet photo copy (Originals should be presented for verification).
2. ID Proof like Voter ID, Driving License, PAN Card.
3. Address Proof like Electricity Bill, Rent Agreement and Ration Card.
4. 4 Passport Size Photos.
5. Employment Proofs includes Salary Slips, Offer Letters, Reliving Letters, and Appraisal Letters of all previous Jobs.

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Annexure		
Cost to the Company		
Employee Name	:	Naveenkumar Dhanasekaran
Designation	:	Relationship Manager
Department	:	FFA Sales L1
Particulars(Rs)	:	Monthly Yearly
Gross Total CTC	:	22,000 264,000
Gross Fixed CTC	:	12,000 144,000
Gross Variable CTC	:	10,000 120,000
Detailed Break Up		
Basic	:	6,000 72,000
HRA	:	2,400 28,800
LTA	:	0 0
Conveyance	:	0 0
Employee Contribution to PF	:	720 8,640
Employer Contribution to PF	:	817 9,799
Professional Tax	:	200 2,400
Attendance Allowance	:	3,000 36,000
Gratuity	:	50 600
Special Allowance	:	1,813 21,761
Variable*	:	7,000 84,000
Total CTC	:	22,000 264,000

Note: 1)Any Tax liabilities arising out of the remuneration will be deducted as per the Income Tax rules and other statutory rules.

2)Employee will be eligible for Attendance allowances for 24 working days in a month, In case if employee don't work for minimum 24 days in a month, employee won't be eligible for Attendance allowances. Working days will be calculated based on the Talktime achieved.

3)Professional Tax will be applicable on Net Fixed salary > or =15,000

Date :

Dr. R. PALSON KENNEDY, M.E., Ph.D.
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PERI INSTITUTE OF TECHNOLOGY
Mannivakkam, Chennai - 600 048.

Suvision Holdings Pvt Ltd (CIN U67120KA2008PTC047808)

4th Floor, B Block, Brigade Software Park, Banashankari Stage II, Bengaluru 560070

☎ 080-69415400 🌐 fffreedom.com ✉ contact@fffreedom.com



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Place :

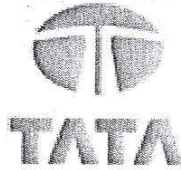
Employee Signature :



HR Signature :

Dr. R. Palson Kennedy

Dr. R. PALSON KENNEDY, M.E., Ph.D.,
PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
Mannivakkam, Chennai - 600 048.



Offer: Computer Consultancy
Ref: TCSL/DT20223150599/Chennai
Date: 25/11/2022

Ms. Harshini Rajkumar
No. 25/5bChinnamettupalayam 2nd Lane,
Kaladipet,
Chennai-600019,
Tamil Nadu.
Tel# -9080568903

Dear Harshini Rajkumar,

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. Over and above this, you will also be eligible for Learning Incentives (Readiness Incentive and/or Competency Incentive) basis your performance in TCS Xplore Program which gives you an additional earning potential of upto **Rs.60,000** during the first year. Annexure-1 provides the break-up of the compensation package.

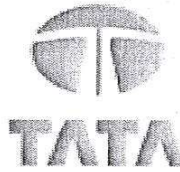
Kindly confirm your acceptance of this offer online through the option 'Accept Offer letter'. If not accepted within 7 Days, it will be construed that you are not interested in this employment and this offer will be automatically withdrawn.

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 (detailed under Terms & Conditions).

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Tata Consultancy Services Limited

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TCS Careers Serviceline: 1800 29 3111 Email: careers@tcs.com



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.

COMPENSATION AND BENEFITS

BASIC SALARY

You will be eligible for a basic salary of ₹14,784/- per month.

BOUQUET OF BENEFITS (BoB)

Bouquet of Benefits offers you the flexibility to design this part of your compensation within the defined framework, twice in a financial year. All the components will be disbursed on a monthly basis.

The components under Bouquet of Benefits are listed below. The amounts given here for each of the components below are as per pre-defined structure. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL. To design your Bouquet of Benefits, you may access the link to BoB in the "Employee Self Service" link on "Ultimatix", the internal portal of TCSL. Taxation will be governed by the Income Tax rules. TCSL will be deducting tax at source as per income tax guidelines.

1. House Rent Allowance (HRA)

Your HRA will be ₹5,914/- per month. While restructuring your BoB amount to various components, it is mandatory that at least 5% of monthly basic pay be allocated towards HRA.

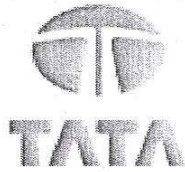
2. Leave Travel Allowance

You will be eligible for annual Leave Travel Allowance which is equivalent to one month's basic salary or a pro-rata amount in case you join during the financial year. This will be disbursed on a monthly basis along with the monthly salary. To avail income tax benefits, you need to apply for a minimum of three days of leave and submit supporting travel documents.

3. Food Card

You will be eligible for a Food Card. It can be used to purchase food items at all domestic VISA enabled restaurants and fast food restaurants including TCS cafeterias. As per the Pre-Defined structure you will be eligible for a Food Card with an amount of ₹500/- being credited to this card per month. However you may want to re-distribute the BoB amount between the components as per your tax plan, once you join TCSL.

[Handwritten signature]
C. A. TALSON KENNEDY, M.E., Ph.D.,
PRINCIPAL
PERT INSTITUTE OF TECHNOLOGY
Mannivakkam, Chennai - 600 048.



1. Basic Cover

- i. Entitlement - Includes domiciliary expenses up to ₹6,000/- per insured person per annum and basic hospitalization expenses up to ₹2,00,000/- per insured person per annum.
- ii. Premium - Basic premium for self, spouse and three children is entirely borne by TCSL, provided these members are explicitly enrolled by you under the scheme. Additionally, if you wish to cover dependent parents/parents-in-law or remaining children, the applicable premium per insured person is to be borne by you.

2. Higher Hospitalisation

Coverage under Higher Hospitalisation is mandatory. Under this scheme, you and your enrolled dependents will be automatically covered under Higher Hospitalisation benefits.

- i. Entitlement - You and your enrolled dependants will be entitled for ₹12, 00,000/- as a family floater coverage towards hospitalisation expenses, over and above the individual basic coverage.
- ii. Premium - For Higher Hospitalisation, a part of the premium will be recovered from your salary and the differential premium will be borne by TCSL.

Maternity Leave

Women employees are eligible to avail maternity leave of twenty six weeks. Adopting or commissioning mother, may avail maternity leave for twelve weeks. For more details on the benefits and eligibility, once you join, please refer TCS India Policy - Maternity Leave.

Tata Sons and Consultancy Services Employees' Welfare Trust (TWT)

You will become a member of the TWT, on completion of continuous association of one year from the date of joining TCSL. A nominal annual membership fee of ₹250/- will be recovered from you for the same. The Trust provides financial assistance by way of grants/ loans in accordance with the rules framed by the Trust from time to time for medical and educational purposes and in case of death of members while in service.

Loans

You will be eligible for loans, as per TCSL's loan policy.

Professional Memberships

You will be eligible for reimbursement of expenses towards professional membership as per TCSL's policy.

[Handwritten signature in blue ink]
D. R. PALSON KENNEDY, M.E., Ph.D.,
PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
M. Muvakkam, Chennai - 600 043.

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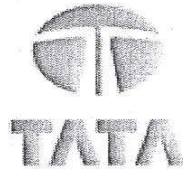
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RETIRALS

Provident Fund

You will be a member of the Provident Fund as per the provisions of "The Employees Provident Fund and Miscellaneous Provisions Act, 1952", and TCSL will contribute 12% of your basic salary every month as per the provisions of the said Act.

Gratuity

You will be entitled to gratuity as per the provisions of the Gratuity Act, 1972.

TERMS AND CONDITIONS

1. Aggregate Percentage Requirements

Your appointment will be subject to your scoring minimum aggregate (aggregate of all subjects in all semesters) marks of 60% or above (or equivalent CGPA as per the conversion formula prescribed by the Board / University) in the first attempt in each of your Standard Xth, Standard XIIth, Diploma (if applicable) and highest qualification (Graduation/ Post Graduation as applicable) which includes successful completion of your final semester/year without any pending arrears/backlogs. As per the TCSL eligibility criteria, marks/CGPA obtained during the normal duration of the course only will be considered to decide on the eligibility.

As communicated to you through various forums during the recruitment process, your appointment is subject to completion of your course within the stipulated time as specified by your University/Institute and as per TCSL selection guidelines.

It is mandatory to declare the gaps/arrears/backlogs, if any, during your academics and work experience. The management reserves the right to withdraw/revoke the offer/appointment at any time at its sole discretion in case any discrepancy or false information is found in the details submitted by you.

2. Pre requisites for Joining

To enable your readiness to work on assignments upon joining, we have put together a comprehensive learning program named TCS Xplore which is made available to you digitally. This foundation program will include Online learning content, Webinars, practice sessions & proctored assessments. Further to accepting this Offer letter, you are required to enroll for the TCS Xplore Program and start your learning journey with TCSL. TCSL will make Xplore program available for you upon your offer acceptance. Please note that your joining is subject to successful completion of your TCS Xplore program including the proctored assessment. We encourage you to complete your pre-learning, through TCS Xplore, well before your expected date of joining to avoid delays in onboarding.

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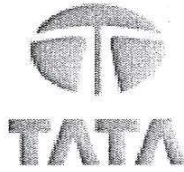
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3. Training Period

You will be required to undergo class room and on the job training in the first twelve months (including the TCS Xperience Programme as set out herein below), during which period you will be appraised for satisfactory performance during/after which TCSL would normally confirm you.

This confirmation will be communicated to you in writing. If your performance is found unsatisfactory during the training period, the company may afford you opportunities to assist you and enable you to improve your performance. If your performance is still found unsatisfactory, TCSL may terminate your traineeship forthwith.

However, TCSL may even otherwise at its sole discretion terminate the traineeship any time if your performance is not found satisfactory. The terms and conditions of the training will be governed by TCSL's training policy. TCSL reserves the right to modify or amend the training policy.

If you remain unauthorizedly absent for a consecutive period of 3 days during the training programme, you shall be deemed to have abandoned your traineeship and your name will automatically stand discontinued from the list of TCS Xperience trainees without any further intimation/separate communication to you.

4. Working Hours

Your working hours are governed by applicable law. You may be required to work in shifts and/or over time depending upon the business exigencies as permitted by law.

5. Mobility

TCSL reserves the right to transfer you at any of its offices, work sites, or associated or affiliated companies in India or outside India, on the terms and conditions as applicable to you at the time of transfer.

6. Compensation Structure / Salary components

The compensation structure/salary components are subject to change as per TCSL's compensation policy from time to time at its sole discretion.

7. Increments and Promotions

Your performance and contribution to TCSL will be an important consideration for salary increments and promotions. Salary increments and promotions will be based on TCSL's Compensation and Promotion policy.

8. Alternative Occupation / Employment

Either during the period of your traineeship or during the period of your employment as a

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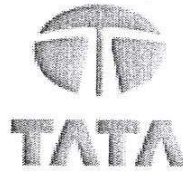
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confirmed employee of TCSL, you are not permitted to undertake any other employment, business, assume any public or private office, honorary or remunerative, without the prior written permission of TCSL.

9. Confidentiality Agreement

As part of your acceptance of this appointment as an employee with TCS you are required to maintain strict confidentiality of the intellectual property rights protected information and other business information of TCS and its clients which may be revealed to you by TCS or which may in the course of your engagement with TCS come your possession or knowledge unless specifically authorized to do so in writing by TCS. This Confidentiality Clause shall survive the termination or earlier determination of this Appointment. The detailed Confidentiality related terms and conditions are set out in Annexure 3.

10. Service Agreement

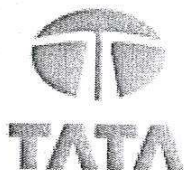
As TCSL will be incurring considerable expenditure on your training, you will be required to execute an agreement, to serve TCSL for a minimum period of 1 year after joining, failing which, you (and your surety) will be liable to pay TCSL ₹50,000/-towards the training expenditure. Service agreement duration of one year refers to continuous service of 12 months from date of joining TCSL and excludes the duration of Leave without pay (LWP) and/or unauthorized absence, if any.

11. Work in SBWS mode

TCS' Secure Borderless Workspaces (SBWS) is a transformative operating model framework that allows seamless deployment of virtual workspaces in a secure manner that enables flexible working options aligned to its business objectives. You may be required to work either from TCS offices/TCS Client offices or from home (remote working) as per the requirements of the project or group you are assigned to work with and as communicated to you by the Unit HR or your supervisor. You are required to abide by the Policy and / or Guidelines issued by TCS from time to time while operating within this framework. For more details, please refer the Policy / Guideline document on Remote Working.

It is essential that you understand the applicable Policy and / or the Guidelines of such flexible working and ensure adherence to TCS Security Policies/Protocols and Confidentiality obligations at all times.

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Mannivakkam, Chennai - 600 048.



12. Overseas International Assignment Agreement

If you are on international assignment, you will be covered by the TCS India Policy-International Assignments (from India to other Countries) from the date of placement for an international assignment. Accordingly, you will be required to sign the Overseas International Assignment Agreement/s and any other applicable related documents pertaining to the international assignment for which you are being placed. In case of every international assignment that exceeds 30 days, you will be required to serve TCSL as per the Notice Period clause mentioned below.

This is to ensure that the knowledge and information gained by you during your assignment is shared and available to TCSL and its associates. This transfer of knowledge and information is essential for TCSL to continue to serve its clients and customers better. If you are deputed internationally for training, you will be required to sign an agreement to serve TCSL for a minimum period of 6 months on completion of training.

13. Terms and Conditions

The above terms and conditions are specific to India and there can be changes to the said terms and conditions in case of deputation on international assignments.

14. TATA Code of Conduct

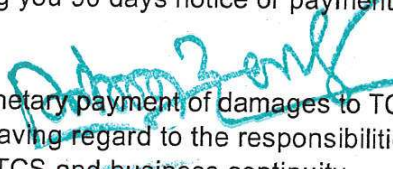
You are required to sign the TATA Code of Conduct and follow the same in your day-to-day conduct as an associate of TCSL.

15. Notice Period

This contract of traineeship in TCS and subsequent employment post successful completion of your traineeship is terminable by you by giving 90 days notice in writing. It is clearly understood, agreed and made abundantly clear that you shall have to necessarily serve the period of notice of 90 days given by you under this clause. However, upon your serving the notice under this clause, TCSL may relieve you any time during the period of notice at its sole discretion in the interest of business.

i. This contract of traineeship and subsequent employment post successful completion of your traineeship may be terminated by TCSL by giving you 90 days notice or payment in lieu thereof.

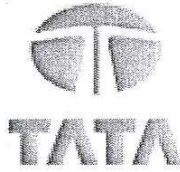
ii. Your failure to comply with this clause will entail monetary payment of damages to TCS as may be determined by TCS at its sole discretion having regard to the responsibilities shouldered by you while being in the employment of TCS and business continuity.


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16. Retirement

You will retire from the services of TCSL on reaching your 60th birthday as per the proof of age submitted by you at the time of joining.

17. Pre-employment Medical Certificate

You are required to submit a Medical Certificate of Fitness (in the format prescribed by TCSL) which needs to be verified by a registered medical practitioner having a minimum qualification of MBBS to the Induction Coordinator.

18. Employment of Non Indian Citizens

In case, you are not a citizen of India, this offer is subject to your obtaining a work permit and / or any other permissions and / or documentation as prescribed by the Government of India.

19. Background Check

Your association with TCSL will be subject to a background check in line with TCSL's background check policy. A specially appointed agency will conduct internal and external background checks. Normally, such checks are completed within one month of joining. If the background check reveals unfavourable results, you will be liable to disciplinary action including termination of traineeship/service without notice.

20. Submission of Documents

Please note that you should initiate and complete the upload of mandatory documents on the nextstep portal as soon as the offer letter is accepted (subject to availability of the documents)

Please carry the below listed **Original** Documents for verification on your joining day.

- Permanent Account Number (PAN) Card - You are required to submit a copy of your PAN card along with other joining forms, immediately on joining. As per Indian Income Tax rules, the PAN number is a mandatory requirement for processing salary
- Aadhaar Card
- Standard X and XII/Diploma mark sheets & Certificate
- Degree certificate/Provisional Degree Certificate and mark sheets for all semesters of Graduation
- Degree certificate and mark sheets for all semesters of your Post Graduation (if you are a Postgraduate)
- Overseas Citizenship of India (applicable if you are not an Indian Nationality). For Srilankan Refugee, a Refugee Identity card along with Work Permit is required
- Birth Affidavit on Rs100 stamp paper, if Birth Certificate not in English
- Any other affidavits on Rs100 stamp paper if applicable (name affidavit for multiple names, signature affidavits,

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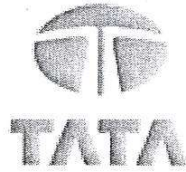
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- address affidavits etc.)
- Passport / Acknowledgement letter of passport application
 - Gap/Break in career affidavit on Rs100 stamp paper, if gap is more than 6 months
 - 4 passport sized photographs
 - Medical Certificate (Should be made on the format provided by TCS along with the Joining letter)
 - An affidavit/notarized undertaking (Non-Criminal Affidavit, should be made on the format provided by TCSL) stating :
 - *There is no criminal offence registered/pending against you
 - *There is no disciplinary case pending against you in the university
 - If you were employed, a formal Relieving letter & Experience letter from your previous employer

The original documents will be returned to you after verification.

In addition to the above original documents, Please carry Xerox copies of the below documents

- *PAN Card (Permanent Account Number)
- *Aadhaar Card (Not applicable for Nepal & Bhutan Citizenship)
- *Passport
- *NSR E-Card

21. TCS Xperience Program

On joining TCSL, you will be given the benefit of formal training (TCS Xperience Program) at our offices, as identified, for such period as TCSL may decide.

The said training forms a critical part of your employment with TCSL and is an ongoing process. TCSL continues to make investment on training and continuing education of its professionals. This will be of immense value to you as a professional and a large part of the ownership and commitment has to come from you.

As TCSL progresses with these initiatives, monitoring performance will be an ongoing process and a formal evaluation will be carried out during the training. If you are requested to join TCSL inspite of you not completing the Xplore proctored assessment, you will be provided Xplore training on premise and the above said evaluation process will stand good. The evaluation criteria which will be very transparent will be used as a basis for allocating people to projects/roles. We would request that the training be taken very seriously to enable you to add maximum value to your professional and personal growth.

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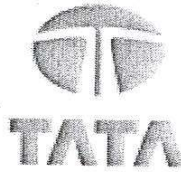
Tata Consultancy Services Limited

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



22. Letter of Appointment

You will be issued a letter of appointment at the time of your joining and after completing joining formalities as per TCSL policy.

23. Rules and Regulations of the Company

Your appointment will be governed by the policies, rules, regulations, practices, processes and procedures of TCSL as applicable to you and the changes therein from time to time. The changes in the Policies will automatically be binding on you and no separate individual communication or notice will be served to this effect. However, the same shall be communicated on internal portal/Ultimatix.

24. Compliance to all clauses

You should fulfill all the terms and conditions mentioned in this letter of offer. Failure to fulfill one or more of the terms and conditions and/or failure to clear one or more tests successfully would entitle TCSL to withdraw this offer letter anytime at its sole discretion.

25. Data Privacy Clause:

(a) Your personal data collected and developed during recruitment process will be processed in accordance with the TCS Data Privacy Policy. The personal data referred therein are details related to contact, family, education, personal identifiers issued by government, social profile, background references, previous employment and experience, medical history, skillset, proficiency and certifications, job profile and your career aspirations.

(b) It will be processed for various organizational purposes such as recruitment, onboarding, background check, project assignment, performance management, job rotation, career development including at leadership level, diversity and inclusion initiatives, global mobility, wellness program, statutory and legal requirements and specific organizational initiatives in force during your tenure in TCS.

(c) After you join TCS, there would be more sets of Personal Information (PI) attributes processed for various legitimate purposes. All of it will be processed with compliance to applicable laws and the TCS Data Privacy Policy. In some scenarios of your PI processing, you will be provided with appropriate notice and/or explicit consent might be obtained from time to time.

(d) For the purposes mentioned above, your required PI may be shared with specific vendor organizations who provide services to TCS, e.g. A background check, health insurance, counselling, travel, transport and visa, payroll services, associate engagement activities, and financial and taxation services.

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TCSL/DT20223150599

TATA CONSULTANCY SERVICES

Tata Consultancy Services Limited

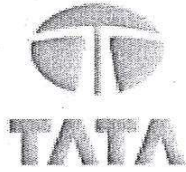
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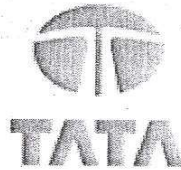
Palson 2018
Dr. R. PALSON KENNEDY, M.E., Ph.D.,
PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
Chennai - 600 118.



(e) As TCS is a global company, your PI may be shared with entities outside India, limited for the purposes mentioned above and/or in this offer letter.

(f) In case of overseas deputation, available privacy rights would be governed as per regulatory provisions and / or TCS policies/notice provided applicable at your overseas location.

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Mannivakkam, Chennai - 600 048.

**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

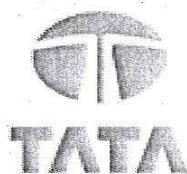
Girish V. Nandimath
Global Head Talent Acquisition & AIP



[Click here](#) or use a QR code scanner from your mobile
to validate the offer letter

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

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PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
Meenivakkam, Chennai - 600 048.



GROSS SALARY SHEET

Annexure 1

Name	Harshini Rajkumar
Designation	Assistant System Engineer-Trainee
Institute Name	Others

Table 1: Compensation Details (All Components in INR)

Component Category	Monthly	Annual
1) Fixed Compensation		
Basic Salary	14,784	1,77,408
Bouquet Of Benefits #	7,646	91,752
2) Performance Pay**		
Monthly Performance Pay	1,700	20,400
Quarterly Variable Allowance*	600	7,200
3) City Allowance	200	2,400
4) Annual Components/Retirals		
Health Insurance***	NA	7,900
Provident Fund	1,774	21,289
Gratuity	711	8,533
Total of Annual Components & Retirals	2,485	37,722
TOTAL GROSS	27,415	3,36,877
Xplore/ Learning Incentive****		Upto 60,000

Refer to Table 2 for TCSL defined Structure. In case, you wish not to restructure your BoB, TCSL defined Structure as given in Table 2 will be applicable.

* Amount depicted will be paid-out on a quarterly basis upon successful completion of the TCS Xplore Program.

**The Performance Pay is applicable upon successful completion of the TCS Xplore Program.

*** For HIS - Note that Rs. 7900 if the employee is Single. If the employee is married or married with Children then Rs. 3,900/- per beneficiary needs to be added to the above mentioned amount.

**** Xplore/ Learning Incentive is paid over and above the CTC during first year, based on your performance in TCS Xplore Program. Table 2: TCSL defined structure for BoB (All Components in INR)

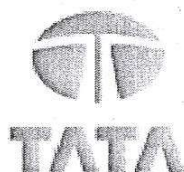
Component Category	Monthly	Annual
House Rent Allowance	5,914	70,968
Leave Travel Assistance	1,232	14,784
Food Card	500	6,000
GROSS BOUQUET OF BENEFITS	7,646	91,752

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TCS Careers Serviceline: 1800 93111 Email: careers@tcs.com



Annexure 2

Ahmedabad TCS XP HR Lead Tata Consultancy Services, Garima Park, IT/ITES SEZ, Plot # 41, Gandhinagar - 382007	Bangalore TCS XP HR Lead Tata Consultancy Services, Gate 1, No 42, Think campus, Electronic City phase II, Bangalore - 560100, Karnataka
BUBANESHWAR TCS XP HR Lead Tata Consultancy Services, Training Lab Venue:-Barabati, IRC Block, Ground Floor, Tata Consultancy Services Limited, (UNIT-II) - BARBATI SEZ, IT/ITES SPECIAL ECONOMIC ZONE (SEZ), PLOT NO. 35, CHANDAKA INDUSTRIAL ESTATE, PATIA, Bhubaneswar - 751024	Chennai TCS XP HR Lead Tata Consultancy Services, 415/21-24, Kumaran Nagar, Old Mahabalipuram Rd, TNHB, Sholinganallur, Chennai, Tamil Nadu 600119
DELHI – Gurgaon TCS XP HR Lead Tata Consultancy Services, Block C, Kings Canyon, ASF Insignia, Gurgaon - Faridabad Road, Gawal Pahari, Gurgaon - 122003, Haryana	DELHI – Noida TCS XP HR Lead Tata Consultancy Services, Plot No. A-44 & A-45, Ground, 1st to 5th Floor & 10th floor, Galaxy Business Park, Block - C & D, Sector - 62, Noida - 201 309, UP
Guwahati TCS XP HR Lead Tata Consultancy Services, 5th Floor, NEDFI House, G.S. Road, Dispur, Guwahati - 781006, Assam	Hyderabad TCS XP HR Lead Tata Consultancy Services, Q City, Nanakramguda, Hyderabad
INDORE TCS XP HR Lead Tata Consultancy Services, IT/ITES SEZ, Scheme No. 151 & 169-B, Super Corridor, Village Tigariya Badshah & Bada Bangarda, Tehsil Hatod, Indore - 452018, Madhya Pradesh	KOLKATA TCS XP HR Lead Tata Consultancy Services Limited, Ecospace 1B building, 2nd Floor, Plot - IIF/12, New Town, Rajarhat, Kolkata - 700160, West Bengal OR Auditorium, 2nd Floor, Wanderers Building, Delta Park - Lords
KOCHI TCS XP HR Lead Tata Consultancy Services, TCS centre, Infopark Road Infopark Campus, Infopark, Kakkanad, Kerala 682042	MUMBAI TCS XP HR Lead Tata Consultancy Services, Yantra Park, Pokharan Road Number 2, TCS Approach Rd, Thane, West, Thane, Maharashtra 400606
NAGPUR TCS XP HR Lead Tata Consultancy Services Limited, Mihan-Sez, Nagpur, Telhara, Maharashtra 441108,	PUNE TCS XP HR Lead Tata Consultancy Services, Plot No. 2 & 3, MIDC-SEZ, Rajiv Gandhi Infotech Park, Hinjewadi Phase III, Pune - 411057, Maharashtra
Trivandrum TCS XP HR Lead Tata Consultancy Services, Peepul Park, Technopark Campus, Kariyavattom P.O. Trivandrum - 695581, India	

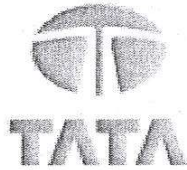
Dr. R. Palson Kennedy

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Tata Consultancy Services Limited

415/21-24, Kumaran Nagar, Sholinganallur, Old Mahabalipuram, Chennai 600 119 Tamil Nadu India
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Registered Office Nirmal Building, 9th Floor, Nariman Point, Mumbai 400 021
TCS Careers Serviceline: 1839 09 3111 Email: careers@tcs.com



Annexure 3

Confidentiality and IP Terms and Conditions

1. Confidential Information

"Confidential Information" shall mean all Inventions and Know-how, information and material of TCS (including for avoidance of doubt any Confidential Information of its Clients) that comes into the possession or know of the Associate and shall include the following:

(a) Any and all information processing programs, software, properties, items, information, data, material or any nature whatsoever or any parts thereof, additions thereto and materials related thereto, produced or created at any time by TCS or the Associate in the course of or in connection with or arising out of the Associate's association with TCS. Program/Software shall mean source code and/or machine instructions wherever resident and on whatever media and all related documentation and software,

(b) All other information and material of TCS relating to design, method of construction, manufacture, operation, specifications, use and services of the TCS equipment and components, including, but not limited to, engineering and laboratory notebooks, reports, process data, test data, performance data, inventions, trade secrets, systems, software, object codes, source codes, copyrighted matters, methods, drawings, computations, calculations, computer programs, narrations, flow charts and all documentation therefore and all copies thereof (including for avoidance of doubt any such material belonging to the Clients of TCS).

(c) Corporate strategies and other confidential and proprietary material and information, which could cause competitive harm to TCS if disclosed,

(d) Customer and prospective customer lists, and

(e) All other information and material, which may be created, developed, conceived, gathered or collected or obtained by the Associate in the course of or arising out of the association with TCS or while in or in connection with or for the purposes of his/her association with TCS or any of the operations and entrusted by TCS to the Associate.

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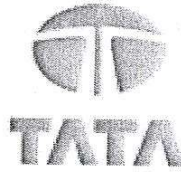
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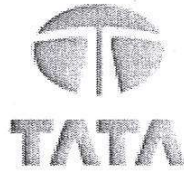
2. Associate's Obligations

Associate agrees to treat the Confidential Information as strictly confidential and a trade secret of TCS. Associate agrees not to use, or cause to be used, or disclose or divulge or part with either directly or indirectly the Confidential Information for the benefit of or to any third parties except for or on behalf of or as directed or authorized by TCS or to a person having a valid contract with or need under TCS, any Confidential Information. Upon termination of employment, the Associate agrees to surrender to TCS all Confidential Information that he or she may then possess or have under his or her control.

3. Intellectual Property Rights

Associate agrees and confirms that all intellectual property rights in the Confidential Information shall at all times vest in and remain with or belong to TCS and Associate shall have no right title or claim of any nature whatsoever in the Confidential Information. Associate shall promptly disclose to an authorized officer of TCS all inventions, ideas, innovations, discoveries, improvements, suggestions, or reports and enhancements made, created, developed, conceived or devised by him or her arising out of his or her engagement with TCS, including in the course of provision of services to the Clients of TCS and Associate hereby agrees and confirms that all such intellectual property rights shall at all times vest in and remain vested in TCS and agrees to transfer and assign to TCS any interests Associate may have in such intellectual property rights including any interest in and to any domestic or foreign patent rights, trademarks, trade names copyrights and trade secret rights therein and any renewals thereof. On request of TCS, Associate shall execute from time to time, during or after the termination of his or her employment, such further instruments, including without limitations, applications for letters of patent, trademarks, trade names and copyrights or assignments thereof, as may be deemed necessary or desirable by TCS to perfect the title of TCS in the intellectual property rights and to effectuate the provisions hereof. All expenses of filling or prosecuting any application for patents, trademarks, trade names, or copyrights shall be borne solely by TCS, but Associate shall co-ordinate in filing and / or prosecuting any such applications. Associate hereby expressly waives any "artist's rights" or "moral rights", which Associate might otherwise have in such intellectual property rights.

Dr. R. PALSON KENNEDY, M.E., Ph.D.,
PRINCIPAL
PEETI INSTITUTE OF TECHNOLOGY
Narasimharajam, Chennai - 600 048.



4. Prior knowledge

Associate acknowledges that prior to his or her appointment by TCS, he or she had no knowledge of the Confidential Information of TCS and that such Confidential Information is of a confidential and secret character and is vital to the continued success of TCS's business. Associate further acknowledges that he or she is associated with TCS in a capacity in which he or she will become acquainted with all or part of such Confidential Information. In order to safeguard the legitimate interests of TCS in such Confidential Information, it is necessary for TCS to protect such Confidential Information by holding it secret and confidential.

5. Use of third party material

Associate expressly agrees that it shall not in the course of his or her association with TCS and while working on the premises or facilities of TCS or its Clients or in connection with the development of any intellectual property rights or work for or on behalf of TCS, use any third party material or intellectual property rights except those intellectual property rights provided by TCS or expressly authorised by TCS or without having proper authorisation or license or approval of the respective owner of such intellectual property rights.

6. Security policies and Guidelines.

Associate agrees to abide by and be bound by any and all policies, documents, guidelines and processes including IP, Security and Confidentiality of TCS in force from time to time whether expressly endorsed or not.

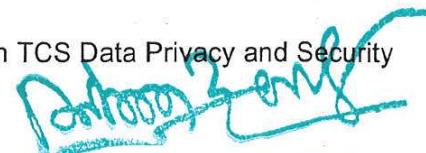
7. Working in SBWS Framework:

Associate may be required to work in TCS offices or its Client premises or from home (remote working) as per the directions of supervisor and / or the provisions of the applicable policy.

Associate understands that working in this hybrid environment may have higher confidentiality and information security risks. Associate acknowledges that when working remotely the Associate:

(a) will work only in a private, secured work area in compliance with the guidelines issued and amended from time to time.

(b) will comply with and work in a manner consistent with TCS Data Privacy and Security Policies/Protocols.


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Mannivakkam, Chennai - 600 048.

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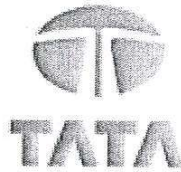
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(c) will bring to the notice of HR of the Unit to any circumstances that prevent Associate from working in a manner consistent with TCS data privacy and security policies/ protocols.

(d) will inform the HR of the Unit if the Associate shares a home with any family member or an individual who is employed by a competitor of TCS or TCS client the Associate is assigned to, or if any other circumstances at home exist which implicates the TCS Code of Conduct Conflict of Interest provision.

(e) will ensure utmost care and adhere to Confidentiality, IP Protection / Non-Disclosure obligations.

(f) will be using the Company allotted laptop or similar authorized computing device (together called "official asset") only to connect to TCS network/customer network through authorized means (or the Customer provided laptop to access the customer network if so, mandated by the Customer).

(g) will not allow anybody to share the official asset being used.

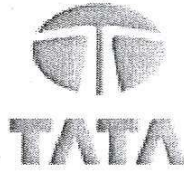
8. Restriction on Associate's Rights

Associate agrees that he or she shall not make, have made, replicate, reproduce, use, sell, incorporate or otherwise exploit, for his or her own use or for any other purpose, any of the Confidential Information including intellectual properties of TCS that is or may be revealed to him or her by TCS or which may in the course of his or her employment with TCS come into his or her possession or knowledge unless specifically authorized to do so in writing by TCS.

9. No License

TCS and Associate agree that no license under any patent or copyright now existing or hereafter obtained by TCS is granted, agreed to be granted, or implied by the terms of this Agreement, or by the disclosure to Associate of the Confidential Information.

Dr. R. PALSON KENNEDY, M.E., Ph.D.
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PERI INSTITUTE OF TECHNOLOGY
Mannivakkam, Chennai - 600 083.



10. Equitable Rights

Associate acknowledges that any Confidential Information that comes into the possession and / or knowledge of Associate is of a unique, highly confidential and proprietary nature. It is further acknowledged by Associate that the disclosure, distribution, dissemination and / or release by Associate of the Confidential Information without the prior written consent of TCS or any breach of this Agreement by Associate will cause TCS to suffer severe, immediate and irreparable damage and that upon any such breach or any threat thereof, TCS shall without prejudice to any other remedies available to it, be entitled to appropriate equitable relief including the relief of specific performance and injunctive relief, in addition to whatever remedies it might have at law.

11. General

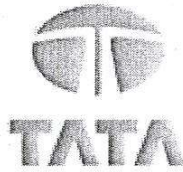
(a) The provisions hereof shall be interpreted, determined and enforced in accordance with the laws of India.

(b) In the event of any dispute or disagreement over the interpretation of any of the terms herein contained or may claim or liability of any party including that of surety, the same shall be referred to a person to be nominated by TCS, whose decision shall be final and binding upon the parties hereto. Subject to the above, the arbitration shall be governed by the Arbitration and Conciliation Act, 1999 or any modifications or re-enactment thereof. Associate confirms that the fact that the arbitrator shall be a nominee of TCS shall not be a ground for objecting to such arbitration or challenging the decision of the arbitrator. The venue of arbitration shall be Mumbai. Subject to the above arbitration clause, the Parties agreed to the binding jurisdiction of the Courts at Mumbai under the laws of India.

(c) If any provision hereof shall be found by a judicial tribunal to be contrary to governing law, it shall be deemed null and void without annulling or rendering invalid the remainder of the Agreement and if the invalid portion is such that the remainder cannot be sustained without it, the Parties herein shall find a suitable replacement to the invalid portion that shall be legally valid.

(d) This Confidentiality clause along with other documents executed by Associate or referenced in any such documents constitutes the entire understanding between the parties and supersedes all prior agreements and understandings pertaining to the subject matter thereof. No delay or omission of either Party in exercising any of their rights or remedies hereunder shall constitute a waiver thereof.

[Signature]
Dr. R. PALSON KENNEDY, M.E., Ph.D.
PRINCIPAL
PERT INSTITUTE OF TECHNOLOGY
Mannivakkam, Chennai - 600 048.



(e) This Confidentiality clause may not be amended except in writing signed by authorized representatives of both parties.

(f) The obligations of Associate in terms of this Confidentiality clause shall continue during the term of or in the course of the employment of the Associate with TCS and shall continue thereafter in perpetuity.

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PERI INSTITUTE OF TECHNOLOGY
Mannarkkan, Chennai - 600 048.



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TSIPL/2023/01/04

12-Jan-2023

Ayesha Munawar

No 6/302, Kamarajar Street
Selaiyur Post, Santhosapuram
Kancheepuram- 600073

Dear Ayesha,

Congratulations! We are pleased to offer you the position **"Software Engineer" at Telliant Systems India Private Limited** (hereinafter referred to as **"the Company" or "Telliant"**) Your place of work shall be **our office premises located at [Chennai]**.

We are confident that the professional challenge and work environment will be attractive and provide you with the opportunity you desire in your career path.

You will be paid an annualized compensation of **Rs 3,75,000 (Three Lakh Seventy Five Thousand)** the details of which are provided in the annexure of this letter and is by way of intimation. **and will be confirmed upon your successful completion of your bachelor's degree and signing of the Employment Agreement which will be thereafter issued by us.** The details of your offer is as shown in the annexure are to be always kept strictly confidential even post joining the organization.

This Offer Letter will remain open for a period of five working days. If the terms of this Offer Letter are acceptable to you, please confirm your acceptance in writing via electronic mail to us within 5 days from the offer letter date. If no such intimation of acceptance is received on or before the said date, this Offer Letter shall stand automatically withdrawn

Your Date of Joining will be intimated later based on business requirements.

Your working hours will be 12 noon to 9 pm.

You will be on probation for a period of 6 months calculated from the date of joining and upon successful completion of the probation period will your status be that of a confirmed employee. Further the Confirmation of your employment shall be subject to Telliant receiving the following:

- (a) Satisfactory reference/s from the list of referees furnished by you
- (b) Correct particulars regarding age, educational & work experience certificates etc.
- (c) Your acceptance and execution of the Employment Agreement, on or before your Date of Joining.

Telliant Systems India Private Limited.

6th Floor, Bascon Futura SV 10/1, Venkatnarayana Road, T.Nagar, Chennai - 600 017

Ph: +91-(44)-42307166

www.telliant.com



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You also note and agree that only upon fulfilment of the above conditions will your appointment be confirmed. Until the date of joining, the Company shall be at liberty to rescind the offer.

Upon acceptance of this Offer Letter, you will be confirming that you are not party to any agreement or arrangement which in any way restricts, prohibits or debar you from accepting the offer made by the Company including but not limited to any non-compete, non-disclosure or restrictive agreement or terms and that you will have no continuing obligations or restrictions which will apply to you from the date of commencement of your employment with the Company or if you are so bound, that will hamper you from honoring such covenants and agreements.

By accepting this Offer Letter, you understand and agree that this is not a contract of employment with the Company and your employment with us is subject to the execution of the Employment Agreement and terms and conditions and your acceptance of the same.

Background Verification: Notwithstanding the above, your appointment shall be subject to

- a) satisfactory report having been received by the Company in respect of reference check and background verification, from an independent agency appointed by the Company and
- b) you are providing all the joining documents, which includes disclosures on any Intellectual Property you might be holding on the date of joining as requested by the Company, prior to execution of the Employment Agreement. The Company also reserves the right to seek the following information/documentation from you at any point of time:
 - (i) Reference checks; and
 - (ii) Credit checks
 - (iii) Criminal verification

We look forward in working with you.

With Best Wishes,
For and on behalf of Telliant

VP - HR & Finance

Dr. R. PALSON KENNEDY, M.E., Ph.D.,
PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
Mannivakkam, Chennai - 600 017.

Annexure A

Telliant Systems India Private Limited.

6th Floor, Bascon Futura SV 10/1, Venkatharayana Road, T.Nagar, Chennai - 600 017.

Ph: +91-(44)-42307166

www.telliant.com

NAME		Ayesha Munawar	
DESIGNATION		Software Engineer	
1) FIXED SALARY		Per Month (Rs.)	Per Annum (Rs.)
1.1	Basic	15625	187500
1.2	House Rent Allowance	7813	93750
1.3	Special Allowance	5261	63136
	Total Fixed Salary	28699	344386
2) BENEFITS			
2.1	Provident Fund (Employer's Contribution)	1800	21600
2.2	Gratuity	751	9014
	Total Benefits	2551	30164
Total Cost to Company (1+2)		31250	375000

*You are covered under Group Mediclaim Insurance for a sum insured of Rs.3,00,000 p.a (Floater mode applicable for self, spouse and 2 dependent children)

Dr. R. Palson Kennedy
Dr. R. PALSON KENNEDY, M.E., Ph.D.,
 PRINCIPAL
 PEDI INSTITUTE OF TECHNOLOGY
 K. K. Nagar, Chennai - 600 017

5/3/2023

Nishanthi A
No, 7 Vellalar street,
Pudupalayam, Thiruvannamalai
606705

Offer Letter

Dear Nishanthi A

Congratulations! Further to the Interview you had with us, we are pleased to extend an offer to you in the capacity of a **Trainee - Software Engineer** in grade "P0".

Your first-year Total Annual Cost to the company will be Rs 4,00,000, including the bonuses.

Your Annual CTC will be **Rs. 3,30,000 (Three Lakhs and Thirty Thousand)**, and in addition to this, you will be eligible for a one-year completion bonus* of **Rs. 35,000** and an one-time certification bonus** of **Rs. 35,000** which will be paid to you as per the clauses given in the annexure.

A detailed break up of your salary has been explained in the enclosed Annexure.

Terms and Conditions of Employment:

This offer is valid until **15/05/2023** which will be your joining date with us and will stand void post your stated joining date.

And note that this offer is purely based on the information/documents provided by you and by accepting the offer, you specifically authorize the Company or any external agency through us to verify your educational, employment antecedents, your conduct, and any other background checks prior to your joining the Company or thereafter. You shall extend co-operation (if asked for) during such verification without any protest or demur. If there is a discrepancy in any of the information submitted by you (which formed the basis for this offer) or in the copies of the documents/certificates given by you as proof in support of the above, the Company reserves the right to revoke the offer at any time during service.

A. Probation: You will be under training for the first three months. On successful completion of the training period, you will be on probation for 6 months and your employment will be confirmed in the rolls of the company based on your performance during the probationary period.

B. Work Location: Your posting will be at PreludeSys India Private Limited, Old No D 12, New No A-3, 1st crossroad, SIPCOT IT Park-Siruseri, Navallur, Chennai 603103. Your posting at present is in Chennai. During your employment with this Company, you may be posted/transferred/attached to any other Company of PreludeSys India Pvt Ltd. Or to any of the offices/subsidiaries/unit associate offices of the Company to any town or city in India or abroad at the sole discretion of the Management.

C. Upon you working in another Company on transfer/on a specific project, you shall be entitled to emoluments and perks as applicable with PreludeSys India Pvt Ltd., only.

D. Work Ethics:

[Handwritten Signature]
Dr. R. PALSON KENNEDY, M.E., Ph.D
PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
Chennai - 600 048.

PreludeSys India Private Limited

Regd. Office : No. 3/A3, 1st Cross Street, SIPCOT IT Park, Siruseri - Chennai - 603 103.

Ph: 91-44-67417600 | www.preludesys.com

CIN : U72300TN1998PTC041576 | GSTN : 33AABCP7252K1ZC

1. During the course of your employment, you will apply yourself with dedication, exercise your duty to the best of your ability and shall devote your whole time and attention to promote the interests of the Company, and generally carry out the work as assigned to you and shall obey and comply with all the lawful orders and directions given to you by the concerned superiors in the Company.
2. You are expected to deal with the Company's money, material, and documents with the utmost care, diligence, honesty, and professional ethics. Your services may be dispensed with, at any time without any previous notice, if you are found guilty of gross indiscipline, fraud misappropriation, or acting against the interests of the Company.
3. You will not give anyone, by word of mouth, writing, facsimile, any devices or otherwise any particulars or details, which you acquire during your employment of our working systems, technical know-how, security arrangements, administrative and/or Company matters of our and our clients whether confidential, secret or otherwise, either during your employment with Company or afterward.

Our Employment Norms:

1. During the period of your employment, you will not work directly or indirectly for any other person, firm, company, or organization whether with or without remuneration nor will you engage yourself or be interested directly in any trade or business, either as employer or employee or partner or advisor or in any other capacity.
2. While employed with us, you will promptly disclose to it and assign to it your interest in any invention, improvement, or discovery made or conceived by you either alone or jointly with others, which arises out of any proceeding relating to such invention, improvement or discovery and in obtaining a domestic and foreign patent or other protection covering the same.
3. You are required to maintain yourself in a state of sound medical/physical/ mental fitness and ensure regular medical check-ups. Any neglect on your part in maintaining good health may render you medically unfit for the service. In such a case your services are liable for termination, notwithstanding other conditions mentioned in the letter or otherwise.
4. It must be specifically understood that this offer is made based on your proficiency in Technical/Professional skills you have declared to possess as per the Interview, and the ability to handle any assignment/job independently. In case, later, any of your statements/particulars furnished are found to be false or misleading, the Company shall have the right to terminate your services forthwith.
5. You will always conform to the Security regulations prescribed at your place of work (including worksite at clients' locations) for the security of personnel, data security, and assets.

Notice for separation from employment and Employment Termination

1. During the probationary period, the employment may be ended by either side serving thirty days' notice to the other or by paying an amount equivalent in lieu of such notice subject to the approval of the Company.
2. The confirmed employment may be ended by either side serving sixty days' notice to the other or by paying an amount equivalent instead of such notice subject to the approval of the Company.
3. The Company shall further be free to terminate your services at any time, without notice or compensation in lieu thereof, in the event of inefficiency in performance, insubordination, unethical/unprofessional behavior, misconduct, drunken disposition/precedence as a drugged at the workplace, breach of any of the rules and regulations of the Company, negligence towards work, physical or mental disability on

PreludeSys India Private Limited

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Ph: 91-44-67417600 | www.preludesys.com

CIN : U72300TN1998PTC041576 | GSTN : 33AABCP7252K12C

your part or accord of an unsatisfactory outcome of your background verification (full or part of previous employment history)

4. In the event of your unauthorized/ uninformed absence from work for continuous 3 or in the event of you leaving the services of the Company without any written acceptance through e-mail by the Company, it would be assumed that you have voluntarily abandoned the services of the Company, and you will be terminated from services with immediate effect and without any compensation in lieu thereof.

The terms and conditions mentioned in the letter are only a few selected ones, applicable to you and not a complete description of all Company policies and rules. You are required to go through the policy manual of the Company, as amended, from time to time.

Upon your acceptance of this offer letter / by your signing this offer letter, the Company reserves the right to initiate legal proceedings in the jurisdiction of the courts of Chennai to recover the cost of training as well as related costs associated with training as determined by the Company.

Even though the Company may depute you Overseas for on-site work or to any other location in India, the jurisdiction concerning any dispute arising out of your employment will be the courts in Chennai only.

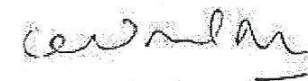
Please note that the terms and conditions of your service contract as stipulated heretofore, or to be intimated hereafter, are to be treated as strictly confidential. You are not to divulge its contents to any employee of the Company/person connected with the Company.

In all service matters, including those not specifically covered here, such as Travel, leave, etc. you will be governed by the rules of the Company framed from time to time.

Retirement: Retirement will be exercised as per our retirement policy.

At PreludeSys, we aim to provide very satisfying and challenging work to our Employees, through whom we intend to deliver high-quality service to our clients.

For PreludeSys India Pvt Ltd



Prasad Reddy
AVP - HR & IT

You are advised to read this letter carefully and if the terms and conditions are accepted by you, kindly acknowledge them by signing below.

I, have read and understood thoroughly the rules of service and the above terms of the appointment of my service. I agree with all terms mentioned above and I shall abide by all general rules of service, which are now or may hereafter be in force. I accept my appointment of service with you.

Employee's Signature
Date:

Dr. R. PALSON KENNEDY, M.E., Ph.D.,
PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
Muduvakkam, Chennai - 600 048.

Salary Annexure

PreludeSys India Private Limited

Regd. Office : No. 3/A3, 1st Cross Street, SIPCOT IT Park, Siruseri - Chennai - 603 103.

Ph: 91-44-67417600 | www.preludesys.com

CIN : U72300TN1998PTC041576 | GSTN : 33AABCP7252K1ZC

Candidate Name	Nishanthi A	Level	P0
Designation	Trainee - Software Engineer	Department	DB - Delivery
		Variable %	0
Particulars	Monthly (Rs)	Yearly (Rs)	
Basic Pay (40% of your annual TCTC)	11000	132000	
HRA	5500	66000	
Basic and HRA Total	16500	198000	
ESI - Employer (3.25% of your monthly fixed)	0	0	
PF- Employer	1800	21600	
Insurance	365	4380	
Gratuity	529	6348	
Statutory Employer	2694	32328	
Car Lease, Fuel, and Maintenance (1800/2400 pm)	-	-	
Leave Travel (@ 3 months basic pay once in 2 years)	-	-	
Internet / Mobile reimbursement (1000 pm)	-	-	
Professional Development (2000 pm)	-	-	
Food (1100/2200 pm)	-	-	
Flexi Benefits Total (as per employee option)			
Special Allowance	8306	99672	
Professional Tax	208	2496	
ESI Contribution by Employee (0.75% of your monthly fixed)	0	0	
PF Contribution by Employee	1800	21600	
Total Statutory Deductions *This will be in line with current prevailing Govt. norms	2008	24096	
Net Take Home	22798	273576	
Fixed CTC	27500	330000	
Variable Pay (*payout as per VP policy)	0	0	
Total CTC	27500	330000	

Applicable taxes will apply at any point in time toward your salary as per the current prevailing Government rules.

As mentioned above, you are eligible for Rs. 35,000 as a tenure bonus and Rs. 35,000 as a **certification bonus.

Dr. R. FALSON R.
PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
Mannivakkam, Chennai - 600 048.

PreludeSys India Private Limited

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CIN : U72300TN1998PTC041576 | GSTN : 33AABCP7252K1ZC

- * Will be paid to you in the immediate payroll cycle on completion of 1 year with us.
- ** Will be paid to you in the immediate payroll cycle on completion of 395 days which is subject to completion of organization-prescribed certifications

Exercise of Flexi Benefits:

Flexi Benefits (Flexi Benefit is equivalent to your Special Allowance)

Flexi Benefit components as per the eligibility at your level help you to get a tax exemption on submission of bills by end of the financial year.

Non-opted Flexi benefit components will be treated as special allowances and will be taxable.

Details of Employee Group Medical Insurance:

Group Medical Insurance @ Sum Insured of 2 Lakhs per annum covering spouse and 2 children.

Employee Group Personal Accident insurance of 5 Lakhs per annum for employees

Group Life covering employee minimum of Rs.10L or one time of annual CTC of the employee, whichever is higher.

Employee Group Medical Insurance coverage will be at an optimized corporate premium. You can also top up your sum insured or add a dependent if you wish to by paying an additional premium as applicable.



Dr. K. PABSON R.
PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
Mannivakkam, Chennai - 600 048.

HRD-Offer-104-SD-0901

09/01/2023

Yuvashree R

No:619, thotichiamman amman kovil street, Melur tk,
Madurai,
625103

Offer Letter

Dear **Yuvashree R**,

Congratulations! Further to the Interview you had with us, we are pleased to extend an offer to you in the capacity of a **"Trainee US IT Recruiter"** in grade **"P0"**.

Your Total Annual remuneration will be **Rs. "4,00,000"/- (Four Lakh Rupees Only)** which is inclusive of your the variable Component. A detailed break up of your salary is been explained in enclosed Annexure.

Terms and Conditions of Employment:

This offer is valid until **"11/01/2023"** which will be you joining date with us and will stand void post your stated joining date.

And also note that this offer is purely based on the information / documents provided by you and by accepting the offer, you specifically authorize the Company or any external agency through us to verify your educational, employment antecedents, your conduct and any other background checks prior to your joining the Company or thereafter. You shall extend co-operation (if asked for) during such verification without any protest or demur. If there is a discrepancy in any of the information submitted by you (which formed the basis for this offer) or in the copies of the documents / certificates given by you as a proof in support of the above, the Company reserves the right to revoke the offer at any time during service.

A. Probation: You will be on probation for a period of six months wef your the date of joining with us. The probation period will be for 6 months and in line with your satisfactory performance you will be confirmed on rolls of the company.

B. Work Location: Your posting will be at PreludeSys India Private Limited, Old No D 12, New No A-3, 1st cross road, SIPCOT IT Park-Siruseri, Navallur, Chennai 603103. Your posting at present is, at Chennai. During your employment with this Company, you may be posted/transferred/attached to any other Company of PreludeSys India Pvt Ltd. Or to any of the offices/subsidiaries/unit associate offices of the Company to any town or city in India or abroad at the sole discretion of the Management.

C. Upon you working in another Company on transfer/on specific project, you shall be entitled to emoluments and perks as applicable with PreludeSys India Pvt Ltd., only.

D. Work Ethics:

PreludeSys India Private Limited

Regd. Office : No. 3/A3, 1st Cross Street, SIPCOT IT Park, Siruseri - Chennai – 603 103.

Ph: 91-44-67417600 | www.preludesys.com

CIN : U72300TN1998PTC041576 | GSTN : 33AABCP7252K1ZC

1. During the course of your employment you will apply yourself with dedication, exercise your duty to the best of your ability and shall devote your whole time and attention to promote the interests of the Company and generally carry out the work as assigned to you and shall obey and comply with all the lawful orders and directions given to you by the concerned superiors in the Company.
2. You are expected to deal with Company's money, material and documents with utmost care, diligence, honesty and professional ethics. Your services may be dispensed with, any time without any previous notice, if you are found guilty of gross indiscipline, fraud misappropriation or acting against the interests of the Company.
3. You will not give anyone, by word of mouth, writing, facsimile, any devices or otherwise any particulars or details, which you acquire during the course of your employment of our working systems, technical know-how, security arrangements, administrative and/or Company matters of our and our clients whether confidential, secret or otherwise, either during your employment with Company or afterwards.

Our Employment Norms:

1. During the period of your employment, you will not work directly or indirectly for any other person, firm, company or organization whether with or without remuneration nor will you engage yourself or be interested directly in any trade or business; either as employer or employee or partner or advisor or in any other capacity.
2. While employed with us, you will promptly disclose to it and assign to it your interest in any invention, improvement or discovery made or conceived by you either alone or jointly with others, which arises out of any proceeding relating to such invention, improvement or discovery and in obtaining domestic and foreign patent or other protection covering the same.
3. You are required to maintain yourself, in a state of sound medical/physical/ mental fitness and ensure regular medical check-ups. Any neglect on your part in maintaining good health neffimay render you medically unfit for the service. In such a case your services are liable for termination, not withstanding other conditions mentioned in the letter of otherwise.
4. It must be specifically understood that this offer is made based on your proficiency on Technical/Professional skills you have declared to possess as per the Interview, and the ability to handle any assignment/job independently. In case, at a later date, any of your statements/particulars furnished are found to be false or misleading the Company shall have the right to terminate your services forthwith.
5. You will at all times conform to the Security regulations prescribed at your place of work (including worksite at clients' location) for security of personnel, data security, and assets.

[Handwritten Signature]
Dr. R. PALSON KENNEDY, M.E., Ph.D.,
PRINCIPAL
RED INSTITUTE OF TECHNOLOGY
Mooliyur, Chennai - 600 048.

PreludeSys India Private Limited

Regd. Office : No. 3/A3, 1st Cross Street, SIPCOT IT Park, Siruseri - Chennai - 603 103.

Ph: 91-44-67417600 | www.preludesys.com

CIN : U72300TN1998PTC041576 | GSTN : 33AABCP7252K1ZC

Notice for separation from employment and Employment Termination

1. During probationary period, the employment may be brought to an end by either side serving a thirty days' notice to the other or by paying an amount equivalent in lieu of such notice, subject to the approval of Company.
2. The confirmed employment may be brought to an end by either side serving a sixty days' notice to the other or by paying an amount equivalent in lieu of such notice subject to the approval of Company.
3. The Company shall further be free to terminate your services at any time, without notice or compensation in lieu thereof, in the event of inefficiency in performance, insubordination, unethical / unprofessional behavior, misconduct, drunken disposition / precedence as a druggie at workplace, breach of any of the rules and regulations of the Company, negligence towards work, physical or mental disability on your part or on accord of an unsatisfactory outcome of your background verification (full or part of previous employment history)
4. In the event of your unauthorized/ uninformed absence from work for continuous 3 or in the event of you leaving the services of the Company without any written acceptance through e-mail by the Company, it would be assumed that you have voluntarily abandoned the services of the Company, and you will be terminated from services with immediate effect and without any compensation in lieu thereof

The terms and conditions mentioned in the letter are only few selected ones, applicable to you and not a complete description of all Company policies and rules. You are required to go through the policy manual of the Company, as amended from time to time.

Your acceptance to this offer letter / by virtue of you signing this offer letter, the Company reserves the rights to initiate legal proceedings in the jurisdiction of the courts of Chennai to recover cost of training as well as related costs associated with training as determined by the Company.

Even though the Company may depute you Overseas for on-site work or to any other location in India, the jurisdiction concerning any dispute arising out of your employment will be the courts in Chennai only.

Please note that the terms and conditions of your service contract as stipulated here-to-fore, or to be intimated hereafter, are to be treated as strictly confidential. You are not to divulge its contents to any employee of the Company/person connected with the Company

In all service matters, including those not specifically covered here, such as Travel, Leave etc. you will be governed by the rules of the Company framed from time to time.

Retirement: Retirement will be exercised as per our retirement policy.

At PreludeSys, we aim to provide a very satisfying and challenging workplace to our employees, through whom we intend to deliver high quality service to our clients

DR. R. PALSON KENNEDY, M.E., Ph.D.,
Principal
PERI INSTITUTE OF TECHNOLOGY
Mannivakkam, Chennai - 600 048.

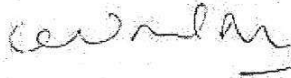
PreludeSys India Private Limited

Regd. Office : No. 3/A3, 1st Cross Street, SIPCOT IT Park, Siruseri - Chennai - 603 103.

Ph: 91-44-67417600 | www.preludesys.com

CIN : U72300TN1998PTC041576 | GSTN : 33AABCP7252K1ZC

For PreludeSys India Pvt Ltd



Prasad Reddy
AVP - HR & IT

You are advised to read this letter carefully and if the terms and conditions are accepted by you, kindly acknowledge by signing below.

I, have read and understood thoroughly the rules of service and the above terms of my appointment of my service. I agree with all terms mentioned above and I shall abide by all general rules of service, which are now or may hereafter to be in force. I accept my appointment of service with you.

Employee's Signature
Date:



DR. R. PALSON KERKAR, M.E., Ph.D
PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
Mannivakkam, Chennai - 600 048

PreludeSys India Private Limited

Regd. Office : No. 3/A3, 1st Cross Street, SIPCOT IT Park, Siruseri - Chennai – 603 103.

Ph: 91-44-67417600 | www.preludesys.com

CIN : U72300TN1998PTC041576 | GSTN : 33AABCP7252K12C

Salary Annexure

Candidate Name	Yuvashree R	Level	P0
Designation	Trainee US IT Recruiter	Department	IN - US IT Recruitment
		Variable %	0
Particulars	Monthly (Rs)	Yearly (Rs)	
Basic Pay (40% of your annual TCTC)	13,333	1,59,996	
HRA	6667	80,004	
Basic and HRA Total	20,000	2,40,000	
ESI - Employer (3.25% of your monthly fixed)	0	0	
PF- Employer	1,800	21,600	
Insurance	365	4,380	
Gratuity	641	7,692	
Statutory Employer	2,806	33,672	
Car Lease, Fuel and Maintenance (1800/2400 pm)	-	-	
Leave Travel (@ 3 months basic pay once in 2 years)	-	-	
Internet / Mobile reimbursement (1000 pm)	-	-	
Professional Development (2000 pm)	-	-	
Food (1100/2200 pm)	-	-	
Flexi Benefits Total (as per employee option)			
Special Allowance	10,527	1,26,327	
Professional Tax	208	2,496	
ESI Contribution by Employee (0.75% of your monthly fixed)	0	0	
PF Contribution by Employee	1,800	21,600	
Total Statutory Deductions *this will be in line with current prevailing Govt. norms	2,008	24,096	
Net Take Home	28,519	3,42,231	
Fixed CTC	33,333	3,99,999	
Variable Pay (*pay out as per VP policy)	0	0	
Total CTC	33,333	4,00,000	

Dr. R. PALSON KENNEDY, M.E., Ph.D.
PRINCIPAL
PIL INSTITUTE OF TECHNOLOGY
Mannivakkam, Chennai - 600 048.

*Applicable taxes will apply any point of time towards your salary as per the current prevailing Government rules.

PreludeSys India Private Limited

Regd. Office : No. 3/A3, 1st Cross Street, SIPCOT IT Park, Siruseri - Chennai - 603 103.

Ph: 91-44-67417600 | www.preludesys.com

CIN : U72300TN1998PTC041576 | GSTN : 33AABCP7252K1ZC

Exercise of Flexi Benefits:

1. Flexi Benefits (Flexi Benefit is equivalent to your Special Allowance)
2. Flexi Benefit components as per the eligibility at your level helps you to get a tax exemption on submission of bills end of the financial year.
3. Non opted Flexi benefit components will be treated as special allowance and will be taxable.

Details of Employee Group Medical Insurance:

1. Group Medical Insurance @ Sum Insured of 2L
2. Employee Group Personal Accident insurance of 5L
3. Group Life cover minimum of Rs.10L or one time of annual CTC, whichever is higher

Employee Group Medical Insurance coverage will be at an optimized corporate premium. You can also top up your sum insured or add a dependant if you wish to by paying an additional premium as applicable.

Dr. R. Palson Kennedy

Dr. R. PALSON KENNEDY, M.E., Ph.D.,
PRINCIPAL
PEETI INSTITUTE OF TECHNOLOGY
Meenambakkam, Chennai - 600 048.

PreludeSys India Private Limited

Regd. Office : No. 3/A3, 1st Cross Street, SIPCOT IT Park, Siruseri - Chennai - 603 103.

Ph: 91-44-67417600 | www.preludesys.com

CIN : U72300TN1998PTC041576 | GSTN : 33AABCP7252K1ZC



PROVISIONAL OFFER LETTER

College Name: Peri Institute Of Technology

Date : 25-10-2022

Dear Praveen Kumar S

Congratulations!!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Block A1, 6th floor, Chennai, Tamil Nadu, PIN 600063

Dr. R. JALJAN KENNEDY, M.L., Ph.D.,
PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
Chennai - 600 048.



PROVISIONAL OFFER LETTER

College Name: Peri Institute Of Technology

Date : 25-10-2022

Dear Priya Dharshini M.

Congratulations!!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

Dr. R. PALSON KENNEDY, M.E., Ph.D.,
PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
Perungalathur, Chennai - 600 048.

This is a digitally generated soft copy hence a signature is not required
Sutherland, The Gateway Office Parks, IT/ITES SEZ Bloc- A1, 6th floor, Chennai, Tamil
Nadu, PIN 600063



PROVISIONAL OFFER LETTER

College Name: Peri Institute Of Technology

Date : 25-10-2022

Dear Raghava . R

Congratulations!!!

With reference to the Interview, you had with us, we are pleased to inform you that you have been shortlisted as an "Associate". Your employment with us will be established by clearing further rounds of interviews which would be conducted online/remotely or at our Perungalathur facility (No.16, GST Road, Gateway office Parks A-1 Block, Ground Floor, Perungalathur, Chennai 600063). The offer letter will be shared with your registered email ID upon the successful completion of your further interviews.

We at Sutherland are privileged to have you with us and we look forward to launching your career on a successful note. The compensation package offered to freshers is up to 2.50 LPA - The package differs based on the Client, the individual's skill set, and various other selection parameters. Your association with the organization either contractual or permanent will be decided as per business requirements at the time of joining.

You will have to furnish the following documents during the hiring/onboarding process

- 1 Passport size photograph
- 10th, 12th, and UG/PG education certificates - (whichever is completed)
- E-Aadhar card mandatory for address proof.
- Pan Card- Mandatory to open a bank account.
- In addition, you can also submit a Ration card, Driving license/Passport, PAN Card, and Voter ID for address proof.
- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland

Dr. R. PALSON KENNEDY, M.E., Ph.D.,
PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
MUNIVAKKAM, Chennai - 600 045.

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Nadu, PIN 600063



SUTHERLAND®

PROVISIONAL OFFER LETTER

College Name: Peri Institute Of Technology

Date : 25-10-2022

Dear Rajamurali . M

Congratulations!!!

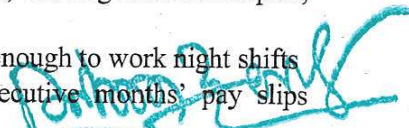
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- Medical Fitness Certificate- saying you are fit enough to work night shifts
- Offer letter / Relieving letter / Last 3 consecutive months' pay slips (Applicable only for experienced candidates)

Yours sincerely,
Talent Acquisition
Sutherland


Dr. R. PALSON KENNEDY, M.E., Ph.D.
PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
Mannivakkam, Chennai - 600 063

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Nadu, PIN 600063



PROVISIONAL OFFER LETTER

College Name: Peri Institute Of Technology

Date : 25-10-2022

Dear Revathi S

Congratulations!!!

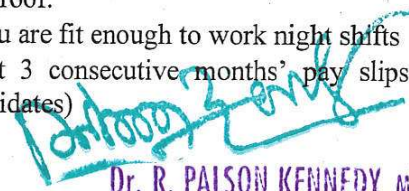
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Talent Acquisition
Sutherland


Dr. R. PALSON KENNEDY, M.E., P.E.
PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
Mannivakkam, Chennai - 600 048.

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PROVISIONAL OFFER LETTER

College Name: Peri Institute Of Technology
Date : 25-10-2022

Dear Manasa . A

Congratulations!!!

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Talent Acquisition
Sutherland

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Dr. R. PALSON KENNEDY, M.E., P. N.
PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
Mannivakkam, Chennai - 600 048.



SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Peri Institute Of Technology

Date : 25-10-2022

Dear Mohamed Hameed N

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Dr. P. DALSON KENNEDY, M.E., Ph.D.,
PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
Mannivakkam, Chennai - 600 048.



PROVISIONAL OFFER LETTER

College Name: Peri Institute Of Technology

Date : 25-10-2022

Dear Mukesh . S

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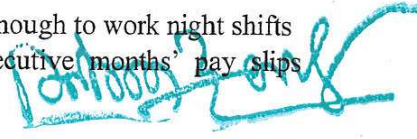
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DR. R. TALSON KENNA
PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
Maddur, Chennai - 600 063



SUTHERLAND®

PROVISIONAL OFFER LETTER

College Name: Peri Institute Of Technology

Date : 25-10-2022

Dear Naveen . L

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Sutherland

Dr. R. PALSON KENNEDY, M.E., Ph.D.,
PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY

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SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Peri Institute Of Technology

Date : 25-10-2022

Dear Nedunseraladhan - S

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Sutherland

Dr. R. PALSON KENNEDY, M.E., Ph.D.
PRINCIPAL

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PROVISIONAL OFFER LETTER

College Name: Peri Institute Of Technology

Date : 25-10-2022

Dear Swetha Chandra Sekar

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Sutherland

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Dr. R. PALSUN KENNEDY, M.E., Ph.D.,
PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
Mammurthi, Chennai - 600 048.



PROVISIONAL OFFER LETTER

College Name: Peri Institute Of Technology

Date : 25-10-2022

Dear Suresh Manikandan K

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Dr. R. PALSON KENNEDY, M.E., Ph.D.,
Principal
PERI INSTITUTE OF TECHNOLOGY
Mannivakkam, Chennai 600 048.



PROVISIONAL OFFER LETTER

College Name: Peri Institute Of Technology
Date : 25-10-2022

Dear Tamilselvan Velu V

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Dr. R. PALSON KENNEDY, M.E.
PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
Mannivakkam, Chennai - 600063.



PROVISIONAL OFFER LETTER

College Name: Peri Institute Of Technology
Date : 25-10-2022

Dear S Sunil Suresh

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Sutherland

Dr. R. PALSON KENNEDY, M.E., Ph.D
PRINCIPAL

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PROVISIONAL OFFER LETTER

College Name: Peri Institute Of Technology
Date : 25-10-2022

Dear Sivanandhan Rajan

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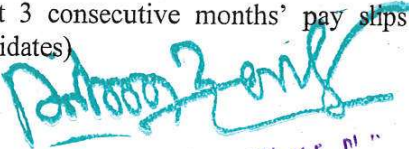
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Talent Acquisition
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Dr. R. PALSUN KENNEDY, M.E., M.Tech
PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
Mannivakkam, Chennai

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Nadu, PIN 600063



PROVISIONAL OFFER LETTER

College Name: Peri Institute Of Technology

Date : 25-10-2022

Dear Pooja Mani M

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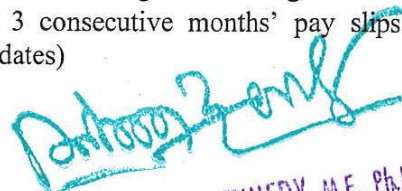
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L. A. PALSON KENNEDY, M.E., Ph.D.,
PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
Mulluvakkam, Chennai 600 048.



SUTHERLAND

PROVISIONAL OFFER LETTER

College Name: Peri Institute Of Technology
Date : 25-10-2022

Dear Yokesh Sankar

Congratulations!!!

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Dr. R. PALSON KENNEDY, M.E., Ph.D.,
PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
Mannivakkam, Chennai - 600 048.



PROVISIONAL OFFER LETTER

College Name: Peri Institute Of Technology
Date : 25-10-2022

Dear Surya Venkatesan

Congratulations!!!

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Dr. R. PALSON KENNEDY, M.E., Ph.D.
PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
Perungalathur, Chennai - 600063



EMPLOYEE DECLARATION CUM UNDERTAKING

I, Sanjay Dharmarajan employed with Renault Nissan Technology & Business Center India Private Limited (RNTBCI) Employee No RN18493, understand, undertake and declare the following:

During my employment, I may have access to confidential information belonging to RNTBCI or its clients. As a condition of my employment, I agree to protect and preserve all information to which I may be exposed or have access to hereafter.

I understand that for the terms of this Declaration cum Undertaking, Confidential Information is as defined below and includes any information that is not generally known to others and which could confer a competitive advantage to the recipient that the recipient would not otherwise have. Confidential information also includes any information that RNTBCI or any client to whom I am assigned, receives from third parties.

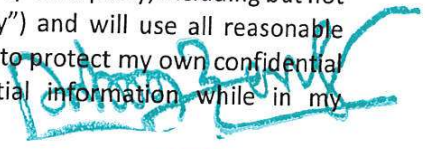
I understand that for the terms of this Declaration cum Undertaking, Proprietary refers to any information to which RNTBCI or any of its Clients have a proprietary interest.

I understand that the term "RNTBCI" herein shall also include Renault, Nissan and/or its affiliates and/or its subsidiaries besides, Renault Nissan Technology and Business Centre India Pvt. Ltd.

While working from the premises of RNTBCI or from home or on any other onsite location where I am assigned to perform my duties, I understand that I will have to adhere to the below and specifically, I agree to the following:

1. I will not copy or remove any Confidential Information from RNTBCI premises except as may be required in the normal course of my work, as specifically approved, and authorized by an authorized RNTBCI authorized representative. Upon discharge of my services from the company, I will return all Confidential Information in my possession including, but not limited to, all photocopies or duplicates, and will erase all Confidential and Proprietary Information from the memory (including email) of any computer used outside RNTBCI's premises.
2. I will not disclose Confidential Information of RNTBCI to any third party, including but not limited to my family, friends, relatives etc ("Third Party") and will use all reasonable precautions, at least to the same extent that I would use to protect my own confidential information, to preserve and protect such confidential information while in my

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possession or which comes to my attention during my association with RNTBCI and thereafter.

("Confidential Information" here means any information belonging to RNTBCI or its Clients which I have access/will have access, whether or not marked as "Confidential" and shall include Client data, Client contracts, Client's information, rates and pricing, strategic plans, engineering standards, research and engineering information, technical information, know-how, formulae, processes, intellectual property rights, photographs, computer aided drawings ("CAD"), drawings, specifications, software programs, tender documentation, new product plans, product formulations and information, plant and equipment design information, Financial/Accounting information, Employee Personal data including but not limited to Performance, Compensation & Benefits etc., any information which is deemed to be sensitive information by RNTBCI, Marketing/ Sales information, information regarding businesses, plans, operations, third party contracts or licenses or any other information or data obtained, processed, stored, or maintained by RNTBCI).

3. That I will not misuse any Confidential or Proprietary Information belonging to RNTBCI, which comes to my attention during the course of my employment and thereafter, except in the legitimate performance of my work.
4. That the data on any IT Asset (including but not limited to Desktop, Laptop, USB, external hard disk etc.), must be protected in accordance with related IT and Information Security Policy and other Policies, in respect of its classification level and where data has to be protected by encrypting it, only approved data encryption tools and functions should be used as approved by the IT and Information security team.
5. If I am granted access to any of RNTBCI's computer networks, systems, programs or databases, I shall treat as confidential, all data and information accessed from such systems as Confidential Information. In addition, I will not make or allow any Third Party to make any unauthorized electronic or hard copies or imaging of Confidential Information extracted from RNTBCI computer systems without the written approval from Information Security team and RNTBCI's authorized person.
6. That I hereby declare that all intellectual and idea generation done by me, if any, during the course of my employment shall be automatically the property of RNTBCI and I assign my rights on all such intellectual property to RNTBCI.
7. I understand that my obligations of confidentiality under this Agreement will continue indefinitely, even after cessation of employment with RNTBCI except for such Confidential Information that subsequently enters the public domain. In addition, I declare that I shall not mention or declare any of the Confidential Information pertaining

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to any Project where I am involved or relating to RNTBCI without written approval from RNTBCI.

8. Specific information on known hazards, safety requirements and emergency procedures associated with RNTBCI locations, work areas or operations in which I am involved may be provided by RNTBCI. I agree to treat such information as Confidential Information.
9. While working from home in particular, I shall ensure to use secure and reliable internet connection, to store the Confidential Information in the Share point or One Drive as the case may be, to take official calls from safe places to avoid leakage of Confidential Information, not to allow any Third Party to access the IT Asset provided to me or share or allow any Third Party to view, take pictures or copy or transfer Confidential Information in whatever manner against the interests of RNTBCI.
10. I have been provided with various IT assets to enable my work and I further agree and abide with the following:
 - a) that the IT Assets provided to me belongs to RNTBCI and shall be used only for RNTBCI business purposes and that the Confidential Information or data sent, received or stored on that equipment remain, in all respects the property of the RNTBCI.
 - b) that only software and hardware appropriately authorized by IT Department and/or purchased and/or licensed by the RNTBCI shall be used on the RNTBCI Network.
 - c) that I shall not modify any hardware or software without formal approval from the IT and Information security department.
 - d) that any use of removable media storage devices must be strictly in accordance with RNTBCI Information Security and IT Policy and such other policies, according to the confidentiality classification, under the control of the Line Manager.
 - e) that any Confidential Information stored on removable media must be encrypted or protected in accordance with the RNTBCI Information Security policy. (Removable media includes floppy disks, magnetic optical disks, writable RW-CD/RW-DVD, USB, Web Cams, phones and other connectable devices with storage capability).
 - f) that the IT Assets provided to me during the course of my employment is to be used only for the purposes of my work and I shall not misuse the same and take due care

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to protect and maintain the IT Asset while in my possession in accordance with the IT Asset Policy and such other policies and in case any IT asset is lost or stolen, the incident must be immediately be reported to his/her immediate Line Manager and the Information Security team, asking for and complying with instructions.

- g) that it is my responsibility to protect and not to disclose, share, allow imaging or taking pictures, providing access or reproduce in any manner by any unauthorized individuals to RNTBCI systems or data.
 - h) that it is my responsibility not to disclose my password or pin and to ensure the computer / allotted IT assets is secure when left unattended. Users are ultimately responsible for the use of their password or pin.
11. Unless specifically declared in writing otherwise, I do not have any financial, business or other relationship which may be opposed to the interests of RNTBCI or which may cause a conflict with the performance of my duties. I shall declare in writing any such potential conflict of interest, at all times.
12. I understand that recruitment decisions at the Company are purely on merit and I shall not inappropriately influence or attempt to influence any recruitment decisions.
13. I shall not refer any Relative (as defined in the Anti-nepotism in Employment Decisions Policy) for a role that involves direct working relationship with me.
14. I further declare that there are no employees who are my Relatives, employed in a direct working relationship with me. I shall declare either in writing or through email to the Department Head or the HR Business Partner, in case there is any change.
15. I do not to engage in any other gainful or commercial employment or business; either part time or full time, in an honorary or any other manner or one that provides remuneration, directly or indirectly. I also declare that neither me nor my family members are engaged directly or indirectly in any other profitable business or concern, directly or indirectly related with the business or activities of RNTBCI or Renault or Nissan or any of its affiliates or associates, in any manner. I shall declare in writing any such potential conflict of interest.
16. I understand that it is mandatory to declare on conflict of interest at any point of time during the course of employment, if I encounter or foresee any such situation and the declaration shall be made "spontaneously" in the specific form as per Annexure 1

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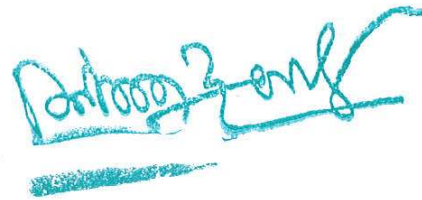
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17. I have read, understood and agree to abide by all the policies of RNTBCI including but not limited to Alliance Policy on Standards of Conduct, Code of Ethics & Compliance Handling, Renault Code of Ethics, ANTI CORRUPTION CODE OF CONDUCT, Function specific Code of Conduct as per Renault Groupe, Information Security Policy, Renault User Charter IT Digital Tools, RNTBCI IT Asset Policy, Alliance Security Standards for use of computer and IT resources, relevant communications from RNTBCI and such other policies and processes, as amended from time to time.

18. I understand that any non-compliance with this Declaration cum Undertaking would hold me liable for appropriate disciplinary actions as per the RNTBCI policies and processes and also as per the terms of my employment. This is in addition to any other action that may be initiated against me for recovery of losses & damages due to such non-compliance.

I hereby acknowledge that I have read, understood and agree to abide by the terms and conditions as provided above in this " Declaration cum Undertaking"

Person	Name	Employee ID	Signature	Place	Date
Employee	Sanjay Dharmarajan	RN18493		MWC	07 June 2023
Witness 1					
Witness 2					



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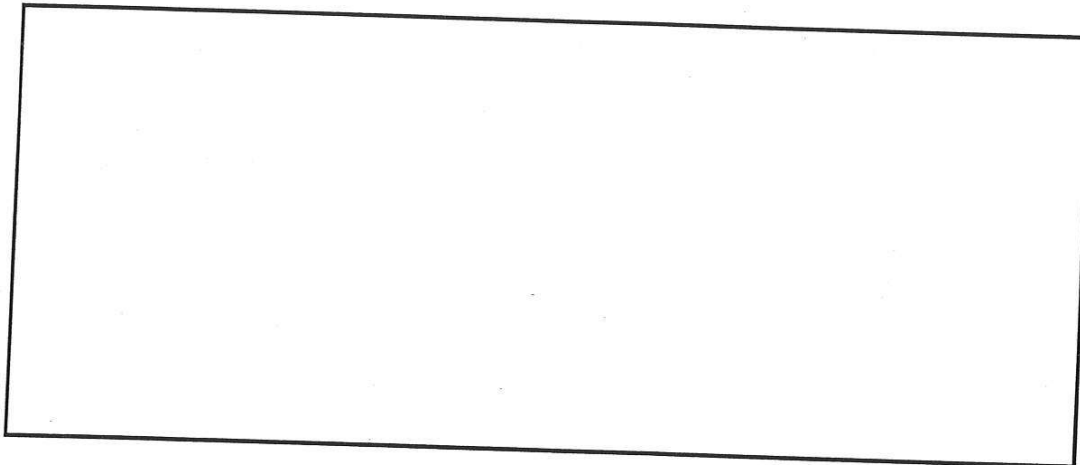
ANNEXURE 1 – SPONTANEOUS DECLARATION FORM

CONFLICT OF INTEREST

PART 1

I, the undersigned..... acting in the capacity of
(*)..... at [company name] Renault Nissan Technology &
Business Centre India Private Limited ("RNTBCI"), declare that I am aware of Renault Group's
conflict of interest management procedure, which requires all employees to declare a situation
likely to influence their decisions to the detriment of an independent, impartial and objective
exercise of their professional remits and which may be in contradiction with the Renault Group's
interests.

Accordingly, I declare that, at this time and in the exercise of my professional duties, I am in a
conflict of interest situation as described below:



I undertake to declare without delay to my line management, all new conflict of interest situation
to which I may be exposed in the future in the exercise of my professional remits.

Done in

On

Employee's Signature:



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ADDRESSING THE DECLARED CONFLICT OF INTEREST

PART 2

I acknowledge having had a discussion with my line manager,
and my Human Resources Officer, Mr/Ms on the reported conflict of
interest, and on the measures stated below to remedy it.

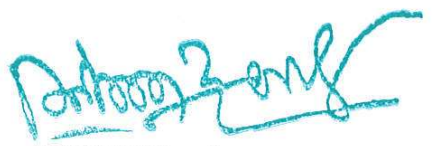
Name/position of the Manager	Date on which the CI is addressed	Description of how the Conflict of interest ("CI") is addressed (***)	Employee's signature	Manager's signature

- For Renault, the protection of your personal data is important.
- Your personal data are processed by Renault SAS, as data controller.
- Your data is used in the context of your declaration of conflicts of interest under our legal obligations.
- You have a right of access to your personal data. In addition, you may request the correction or deletion of your personal data. You also have the right to object to the processing of your personal data, with justification of a particular situation, or to request a limitation of such processing. You may request communication of your personal data in a structured and standard format.
- You may exercise these rights at any time, by proving your identity, by sending us an email to dpo@renault.com or by mail to Renault SAS, Legal Department - Data Protection Delegate, 13/15 quai le Gallo 92100 Boulogne-Billancourt, France.

(*) position held at Renault

(**) in the event that there is no follow-up on this declaration, the manager shall state the reason for this.

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ACKNOWLEDGEMENT

Date: 07 Jun 23

From

Name : Sanjay Dharmarajan
Employee ID : RN18493
Department : ISIT

1. I acknowledge that I have received the Renault Code of Ethics, ANTI CORRUPTION CODE OF CONDUCT Alliance Policy on standards of code of conduct and code of ethics.
I acknowledge that I had induction on ETHICS & COMPLIANCE @ RNTBCI
2. I shall comply fully with all the requirements mentioned in the above documents
3. I give this acknowledgement as a token of my understanding and acceptance of all the rules mentioned therein.

Employee Signature:

Name : Sanjay Dharmarajan
Employee ID : RN18493
Dated : 07 Jun 23



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& Permanent Address: No 6/127 Thiruvalluvar Salai Muniyappa Nagar Nerkundram Chennai 600107 and working as Trainee (Graduate Engineer) with the Employer (herein referred to as "the Employee" which expression shall include her/his executors, legal heirs, administrators and any one claiming through or under her/him.)

The Employer and the Employee shall herein after be individually referred to as the "Party" and collectively as the "Parties".

WHEREAS

- A. The Employer offered training to the Employee, as part of his employment, viz. "Technology Foundation Program" and ISIT on the job training in order to improve the skills of the Employee in her/his area of work and whereas, as part of the training, the employee is required to enroll in an additional course at external institute/school, whether in India or abroad, as may be determined by the Company and informed to the employee by the Company (hereinafter referred to as "Training").
- B. The Employee agreed to undergo such Training as deputed by the Employer.
- C. The Employer has employed the Employee vide (Employment Agreement/Offer Letter) dated **11/11/2022 (DD/MM/YYYY)** and terms and conditions agreed in the said Agreement/Letter shall continue to prevail during the period of the Training.

NOW, it is hereby agreed by and between the Parties as follows:

1. That the Employer hereby agreed to depute the Employee and the Employee hereby agrees to undergo the Training for a period of twelve (12) months (Training Period). However, if the Employer feels that Training Period should be extended or the mode of Training or venue needs to be changed, the Employer will inform the Employee well in advance of the changes and the Employee is required to co-operate in this respect.
2. The Employer shall bear all expenses relating to the Training including any fee paid to such institute/school, as deemed fit by the Employer. The Employee will be entitled to receive her/his stipend / salary and other applicable benefits from the Employer with effect from **6/7/2023**.
3. The entire cost and associated expenses incurred by the employer in the above regard is **Rs. 475000 (Rupees Four Lakhs Seventy Five Thousand Only)**. The Employee acknowledges and understands that the Employer will bear the Training expenses in addition to such other costs and expenses (as agreed), in connection with providing the Employee the specialized Training as envisaged under this Agreement.

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4.

- a. The Employee shall undertake the Training with all due care and diligence and to the best of her/his ability abide.
- b. The Employee shall confirm to the instructions given to her/him by the Employer during her/his period of Training. The rules and regulations, directions, instructions and orders of the Employer, as may be in force from time to time during the period of Training shall be binding on the Employee.
- c. The Employee shall never directly or indirectly disclose, transfer or use any Confidential Information belonging to the Employer without prior written consent of the Employer.
 - i. Confidential Information shall mean: (a) Production / operational processes, Marketing techniques and arrangements, Mailing lists, Financial information, Customer names, Prospects, names, and/or information relating to the business and activities of the Employer and the manner in which they do business, developed or derived there from; (b) Source and object code, flow chart, algorithms, coding sheets, routines, sub-routines, compilers, assemblers, design concepts / Software Development and related documentation and manuals; and (c), all other materials or information related to the business or activities of the Employer which are not generally known to others who are engaged in similar businesses or activities. The lack of any marking or statement that particular information is confidential information shall not affect its status as confidential information.
 - ii. Confidential information shall not include: (a) Information in the public domain not as a result of breach of any duty owed to Employer by any officer / employee of the Employer or any other person; (b) Information already known to any officer / employee of the Employer prior to the date of this Agreement; (c) Information published or disseminated by the Employer without any restrictions; and (d) Information identified in writing by the Employer as not being confidential information.
- d. The Employee while undergoing Training shall not engage herself/himself in any work / assignment whether for reward or otherwise except with prior written permission of the Employer. The Employee shall not accept any employment, part-time or otherwise, nor be interested directly or indirectly in any other business activity during the Training Period.
- e. The Employer shall not be liable for any personal indebtedness or liability of the Employee during the period of Training and the Employee shall have no authority whatsoever to pledge the credit of the Employer for any reason whatsoever. The Employee shall indemnify and keep the Employer indemnified from any damage, loss or claim or action arising directly or indirectly through any act of commission or omission on the part of or by or through the Employee.

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TAMIL NADU

RNTBCI

91AB 715762

V.BEDHARAJAN
Stamp Vendor
L No. 12445/21/08
El Kottuthan, CH-32.
Mobile No: 9110919475

AGREEMENT

This AGREEMENT ("Agreement") is entered into on this 6/7/2023 at Chennai.

BETWEEN

M/s. Renault Nissan Technology & Business Centre India Private Limited (RNTBCI), a company incorporated as per the provisions of the Indian Companies Act, 1956 and having its registered office at Ascendas IT Park, Mahindra World City, No TP2/1, Natham Sub Post Office, Kancheepuram Dist., Tamil Nadu-603002. (Herein after referred to as "the **Employer/Company**" which expression shall mean and include its successors-in-interest and title, assigns and any one claiming through or under it)

AND

Mr Sanjay Dharmarajan, Employee ID RN18493 employed at RNTBCI, designated as Trainee (Graduate Engineer) Presently residing at No 6/127 Thiruvalluvar Salai Muniyappa Nagar Nerkundram Chennai 600107

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Mannivakkam, Chennai - 600 048.

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- f. Without prejudice to anything contained herein or in any other communication, letter or agreement, a mere participation in the Training shall not give rise to any entitlements, what so ever.
5. After successful completion of Training, the Employee agrees to continue with her/his duties for the employer for a minimum period of two (2) years thereafter, in such post or capacity as may be determined by the Company. In view of the fact that the Employer is expending valuable resources to provide Training for value addition of the Employee, she/he acknowledges the Employer's stipulation of minimum service of two (2) years after successful completion of Training as fair and reasonable. The Employee further acknowledges that the Training will expose her/him to technological advances and result in enrichment of her/his knowledge and experience and that a minimum service of two (2) years after successful completion of Training ought to be made available for the Employer and that the said stipulation is fair and reasonable.
 6. The Employee agrees to complete the Training and to commit to her/his employment with the Employer for the said period of two (2) years as stated herein above during and after successful completion of the Training. During the said period of two (2) years, if the Employee seeks employment elsewhere, directly or indirectly, whether for reward or otherwise or engage herself/himself in any trade or business she/he agrees to pay the Employer a compensatory sum as mentioned in clause 7 below for the Training expenses incurred by the Employer, together with interest at 12% per annum from the date of breach till date of realization.
 7. In the event of the Employee not reporting to work immediately after the completion of Training or voluntarily leaves the service of the Employer, within two (2) years after completion of Training or during the Training Period, then the Employee agrees to pay the Employer a compensatory sum as per the table below, together with interest at 12% per annum from the date of breach till the date of realization, as reimbursement for the Training expenses incurred by the Employer. It is agreed between the Parties that the Employee's obligation towards the Employer will be determined by the Training Cost as clearly mentioned under clause 2 of this Agreement.

S.No.	Breach	Amount payable by the Employee
1.	Employee leaves the employment during the training period or during the first year after the completion of the Training	Rs 475000
2.	Employee leaves the employment during the second year after the Completion of the Training	Amounts to be calculated (from costs mentioned in clause 3) on a pro-rata basis for the period remaining to be served out of the two years period (mentioned in clause 5).

8. In the event of any default by the Employee in not fulfilling her/his obligation to reimburse the Employer of any amounts which may be due from her/him for the breach of this contract, the Employer shall be entitled to withhold any payments/benefits due to the Employee, as agreed

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herein, and for the remaining amount, if any, the Employer shall be entitled to initiate legal proceedings against the Employee for the recovery of such remaining amount which the Employee may owe to the Employer or claim from the Employee parents/ guardian on the basis of Letter of Undertaking signed in this regard (if any).

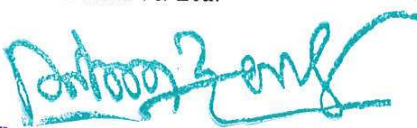
9. Termination:

- a. The Employer reserves the right to recall / rescind the Training without notice to the Employee if he is found incompetent or objectionable by the Employer or if the Employee is guilty of misconduct or of breach of any of the clauses herein.
- b. The Employer's right to terminate the Services of the Employee and/ this Agreement is reserved, without in any manner waiving the liability of the Employee as contemplated in Clauses 5, 6 and 7 of this Agreement, both during the Training Period and subsequent period of service till the completion of Two (2) years of service as stated above in clause 5.

10. Dispute resolution: The Parties hereto agree that they will first attempt to resolve any disputes regarding this Agreement through mutual consultation. However, if such consultations do not result in satisfaction to either Party within Thirty (30) days after one Party has given written notice to the other to commence such consultations, then either Party may refer the dispute to arbitration. Any dispute, controversy or claim arising out of or relating to this Agreement, or breach, termination or invalidity thereof, shall be settled by arbitration in accordance with The Arbitration and Conciliation Act, 1996 as at present in force and amendments thereto, if any. The language of the arbitration shall be in English. The arbitration shall be held in Chennai, Tamil Nadu, India. The arbitration award shall be final and binding on the Parties. The cost of the arbitration shall be borne by the Employee unless otherwise determined by the arbitration award. When any dispute occurs and when any dispute is under arbitration, except for the matters under dispute, the Parties shall continue to exercise their remaining respective rights and fulfill their remaining respective obligations under this Agreement.

11. Address for Service: All communications between the Employer and the Employee shall be deemed to have been effectively served, if sent by registered post acknowledgment due to the following address:

Employer: Renault Nissan Technology & Business Centre India Pvt. Ltd.
Ascendas Mahindra IT Park,
Mahindra World City
TP 2/1Natham Sub-Post,
Chengalpattu, Kancheepuram District
600302.


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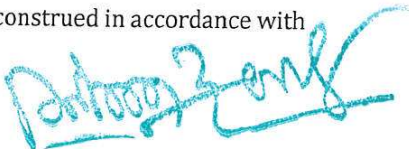
Employee: Name: **Sanjay Dharmarajan**
Employee ID : **RN18493**
Permanent Address: **No 6/127 Thiruvalluvar Salai Muniyappa**
Nagar Nerkundram Chennai 600107

Any change in the above address of any of the Parties shall be intimated to the other Party by way of registered post acknowledgment due by the Party whose address has changed within a period of seven days of such change.

12. Miscellaneous:

- a. Entire Agreement: This Agreement embodies the entire agreement and understanding between the Parties hereto relating to the subject matter hereof and supersedes all prior agreements and understandings to the extent it relates to that subject matter, and it is agreed that there are no terms, understandings, representations or warranties, express or implied, other than those set forth herein.
- b. Amendment: This Agreement may be amended only with the written consent of the Parties hereto.
- c. No Waiver: No failure or delay on the part of any Party hereto in exercising any right, power or privilege under this Agreement or contemplated hereby and no course of dealing between the Parties hereto shall operate as a waiver thereof nor shall any single or partial exercise of any right, power or privilege under this Agreement or contemplated hereby preclude any other or further exercise thereof or the exercise of any other right, power or privilege hereunder. The rights, powers and remedies under this Agreement or contemplated hereby expressly provided are cumulative with and not exclusive of any rights, powers or remedies which any Party hereto would otherwise have. No notice to or demand on any Party hereto in any case shall, ipso facto, entitle such Party to any other or further notice or demand in similar or other circumstances or constitute a waiver of the rights of the other Party to any other or further action in any circumstances without notice or demand where notice or demand is not otherwise required.
- d. Governing Law: This Agreement shall be governed by and construed in accordance with the laws of India.

RENAULT NISSAN TECHNOLOGY BUSINESSES CENTRE INDIA
PRIVATE LIMITED
Ascendas IT Park, Mahindra World City, SEZ
No. T P 2/1, Natham Sub Post Office, Chengalpattu District,
Tamil Nadu - 603 004.
India


DR. R. PALSON KENNEDY, M.E., Ph.D.
T +91 44 67481000
F +91 44 67481150
PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
Mannivakkam, Chennai - 600 048.

Confidential C

- e. Partial Invalidity: It is expressly understood and agreed that although the Employee and the Employer consider the restrictions contained in this Agreement to be reasonable, if a final judicial determination is made by a court of competent jurisdiction that any restriction in the Agreement is an unenforceable restriction against the Employee, the provisions of this Agreement shall not be rendered void, but shall be deemed amended to apply as to such maximum scope and to such maximum extent as such court may judicially determine or indicate to be enforceable. Alternatively, if any provision of this Agreement, or the application thereof to any particular Party or circumstance, shall to any extent be invalid or unenforceable, the remainder of this Agreement, or the application of such provision to the other particular Party or circumstance, shall not be affected thereby and each remaining provision of this Agreement, or the application of such provision to any particular Party or circumstance, shall be valid and enforceable.
- f. Counterparts: This Agreement may be executed in multiple counterparts, each of which shall constitute a duplicate original, but all of which together shall constitute one and the same instrument.

In witness whereof, the Parties have signed this **AGREEMENT** in the presence of the following: **Signature of Parties:**

For RNTBCI

Witnesses:

1. _____
2. _____

Sanjay Dharmarajan
Employee ID: RN18493
witnesses:

1. _____
2. _____

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Mylapore, Chennai - 600 004

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PRIVATE LIMITED
Ascendas IT Park, Mahindra World City, SEZ
No. T P 2/1, Natham Sub Post Office, Chengalpattu District,
Tamil Nadu - 603 004,
India

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MESPL/225/2023
12th September 2023

Mr. Arulmani G
286, Koilla Koitta, Rajanthangal,
Tiruvannamalai,
Tamil Nadu-606755

Letter of Appointment

Dear Arulmani,

We warmly welcome you into the Maxworth family.

With reference to your application and our subsequent discussions, this Letter of Appointment confirms our offer to you for the position of Technical Support Engineer with Maxworth Electronic Systems Pvt Ltd., New Delhi.

Your initial place of posting is Chennai. You will report to the Resident Engineer (South) who will give you your detailed Job description.

The following are the terms and conditions of your employment:

1. Commencement

These terms will be effective from your date of Joining (11th September 2023). As per our Company's Policy, your appointment is subject to –

- Your clearing of a medical examination to be conducted by our approved medical facilities.
- Our checking and approving your references & certificates etc.

2. Compensation Package

Your remuneration package is detailed in the attached Annexure. During the tenure of your employment, you will keep your emoluments strictly confidential.

Your employment will be governed by our Company Policies, Rules and regulations, as amended from time to time.

You are liable to transfer internally within the various departments of the Company, as well as to any Maxworth office, sister concerns or client sites within the country.

Whilst in our employment, you will work efficiently and diligently, and carry out your duties to the best of your ability. You will not work for any other organization without prior permission and written consent from the management.



Maxworth Electronic Systems (P) Ltd.
909, Shohpuri's Tirath Singh Tower, C-58, Community Centre, Pankha Road, Janakpuri, New Delhi - 110 058
Tel: +91-11-25552171, Fax: +91-11-25552174
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Mannivakkam, Chennai - 600 048.

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You will protect the confidentiality of all Maxworth's business and financial information and Intellectual Property, both during and following your employment.

3. Probation

You will be on probation for a period of Six months from the date of your joining. The company reserves the right to extend your probation if found necessary. Once the probation period is satisfactorily over you will be issued a confirmation letter and your assignment will then be on a permanent basis.

During the period of probation, your services are liable to be terminated by the Management, without assigning any reason, by giving notice of one month or payment (equivalent to gross salary) in lieu of the notice. You can also resign in the probation period, by giving a notice of one month. However, in case you resign within one month of joining, you are liable to pay the additional cost incurred by the company in your joining, including cost of medical insurance, recruitment services, verification services etc.

4. Notice Period & Resignation

Post confirmation, you can resign from the services of the company by giving three months' notice in writing. The management may relieve you of your services at any point during the notice period and you shall be paid your full salary and dues till the date of relieving. In case you are desirous of being relieved earlier the management may, at its sole discretion, accept your request. In such a case, you will be required to pay the company an amount equal to your gross salary in lieu of the unserved notice period. You will be required to mandatorily complete the exit formalities, as prescribed from time to time, and surrender all company assets in good condition. You are liable to safekeeping of all company assets and any loss/damage will be adjusted from your dues.

5. Termination from Service

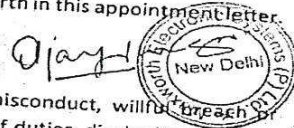
Notwithstanding the terms and conditions contained in this letter of appointment, post confirmation your services can be terminated without assigning any reason by giving three months' notice in writing or payment of three month's gross salary in lieu of the notice.

However, your services are liable to be suspended or terminated without any notice and without any compensation in lieu thereof, if –

- Any information given by you at the time of appointment is false.
- You are found guilty of dishonesty, indiscipline, or any other conduct contrary to the terms of employment, policies, rules and regulations of the company.
- You are found to be in breach of any of the terms of your employment as set forth in this appointment letter.

6. Misconduct & Negligence

If at any time during your employment, you are found guilty of any act of misconduct, willful breach of continuous negligence in terms of the appointment letter or rules or dereliction of duties, disobedience of the instructions given to you from time-to-time, the Management may, without any notice or without any payment



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in lieu of notice, terminate your employment with the Company and you shall also be liable for all the losses and damages caused to the Company and its payment thereof.

At the time of your exit from the company, you must return all the documents, keys, credentials, access codes, passwords, assets, demo equipment, software codes and any other property of the company in your possession before the settlement of your Full & Final accounts and issuance of relieving letter.

7. Confidentiality, Non-Disclosure and Assignment

You shall keep all information (Technical, Commercial, and Financial) that may come to you or is made available to you, directly or indirectly about the Company, its work, or its clients (and their projects) strictly confidential. You shall not disclose any such information to any third party, except to the extent required during the discharge of your duties, responsibilities, and obligations under employment with the Company or if required under law.

Immediately upon joining the company, you shall be required to sign the prescribed Confidentiality and Non-Disclosure Agreement (NDA) with the Company. You may also be required to sign a prescribed NDA with the company clients, if so desired by them, from time to time.

During the course of discharging your obligations while in employment with the Company, if you make any invention or discovery of a new product or idea; discover or improve upon the existing know-how, formula, design, concept or other creation; write or improve upon any software code etc., the same shall be the property of the Company and you hereby undertake to transfer and assign such work, invention, discovery and/ or improvement in the name of the Company.

8. Performance Evaluation

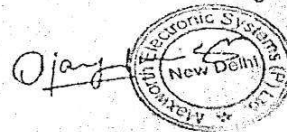
While whole time in our employment, you will work efficiently and diligently, and carry out your duties to the best of your ability. Your performance in the company will be periodically evaluated, and promotions & salary increments will be entirely at the discretion of the management and will be determined based on your overall & consistent performance, efficiency, satisfactory discharge of your duties and annual appraisal by your superiors.

9. Job Responsibilities and Obligations

The Supervising Officer or other Superior Officer of the Company will assign your duties and responsibilities and the same will also include the jobs assigned by the Management from time to time.

10. Travel and Conveyance

You may be required to undertake travel for the Company's work and the Company will reimburse you the expenses as per the rules, regulations, and travel policy as applicable to your level in this regard on the production of bills and receipts.



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maxworthsystems.com

Handwritten signature in blue ink.

Dr. R. PALSON KENNEDY, M.E., Ph.D.,

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Kotturam, Chennai - 6

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11. Fitness

Your appointment or its continuation is subject to your remaining medically, physically, and mentally fit. You shall present yourself before the doctor(s) and/or specialist(s) nominated by the Company for the purpose of medical examination and/or for checkup and health survey from time to time. Failing to present yourself before the said nominated doctor(s) and/or specialist(s) would be considered as a gross misconduct entailing immediate dismissal from the services of the company.

12. Whole-time Employment

During the period of your employment, you will not work directly or indirectly for any other person, institution, or establishment either for or without remuneration nor will you engage yourself or be interested directly in any trade or business either as Employer or Employee or Partner or Advisor in any other capacity, whatsoever.

13. Transfer

You will be liable to be transferred in such capacity as the Company may determine to any department, section, location establishment, any branch office or associate concern or business associates, either existing or to be set up in the future, in India or overseas. There will not be any change in terms & conditions of employment, including salary, in the event of such a transfer unless advised in writing.

14. Training

You may be required to undergo specialized training within the Company or at other institutions nominated by the Company in India or overseas. In that case, you will have to sign a bond for such a period and the Company may decide the amount in this regard.

15. Vacation and Leave

You will be entitled to Leaves & Holidays as per company policy. Further details are available in the Leave Policy.

16. Retirement Age

You will automatically retire from your services on your attaining the age of 58 years. Your date of birth as per records made available to the company in the official address proof will be treated as your correct date of birth for all practical purposes.

17. Address and Its Changes

Your residential address, as available in the records of the Company, is given at the beginning of this letter. In the event of any change in the address, you shall immediately notify the same in writing to the Company HR. Your failure to comply with this requirement shall be taken as misconduct and further action as per the rules of the Company would follow.

All letters, communications, and notices to be sent to you shall be forwarded to your address as available on record. Delivery of such letter in person against acknowledgment or dispatch of the said letter by registered post/speed-post/courier/email shall be deemed as having been served to you.



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18. Other Applicable Policies and Regulations

The above terms and conditions are based on the Company's policies, procedures, and other rules currently applicable and are subject to amendment and adjustment from time to time. You shall abide by all rules and regulations of the Company as in force from time to time.

You shall be responsible and liable to pay your applicable & due Government taxes and other levies which shall be deducted at source from salary and/or other dues, as per prevailing government rules and guidelines.

19. Integrity

Maxworth requires all staff to act honestly and with integrity to safeguard the resources for which they are either directly or indirectly responsible. We will fully investigate any suspected acts of fraud, misappropriation, or any other irregularity. The reporting of any reasonable suspicion of fraud is encouraged.

20. Acceptance

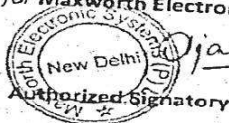
Please sign a copy of this letter as token of having accepted the terms and conditions of your employment and return the same to the Company.

We welcome you and look forward to a long and mutually satisfying association between us.

Thanking you

Sincerely yours

for Maxworth Electronic Systems Pvt Ltd



Encl: Salary breakup sheet

The contents of this letter detailed above have been read and understood by me. I accept the appointment.
I have also received a copy of this letter.

Date:

Signature

Maxworth Electronic Systems (P) Ltd.
909, Shahpuri's Tiroth Singh Tower, C-58, Community Centre, Pankha Road, Janakpuri, New Delhi - 110 058
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www.maxworthsystems.com			
Employee ID:		MESPL/225/2023	
Employee Name:		Arulmani G	
Department/Designation		Technical Support Engineer	
Salary Breakup		PM	
Basic	1,50,000	Basic	12,500
HRA	1,05,000	HRA	8,750
SA	45,000	SA	3,750
Gross	3,00,000	Earning	25,000
Additional CTC components		Less	
PF	18,000	PF	1,500
Gratuity	7,215	TDS	-
Medical Ins premium	10,000	Take Home	23,500
CTC	3,35,215		

Note

1. PF & Gratuity are applicable as per Government policy.
2. Medical insurance is applicable for Self, Spouse & upto two children(below the age of 18 yrs). Premium will be directly paid by company. Insurance amount will be given as per company policy.
3. Your medical insurance amount is 3L.
4. TDS will be deducted(if applicable) based on tax calculation taking into account the Govt. policy & the tax saving documents submitted



Signature

Signature

Dr. O. KENNEDY M.E. Ph.D.
PRINCIPAL

REDA INSTITUTE OF TECHNOLOGY
Chennai - 600 048.



04 April, 2023

Sivanandhan Rajan

Email ID: scientistsiva332@gmail.com

Phone: +91 7094599575

Dear Sivanandhan Rajan,

We are excited to welcome you to Maveric Systems.

Started in 2000, Maveric Systems is a niche, domain led, BankTech specialist.

We partner with global banks to solve their business challenges through emerging technology. Our 3000+ technology specialists and proven frameworks help our customers navigate a rapidly changing environment.

We accelerate digital transformation in retail, corporate and wealth management through –

- Inherent banking domain strength
- A customer intimacy led delivery model.
- Differentiated talent with layered competency (deep domain knowledge and tech leadership)

We have specialized competencies across Data, Digital, Core Banking and Quality Engineering. Through our commitment to finding the best solutions for customers, we have been able to establish ourselves as trusted partners to many global banks who expect us to deliver their challenging digital transformations.

We welcome you to join us in our Maveric 4.0 journey, where, by 2025, we aim to be one of the top 3 BankTech specialists transforming digital ecosystems globally in the retail, corporate and wealth management space.

What is in it for you?

- Scale Driven Opportunities
- Direct Customer Facing Engagement Opportunities
- Steep Learning Curve in the Banking domain

We look forward to seeing you onboard.

You can count on us to **Accelerate Your Next.**

Dr. R. PALSON KENNEDY, M.E., Ph.D.,
PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
Mannivakkam, Chennai - 600 040.

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Please take time to carefully understand the remaining contents of this letter relating to your employment:

1. Designation: Test Associate

2. Training & Probation Period:

You will be on training during your probation for a period of 6 months from the date of joining. During the training, if you fail to meet the minimum required performance, you will be disqualified from the training. Your performance in the training during the probation period will be monitored and assessed, and necessary corrective actions will be taken from time to time. You are expected to be at your best behavior and performance always. On successful completion of the training and probation period, your services will be deemed confirmed, unless you receive prior intimation to the contrary.

3. Base Location:

Your Base Location will be **Chennai/Bangalore/Pune**. It will be finalized on successful completion of your training period, based on the Business requirement.

4. Reporting:

You will be reporting to **Krishna Kumar Ramachandran, Vice President** at Maveric Systems on your date of Joining and in the initial period prior to being assigned to a project.

5. Compensation:

Your Annual Compensation would be **INR 3,40,000 (Rupees Three Lakhs Forty Thousand Only) Per annum** paid in arrears on the last day of each month. The Proposed Salary Structure is given in Annexure - 1. Your compensation will be revised to **INR 3,80,000 (Rupees Three Lakhs Eighty Thousand Only) Per annum**, and you will be redesignated as **Test Engineer** after your first performance appraisal in October 2024, subject to a satisfactory performance.

6. Date of joining:

You will join Maveric Systems on **10 July, 2023** at our Office. An appointment letter would be issued with the actual date of joining post completion of joining formalities. You need to carry the following documents on the first day at work.

- ▶ Photocopies of all education certificates (Mark sheets of 10th, 12th, UG, PG (if applicable), and the Degree certificates of UG and PG (if applicable))
- ▶ Photocopies of the Passport, Aadhar Card and PAN Card
- ▶ 8 passport size color photographs (on a white or grey background)
- ▶ Marriage Certificate (If applicable)

These documents are mandatory to complete the joining formalities without which your employee ID will not be generated.

Dr. R. Palson Kennedy

ACCELERATE
NEXT
Dr. R. PALSON KENNEDY, M.E., Ph.D.,
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Mannivakkam, Chennai - 600 048.

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7. Notice Period: Termination

Your employment with the Company can be terminated by giving Ninety days' notice in writing from either side. Maveric Systems' disengagement policy mandates you to provide notice of at least three months (even during the probation period) in case of deciding to resign from the services. However, it is the sole discretion of the company to decide on the last working day. Full attendance is mandatory during the notice period, failing which the company may extend the notice period. In the event of any discrepancy, untrue information found in your application form or resume, negative background verification report, willful neglect of your duties, breach of trust, or gross indiscipline, Maveric Systems has the discretion to terminate your services without any notice or without any payment in-lieu of notice period.

8. Work Hours:

You would be expected to work regular office hours (9 AM to 5:30 PM, Monday- Friday)

9. Transferability:

Maveric has multi geography delivery focus. This requires you to be open to taking up project-based engagements outside your home base and be open to transfers to other Maveric operations/client locations.

10. Vacation:

You are eligible for 20 days of paid leave for every calendar year (Jan to Dec), prorated based on your date of joining. Please refer to our leave policy upon joining for further details.

11. Non- Circumvention:

You will not approach or induce/assist any other individual to approach any client of Maveric Systems, to sell testing or any other allied services for a period of 12 months from the date of separation from services to Maveric Systems in India or any other location that was assigned as your target market. To communicate this understanding in more formal terms, please find enclosed a separate Maveric Non-Circumvention Agreement. You are required to read the contents carefully and sign a copy of the same on your date of joining.

12. Confidentiality:

As an employee, you will be privy to information pertaining to Maveric Systems and It's Clients business from time-to-time. You will maintain as confidential all such information that you gain while in employment. To communicate this understanding in more formal terms, please find enclosed, a separate Maveric System Non-Disclosure Agreement. You are required to read the contents carefully and Sign a Copy of the same on your date Joining.

13. Offer Conditions:

Maveric Systems offer of employment is strictly conditional upon receipt of:

- a) A signed copy of this letter as acceptance of the terms of employment, on or before the prescribed date.
- b) Satisfactory references
- c) Confirmation of your qualifications and achievements (without any Arrears)
- d) Confirmation of work experience / qualification in the background verification.

Should the background verification check fail at any point in time (even post joining), the offer will stand void or revoked, and the employment will be terminated.


ACCELERATE
NEXT
Dr. R. PALSON KENNEDY, M.E., Ph.D.,
PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
Mammuvukkur, Chennai -



If the above offer meets your expectations, you are requested to confirm your acceptance by returning the attached acknowledgment copy duly signed on, or before **10 July, 2023**, failing which this offer will lapse.

I take this opportunity to welcome you to Maveric once again and trust you will have a rewarding experience!

Sincerely,

Harish TR
Senior Vice President-Talent Leadership
Date: 04 April, 2023

Read and Accepted:

Sivanandhan Rajan
Date:

Annexure:

- i. Breakup of annual CTC
- ii. Flexible Benefit Plan

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Mannivakkam, Chennai - 600 048.

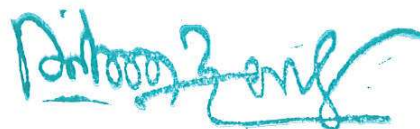
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Name: Sivanandhan Rajan
Designation: Test Associate

Annexure i: CTC Structure

FIXED COMPENSATION STRUCTURE

ALLOWANCES		
A. MONTHLY ALLOWANCES	PER MONTH	ANNUAL
BASIC	11,333.00	1,36,000.00
HRA/LEASE AMOUNT	5,667.00	68,000.00
CONV. ALLOWANCE	1,600.00	19,200.00
MEDICAL REIMBURSEMENTS	1,250.00	15,000.00
STATUTORY BONUS	1,400.00	16,800.00
SPL ALLOWANCE	4,468.00	53,612.00
Total	25,718.00	3,08,612.00
CONTRIBUTIONS		
B. ANNUAL LIMITS / CONTRIBUTIONS	PER MONTH	ANNUAL
MEDICAL INSURANCE	-	3,250.00
GRAUTITY	-	6,538.00
C . C . P . F	1,800.00	21,600.00
Total	1,800.00	31,388.00
Grand Total (CTC)		3,40,000.00



Dr. R. PALSON KENNEDY, M.E., Ph.D.,
PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
Mannivakkam, Chennai - 600 078

Annexure ii: Flexible Benefit Plan

Flexible Benefit Plan

Structure Your Compensation the Right Way with Maveric FBP Plan

Flexible Benefit Plan (FBP):

To better suit your needs, FBP provides flexibility to you in structuring your compensation with the objective of making it more tax-friendly by opting components that are beneficial to you. FBP is composed of the following components. You are eligible to choose components/benefits based on your choice and level/Grade.

- a) **Sodexo Meal Card:**
Maveric has collaborated with Sodexo to provide Meal card for you. Sodexo has partnered with more than 4000+ vendors across India for an exhaustive acceptance of the card. This card can help you with the purchase of Food, Non-Alcoholic beverages and groceries. This card will be loaded every month along with monthly payroll and there is no requirement for bill submission.
Maximum entitlement of **INR 36,000 per annum** is applicable under this benefit.
- a) **Health and Wellness:**
This benefit enables you to claim for expenses related to Health club, Gym membership, Yoga, Zumba, Sports activity membership, and similar facilities. Purchase of equipment related to sports, gym & any other aforesaid activities will not be considered. You can claim up to a maximum amount of **INR 24,000 per annum** which will be reimbursed on submission of bills.
- b) **Communication:**
This benefit enables your communication needs and can help you claim expenses of your Landline, Mobile and Broadband/Dongle expenses.
You can claim up to a maximum amount of **INR 48,000 per annum** which will be reimbursed post submission of bills.
- c) **Leave Travel Allowance:**
You can claim expenses incurred during your travel under the LTA entitlement. In a block of 4 years the LTA benefit can be availed 2 times.
You can claim a maximum amount of up to **INR 1,00,000 per annum** based on your level/grade.
- d) **Fuel Reimbursement:**
Everyday office commute expense can get tricky but with Maveric's fuel reimbursement plan, you can claim up to a maximum amount of **INR 28,800 per annum** on purchase of fuel for two/four wheeler for office commutation.
- e) **Books & Periodicals:**
If you are a bibliophile or just love reading, you can purchase books, periodicals, journals & Newspapers and can claim up to a maximum amount of **INR 24,000 per annum** as reimbursement

Dr. R. Palson Kennedy

Dr. R. PALSON KENNEDY, M.E., Ph.D.,
PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
Mammavakkam, Chennai - 600 048.

Ref No: Intellect/Tech/22-23

Date: 06-02-2023

Name: M. Pavithra

Address: Chennai

Sub: Your Offer of Employment in Intellect

Dear Pavithra

Thank you for the time you invested in exploring career opportunity with Intellect. Our leaders have found the dialogue with you meaningful and your capabilities aligned to the organization requirement and have hence chosen to invite you to be part of the Intellect family! Congratulations!!!

We believe that the prosperity of an organization is defined by the power of thought, of both individuals and teams and therein we put 'Design Thinking' at the core of everything we do. This maximizes our chances of getting to a state of mind that is 'Fulfillment'; as we create opportunities for ourselves to contribute to our fullest capacity with the freedom to think and act differently. This, in turn is possible with us having the feeling of belongingness. Hence, for us, all employees are associates and you are set to become one of our fellow associates.

This invitation to you is to join us as **Associate Consultant in Grade T120**. The details of your work location and reporting manager shall be shared with you closer to date of joining (post successful completion of your course)

Your gross compensation shall be **INR 5,00,000 per annum**. The details of the same are as in Annexure-A of this Offer of Employment. The organization is confident of its ability in hiring some of the best talent in the industry and you are one such talent.

When all of us come together as associates of this organization placing the interests of us humans above everything else, it is important that we have the ecosystem of policies and practices that enable us to exercise our rights freely. This is possible with everyone in the organization respecting each other as individuals, playing their part in protecting and nourishing the collective work culture. Towards this, we have set some boundaries / norms / rules for ourselves as associates of the organization and shall abide by the same in all circumstances. As we evolve, we do make changes to the rules governing ourselves to be aligned to the demands of the environment and associate needs. We will continue to abide by the changes as and when they are made. Given below are a brief on some of the key terms that govern us when we are in employment with the organization.

M. Pavithra

(Signature of Associate)

Dr. R. PALSON KENNEDY, M.E., Ph.D.,
PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
Metturakkum, Chennai - 600 042
www.intellectdesign.com

1. Employment Terms:

A. **Service Rules:** Your services in Intellect will be governed by the service rules and regulations, which are in force or which would be brought into force from time to time, as applicable to all Associates of the Company. Some of the service rules are enumerated below in this document. In addition to these, all Company policies and Associate related guidelines are made available on the intranet of the Company. Changes/amendments to these policies and guidelines are made taking into consideration Company's and associates' best interests from time to time. You are advised to go through these policies and adhere to them during your employment with the Company.

B. **Full Time Work:** Your position is a full time employment and you shall devote yourself exclusively to the business of the Company. You will not take up any other work – part time or otherwise – or work in advisory capacity or be interested directly or indirectly in any other trade or business without the prior written consent from the Company during your tenure of association with the company. The Company reserves the right to alter or allocate different responsibility to you from time to time depending on the business needs of the Company.

C. **Code of Conduct:** You are expected to operate with the highest degree of initiative, economy, efficiency and responsibility. You will at all times act bearing in mind the best interest of the Company and will at no time do or say anything which compromises the Company's goal or reputation. If there is any breach of the same, or the terms and conditions laid down in code of conduct, your service could be terminated without any notice notwithstanding any other terms and conditions stipulated herein.

D. **Past Record:** If any declaration given or information furnished by you to the Company proves to be false/forged or if you are found to have willfully suppressed any material information, you will be liable to be removed from services without any notice or compensation whatsoever.

E. **Responsibilities:** You are expected to perform effectively to ensure achievement of required results and you will be required to work under the supervision of such officers as directed by the Company from time to time. Your performance in the assigned role will be periodically reviewed and the feedback will be shared with you. In the event of your performance not measuring up to the expectations of your supervisor, the Company reserves the right to take suitable recourse up to and including termination of your services.

F. **Confidentiality:** You are expected to maintain utmost secrecy in regard to affairs of Intellect and shall keep any information of Intellect, whether written or oral, confidential. Please note that the terms and conditions of your services with Intellect shall be treated as strictly confidential and you are expected not to divulge its contents to any associate of the Company or any person connected with the Company. With respect to the confidentiality obligations undertaken, you shall sign a Non-Disclosure Agreement on joining of Intellect. If required by Intellect or its Clients, you will sign further confidentiality agreements or the like to further protect the interest of Intellect and/or its Clients. The confidentiality obligation will be perpetual in nature. Your service shall be terminated with immediate effect without any prior notice in the event of breach of confidentiality provision.

Dr. R. PALSON KENNEDY, M.E., Ph.D.,
PRINCIPAL
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Manuvakkam, Chennai - 600 048.

G. Course Completion: Your employment with Intellect shall be subject to your successful completion of graduation & post-graduation examination which includes completion of your final semester without any pending arrears/ back logs during the entire course duration.

H. Training Agreement: You are required to sign Training and Employment Agreement with the Company to remain employed with the Company for a minimum period of two (2) years from the date of joining, in which the agreement will include you paying a sum of Rs. 1.5 lakh in lieu of any breach of obligations set forth therein.

I. Training Program: We would like to get you ready to succeed in your career with Intellect. To enable you to do the same, we have carefully designed a course curriculum and tied up with premier institutes from which you would be advised to take the course. This course content will be directly relevant to your deliverables and go a long way in building a successful career for you. You are expected to successfully complete this course prior to joining the organization. Upon joining you shall have on the job training and continued assessments as part of Intellect's policy of maintaining highest quality of standards in customer delivery.

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You are entitled to Leave benefits during your employment with the Company. Annual eligibility of Earned leave will depend on the length of service of the Associate. For the first three years, the eligibility is 15 days of earned leave and 6 days of sick leave. Detailed terms and conditions relating to leave eligibility are provided under leave policy on the intranet and any changes made in the same shall be binding.

3. Working Hours

Intellect observes a 5-day work week with Saturdays and Sundays as weekly holidays. The office hours are from 08:30 am to 05:30 pm, with staggered lunch break of 30 minutes between 12:00 PM and 02:30 PM. Associates are expected to follow the client's working hours and holidays while on deputation to client's site in India/other countries. In the event an Associate fails to register attendance consecutively for 3 working days, without any prior notice to their immediate manager or concerned HR partner, the organization shall initiate appropriate disciplinary action against the Associate as per policy.

4. Transfer

Please note that Intellect has the right to transfer you to other locations of Intellect or to transfer you to work for its Group companies or for its Clients, at their respective locations, whether in India or abroad as per the business requirements.

5. Medical Fitness

You are required to continuously maintain yourself in a state of good medical fitness, both physical and mental so as to perform well and to discharge your assigned responsibilities adequately while in employment. If at any point in time, during your employment with the Company, you are found to be medically unfit for the job or the role assigned to you, then your services can be terminated as per the Company rules notwithstanding anything mentioned in this document or otherwise. You agree to submit yourself for any medical check-up at any time if called upon by Intellect or its clients when assigned to work at their premises.

6. Associate Representation

i. Your continued employment with the Company is solely based upon the representations and information furnished by you to the Company, including (but not limited to) your educational and professional qualifications, being true and accurate at all times.

ii. You shall submit any documents requested by the Company but pending your submission [on the day/within seven days] of joining. You further acknowledge and represent that the submitted documents shall be consistent with the information provided to the Company during the release of this Offer Letter.

iii. If, at any point in time, your representation regarding your qualifications and/or experience is found to be incorrect and/or false and/or fraudulent and/or forged, the Company shall, WITHOUT PREJUDICE TO ITS ANY OTHER RIGHTS terminate your Services with immediate effect and without notice; without incurring any liability whatsoever thereof for the Company. Notwithstanding anything contained herein, you shall indemnify and hold the Company harmless from all cost, losses, damages and liabilities that may have been caused to the Company due to such incorrect and/or false and/or fraudulent and/or forged representation and the company shall be entitled to seek specific performance or other injunctive or equitable relief as a remedy apart from claiming indemnity from you, without limitation. Company shall also claim liquidated damages amounting to Rs.500,000/- (Rupees Five Lakhs only).

iv. A negative outcome of any candidate reference and background verification undertaken by the Company may result in the termination of your employment with the Company. In such a case, you will not be entitled to the period of notice, or pay in lieu of notice, set forth in Section [•] of this Offer Letter."

7. Notice Period & Termination

Your employment may be terminated by either party upon giving 90 days notice or 90 days salary in lieu of notice period (Whereas salary in lieu of notice period as an option can be exercised by the employee only upon approval from the Management). "Salary" for the purpose of notice period will mean "Annualized Monthly Components" as given in the compensation break up sheet in this 'offer of employment' or subsequent revision letters. Notwithstanding anything contained herein, the Company shall have the right of immediate termination of your services without giving you 90 days notice period or 90 days salary in lieu of notice period, if it is found, at any time, that you have been, or are convicted by a Court of Law or penal proceedings are initiated or pending against you before any Court of Law i) for offence(s) involving moral turpitude and/or ii) offence(s) of non-cognizable nature and/or iii) for an offence(s) which the Company considers that the same may be prejudicial to the interests of it and its reputation thereof and iv) any proven misconduct.

8. Intellectual Property Rights

You acknowledge and represent that the Intellectual Property Rights (IPR) in all the work(s) done by you during the time of your employment or contract or assignment in any manner with Intellect or its Clients will be deemed as work done for hire and it belongs to Intellect perpetually and without any claim from you. IPR would mean rights in software, systems, documentations, designs, tools, inventions, patents, utility models, trademarks, knowhow, design drawings, specifications, reports, copyrights, source code, flowcharts, algorithms, moral rights, database

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Palson
Dr. R. PALSON KENNEDY, M.E., Ph.D.,
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Moolivakkam, Chennai - 600 048.
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rights, semiconductor topography rights, etc. (whether or not, in each case, the right is registered and including applications for, and any right to apply for, such registrations) and all rights or forms of protection of a similar nature or having similar or equivalent effect to any of these which may subsist anywhere in the world; together with all renewals and extensions to such rights. As and when requested by Intellect, you shall sign all such documents and instruments including any actions that is required to effect the purpose of assignment of IPR to Intellect during your tenure with Intellect or otherwise.

9. Non-solicitation of Customer(s)

You shall not during the term of your employment with the Company and a period of 1 year thereafter, without the Company's express written consent, either on your behalf or on behalf of another, directly or indirectly:

- i. Assist, aid, induce, facilitate or cause any customer or client of the Company who is an existing client or customer of the Company or who had been a customer or client or who becomes customer or client of the Company during your term of employment with the Company, to cease, terminate, discontinue either any part or whole of its business with the Company;
- ii. Solicit the business of any current or future client, customer or licensee of the Company either for yourself or for any other organization.

10. Restriction on Joining a Customer

You agree that for a period of one (1) year following the termination of your employment with Intellect for any reason, you will not: (a) accept any offer of employment from any customer of Intellect, where you had worked in a professional capacity with that customer in the one (1) year immediately preceding the termination of your employment with Intellect; (b) undertake a project or provide services to any such customer, either directly as an employee of the customer or as independent contractor or through any other company or agency, where you had worked in a professional capacity in the one (1) year immediately preceding the termination of your employment from Intellect. You further agree to undertake that you will disclose information on the existence of conditions mentioned in this clause to the company or agency where you would seek employment or get employed within the period of one (1) year following your termination of your employment with Intellect for any reason.

11. Non-Solicitation

You shall not during the term of your employment with the Company and any time thereafter, without the Company's express written consent, either on your behalf or on behalf of another, directly or indirectly abet, induce, facilitate, contact or deal with the employee(s) of the Company or its associated entities for the purpose of making such employee(s) leave the Company and/or hiring them either for yourself or for any other organization, entities, etc.

12. ISMS

You shall read and understand the information security training material(s) of Intellect and complete the ISMS Certification within one month of your joining Intellect, failing which appropriate disciplinary action as per Intellect policies may be initiated against you, including withholding of your salary till such period you complete the ISMS Certification.

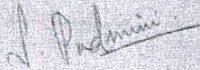
13. Superannuation (Retirement)

You will retire in the normal course from the services of the company on attaining the age of superannuation, which would be the end of the month following your 60th birthday.

We wish you all the very best and look forward to a long and mutually beneficial association.

Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter.

Yours sincerely,
for Intellect Design Arena Ltd.,



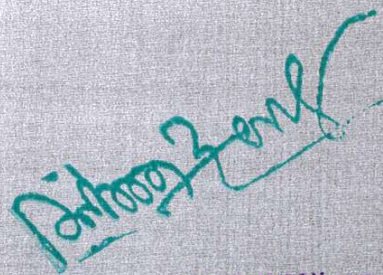
PADMINI SHARATHKUMAR
CHIEF TALENT OFFICER

I have carefully read and understood the above offer terms including the terms contained in Annexure I and agree that the provisions of this letter and the Annexure I are reasonable and necessary, and accept the same irrevocably and unconditionally. I agree to update myself of all company policies and associate related guidelines available on the Company intranet and adhere to them during my tenure of employment with the Company.

Signature : M. Pavithra.

Name : M. Pavithra.

Date : 07/02/2023



Dr. R. PALSON KENNEDY, M.E., PH.D.,
PRINCIPAL,

PERI INSTITUTE OF TECHNOLOGY
Mannivakkam, Chennai - 600 043.

Annexure -A - Compensation Structure Break Up

Components	Per Annum Amount in INR
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A. Annualised Monthly Components

Basic	1,80,000
House Rent Allowance	90,000
Advance against Statutory Bonus	16,800
Special Allowance *	1,42,942
Total (A)	4,29,742

B. Retiral Benefits

Provident Fund	21,600
Gratuity	8,658
Superannuation	
National Pension Scheme	
Total(B)	30,258
Fixed Component (A+B)	4,60,000

C. Variable Pay

Individual Performance Based Pay	27,600
Team & Orgn Performance Based Pay	6,900
Annual Performance Driven Pay (C)*	34,500

D. Other Benefits

Medical & Accident Insurance	5,500
Benefits (D)	5,500

Total A + B + C + D	5,00,000
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Provident Fund: Employer contribution as per provisions of the Provident Fund Act

Gratuity: The eligibility and payout shall be as per the Provisions of the Payment of Gratuity Act

Superannuation is an optional Retirement Benefit. Associate may choose to contribute 5% of Basic Salary. Please refer to Superannuation policy for more specific details in the associate induction handbook for more specific details.

National Pension Scheme is an optional retirement benefit. Associates can contribute up to 10% of Basic Salary. Please refer to NPS scheme mentioned in the associate induction handbook for more specific details.

Variable Pay / Annual Performance Driven Pay (APDP) is linked to performance against targets that are set and agreed with your supervisor and payout is as per the tenets of the Variable Pay Program. The earning potential can extend up to 130% of the eligible amount. Associates on the rolls of the organization on the day of disbursement will be eligible for the same.

Dr. R. PALSON KENNEDY, M.T.
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Medical Insurance Premium amount shown in the above table is nominal only. The organization is currently investing close to INR 10,000/- p.a for your medical insurance. The amount insured for you and your family is INR 3 lakhs per annum.

LIST OF DOCUMENTS TO BE SUBMITTED ON DATE OF JOINING

At the time of joining, you are requested to bring the below mentioned documents in original, with a copy of each.

1. Your relieving order from your immediate previous employer
2. Experience/Service letter from all your previous employers in the past 5 years
3. Three passport size photographs with red background
4. Copy of educational certificate of your highest educational qualification
5. Aadhar Card Number and Pan Card number
6. Copy of Passport – first and last page (if Passport is available)
7. In case of transfer of PF, PF Slip from the previous employer. This will be attached with PF transfer Form (Form 13-Revised) issued to you on your date of joining Intellect. In the absence of a PF slip, please furnish the complete address of the Provident Fund Commissioner Office /Trust where the PF account is maintained by the previous employer(s).

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Dr. R. PALSON KENNEDY, M.E., Ph.D.,
PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
Mannivakkam, Chennai - 600 048.

Ref No: Intellect/Tech/22-23

Date: 06-02-2023

Name: Manasa A

Address: Chennai

Sub: Your Offer of Employment in Intellect

Dear Manasa

Thank you for the time you invested in exploring career opportunity with Intellect. Our leaders have found the dialogue with you meaningful and your capabilities aligned to the organization requirement and have hence chosen to invite you to be part of the Intellect family! Congratulations!!!

We believe that the prosperity of an organization is defined by the power of thought, of both individuals and teams and therein we put 'Design Thinking' at the core of everything we do. This maximizes our chances of getting to a state of mind that is 'Fulfillment'; as we create opportunities for ourselves to contribute to our fullest capacity with the freedom to think and act differently. This, in turn is possible with us having the feeling of belongingness. Hence, for us, all employees are associates and you are set to become one of our fellow associates.

This invitation to you is to join us as Associate Consultant in Grade T120. The details of your work location and reporting manager shall be shared with you closer to date of joining (post successful completion of your course)

Your gross compensation shall be INR 5,00,000 per annum. The details of the same are as in Annexure-A of this Offer of Employment. The organization is confident of its ability in hiring some of the best talent in the industry and you are one such talent.

When all of us come together as associates of this organization placing the interests of us humans above everything else, it is important that we have the ecosystem of policies and practices that enable us to exercise our rights freely. This is possible with everyone in the organization respecting each other as individuals, playing their part in protecting and nourishing the collective work culture. Towards this, we have set some boundaries / norms / rules for ourselves as associates of the organization and shall abide by the same in all circumstances. As we evolve, we do make changes to the rules governing ourselves to be aligned to the demands of the environment and associate needs. We will continue to abide by the changes as and when they are made. Given below are a brief on some of the key terms that govern us when we are in employment with the organization.

-A. Manasa

(Signature of Associate)

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Dr. R. PALSON KENNEDY, M.E., Ph.D.,
PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
Mannivakkam, Chennai - 600 048.

1. Employment Terms:

A. Service Rules: Your services in Intellect will be governed by the service rules and regulations, which are in force or which would be brought into force from time to time, as applicable to all Associates of the Company. Some of the service rules are enumerated below in this document. In addition to these, all Company policies and Associate related guidelines are made available on the intranet of the Company. Changes/amendments to these policies and guidelines are made taking into consideration Company's and associates' best interests from time to time. You are advised to go through these policies and adhere to them during your employment with the Company.

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D. Past Record: If any declaration given or information furnished by you to the Company proves to be false/forged or if you are found to have willfully suppressed any material information, you will be liable to be removed from services without any notice or compensation whatsoever.

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[Handwritten signature in blue ink]

G. Course Completion: Your employment with Intellect shall be subject to your successful completion of graduation & post-graduation examination which includes completion of your final semester without any pending arrears/ back logs during the entire course duration.

H. Training Agreement: You are required to sign Training and Employment Agreement with the Company to remain employed with the Company for a minimum period of two (2) years from the date of joining, in which the agreement will include you paying a sum of Rs. 1.5 lakh in lieu of any breach of obligations set forth therein.

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PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
Maunivakkam, Chennai - 600 048.

6. Associate Representation

i. Your continued employment with the Company is solely based upon the representations and information furnished by you to the Company, including (but not limited to) your educational and professional qualifications, being true and accurate at all times.

ii. You shall submit any documents requested by the Company but pending your submission [on the day/within seven days] of joining. You further acknowledge and represent that the submitted documents shall be consistent with the information provided to the Company during the release of this Offer Letter.

iii. If, at any point in time, your representation regarding your qualifications and/or experience is found to be incorrect and/or false and/or fraudulent and/or forged, the Company shall, WITHOUT PREJUDICE TO ITS ANY OTHER RIGHTS terminate your Services with immediate effect and without notice; without incurring any liability whatsoever thereof for the Company. Notwithstanding anything contained herein, you shall indemnify and hold the Company harmless from all cost, losses, damages and liabilities that may have been caused to the Company due to such incorrect and/or false and/or fraudulent and/or forged representation and the company shall be entitled to seek specific performance or other injunctive or equitable relief as a remedy apart from claiming indemnity from you, without limitation. Company shall also claim liquidated damages amounting to Rs.500,000/- (Rupees Five Lakhs only).

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[Handwritten Signature]
DR. K. PALSUN KENNEDY, M.Sc.,
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PERI INSTITUTE OF TECHNOLOGY
Mannivakkam, Chennai - 600 048.

rights, semiconductor topography rights, etc. (whether or not, in each case, the right is registered and including applications for, and any right to apply for, such registrations) and all rights or forms of protection of a similar nature or having similar or equivalent effect to any of these which may subsist anywhere in the world, together with all renewals and extensions to such rights. As and when requested by Intellect, you shall sign all such documents and instruments including any actions that is required to effect the purpose of assignment of IPR to Intellect during your tenure with Intellect or otherwise.

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You shall not during the term of your employment with the Company and a period of 1 year thereafter, without the Company's express written consent, either on your behalf or on behalf of another, directly or indirectly:

- i. Assist, aid, induce, facilitate or cause any customer or client of the Company who is an existing client or customer of the Company or who had been a customer or client or who becomes customer or client of the Company during your term of employment with the Company, to cease, terminate, discontinue either any part or whole of its business with the Company;
- ii. Solicit the business of any current or future client, customer or licensee of the Company either for yourself or for any other organization.

10. Restriction on Joining a Customer

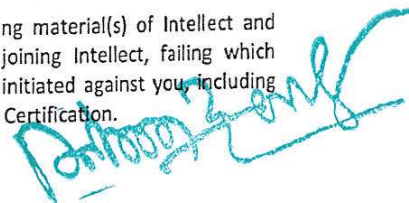
You agree that for a period of one (1) year following the termination of your employment with Intellect for any reason, you will not: (a) accept any offer of employment from any customer of Intellect, where you had worked in a professional capacity with that customer in the one (1) year immediately preceding the termination of your employment with Intellect; (b) undertake a project or provide services to any such customer, either directly as an employee of the customer or as independent contractor or through any other company or agency, where you had worked in a professional capacity in the one (1) year immediately preceding the termination of your employment from Intellect. You further agree to undertake that you will disclose information on the existence of conditions mentioned in this clause to the company or agency where you would seek employment or get employed within the period of one (1) year following your termination of your employment with Intellect for any reason.

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12. ISMS

You shall read and understand the information security training material(s) of Intellect and complete the ISMS Certification within one month of your joining Intellect, failing which appropriate disciplinary action as per Intellect policies may be initiated against you, including withholding of your salary till such period you complete the ISMS Certification.



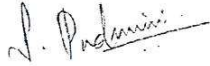
13. Superannuation (Retirement)

You will retire in the normal course from the services of the company on attaining the age of superannuation, which would be the end of the month following your 60th birthday.

We wish you all the very best and look forward to a long and mutually beneficial association.

Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter.

Yours sincerely,
for Intellect Design Arena Ltd.,



PADMINI SHARATHKUMAR
CHIEF TALENT OFFICER

I have carefully read and understood the above offer terms including the terms contained in Annexure I and agree that the provisions of this letter and the Annexure I are reasonable and necessary, and accept the same irrevocably and unconditionally. I agree to update myself of all company policies and associate related guidelines available on the Company intranet and adhere to them during my tenure of employment with the Company.

Signature : A Manasa

Name : A Manasa

Date : 07/02/2023



Annexure -A - Compensation Structure Break Up

Components	Per Annum Amount in INR
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A. Annualised Monthly Components

Basic	1,80,000
House Rent Allowance	90,000
Advance against Statutory Bonus	16,800
Special Allowance *	1,42,942
Total (A)	4,29,742

B. Retiral Benefits

Provident Fund	21,600
Gratuity	8,658
Superannuation	
National Pension Scheme	
Total(B)	30,258
Fixed Component (A+B)	4,60,000

C. Variable Pay

Individual Performance Based Pay	27,600
Team & Orgn Performance Based Pay	6,900
Annual Performance Driven Pay (C) *	34,500

D. Other Benefits

Medical & Accident Insurance	5,500
Benefits (D)	5,500

Total A + B + C + D	5,00,000
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Provident Fund: Employer contribution as per provisions of the Provident Fund Act

Gratuity: The eligibility and payout shall be as per the Provisions of the Payment of Gratuity Act

Superannuation is an optional Retirement Benefit. Associate may choose to contribute 5% of Basic Salary. Please refer to Superannuation policy for more specific details in the associate induction handbook for more specific details.

National Pension Scheme is an optional retirement benefit. Associates can contribute up to 10% of Basic Salary. Please refer to NPS scheme mentioned in the associate induction handbook for more specific details.

Variable Pay / Annual Performance Driven Pay (APDP) is linked to performance against targets that are set and agreed with your supervisor and payout is as per the tenets of the Variable Pay Program. The earning potential can extend up to 130% of the eligible amount. Associates on the rolls of the organization on the day of disbursement will be eligible for the same.

Dr. R. PALSON KENNEDY, M.E., P

PRINCIPAL

PEEI INSTITUTE OF TECHNOLOGY
Mannivakkam, Chennai - 600 048.

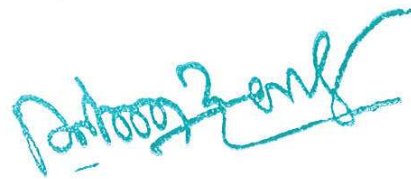
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Medical Insurance Premium amount shown in the above table is nominal only. The organization is currently investing close to INR 10,000/- p.a for your medical insurance. The amount insured for you and your family is INR 3 lakhs per annum.

LIST OF DOCUMENTS TO BE SUBMITTED ON DATE OF JOINING

At the time of joining, you are requested to bring the below mentioned documents in original, with a copy of each.

1. Your relieving order from your immediate previous employer
2. Experience/Service letter from all your previous employers in the past 5 years
3. Three passport size photographs with red background
4. Copy of educational certificate of your highest educational qualification
5. Aadhar Card Number and Pan Card number
6. Copy of Passport – first and last page (if Passport is available)
7. In case of transfer of PF, PF Slip from the previous employer. This will be attached with PF transfer Form (Form 13-Revised) issued to you on your date of joining Intellect. In the absence of a PF slip, please furnish the complete address of the Provident Fund Commissioner Office /Trust where the PF account is maintained by the previous employer(s).



DR. R. FALSON KENNEDY, M.E., Ph.D.,
PRINCIPAL

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Mannivakkam, Chennai - 600 048.

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Ref No: Intellect/Tech/22-23

Date: 06-02-2023

Name: Gowndari Jasmitha

Address: Chennai

Sub: Your Offer of Employment in Intellect

Dear Jasmitha,

Thank you for the time you invested in exploring career opportunity with Intellect. Our leaders have found the dialogue with you meaningful and your capabilities aligned to the organization requirement and have hence chosen to invite you to be part of the Intellect family! Congratulations!!!

We believe that the prosperity of an organization is defined by the power of thought, of both individuals and teams and therein we put 'Design Thinking' at the core of everything we do. This maximizes our chances of getting to a state of mind that is 'Fulfillment'; as we create opportunities for ourselves to contribute to our fullest capacity with the freedom to think and act differently. This, in turn is possible with us having the feeling of belongingness. Hence, for us, all employees are associates and you are set to become one of our fellow associates.

This invitation to you is to join us as Associate Consultant in Grade T120. The details of your work location and reporting manager shall be shared with you closer to date of joining (post successful completion of your course).

Your gross compensation shall be INR 5,00,000 per annum. The details of the same are as in Annexure-A of this Offer of Employment. The organization is confident of its ability in hiring some of the best talent in the industry and you are one such talent.

When all of us come together as associates of this organization placing the interests of us humans above everything else, it is important that we have the ecosystem of policies and practices that enable us to exercise our rights freely. This is possible with everyone in the organization respecting each other as individuals, playing their part in protecting and nourishing the collective work culture. Towards this, we have set some boundaries / norms / rules for ourselves as associates of the organization and shall abide by the same in all circumstances. As we evolve, we do make changes to the rules governing ourselves to be aligned to the demands of the environment and associate needs. We will continue to abide by the changes as and when they are made. Given below are a brief on some of the key terms that govern us when we are in employment with the organization.



Dr. R. PALSON KENNEDY, M.E. PhD
Principal
PERI INSTITUTE OF TECHNOLOGY
Mannivakkam, Chennai - 600 040.
(Signature of Associate)

1. Employment Terms:

A. **Service Rules:** Your services in Intellect will be governed by the service rules and regulations, which are in force or which would be brought into force from time to time, as applicable to all Associates of the Company. Some of the service rules are enumerated below in this document. In addition to these, all Company policies and Associate related guidelines are made available on the intranet of the Company. Changes/amendments to these policies and guidelines are made taking into consideration Company's and associates' best interests from time to time. You are advised to go through these policies and adhere to them during your employment with the Company.

B. **Full Time Work:** Your position is a full time employment and you shall devote yourself exclusively to the business of the Company. You will not take up any other work – part time or otherwise – or work in advisory capacity or be interested directly or indirectly in any other trade or business without the prior written consent from the Company during your tenure of association with the company. The Company reserves the right to alter or allocate different responsibility to you from time to time depending on the business needs of the Company.

C. Code of Conduct: You are expected to operate with the highest degree of initiative, economy, efficiency and responsibility. You will at all times act bearing in mind the best interest of the Company and will at no time do or say anything which compromises the Company's goal or reputation. If there is any breach of the same, or the terms and conditions laid down in code of conduct, your service could be terminated without any notice notwithstanding any other terms and conditions stipulated herein.

D. Past Record: If any declaration given or information furnished by you to the Company proves to be false/forged or if you are found to have willfully suppressed any material information, you will be liable to be removed from services without any notice or compensation whatsoever.

E. Responsibilities: You are expected to perform effectively to ensure achievement of required results and you will be required to work under the supervision of such officers as directed by the Company from time to time. Your performance in the assigned role will be periodically reviewed and the feedback will be shared with you. In the event of your performance not measuring up to the expectations of your supervisor, the Company reserves the right to take suitable recourse up to and including termination of your services.

F. **Confidentiality:** You are expected to maintain utmost secrecy in regard to affairs of Intellect and shall keep any information of Intellect, whether written or oral, confidential. Please note that the terms and conditions of your services with Intellect shall be treated as strictly confidential and you are expected not to divulge its contents to any associate of the Company or any person connected with the Company. With respect to the confidentiality obligations undertaken, you shall sign a Non-Disclosure Agreement on joining of Intellect. If required by Intellect or its Clients, you will sign further confidentiality agreements or the like to further protect the interest of Intellect and/or its Clients. The confidentiality obligation will be perpetual in nature. Your service shall be terminated with immediate effect without any prior notice in the event of breach of confidentiality provision.

Dr. R. PALSON KENNEDY, M.E., Ph.D.,
PRINCIPAL

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G. Course Completion: Your employment with Intellect shall be subject to your successful completion of graduation & post-graduation examination which includes completion of your final semester without any pending arrears/ back logs during the entire course duration.

H. Training Agreement: You are required to sign Training and Employment Agreement with the Company to remain employed with the Company for a minimum period of two (2) years from the date of joining, in which the agreement will include you paying a sum of Rs. 1.5 lakh in lieu of any breach of obligations set forth therein.

I. Training Program: We would like to get you ready to succeed in your career with Intellect. To enable you to do the same, we have carefully designed a course curriculum and tied up with premier institutes from which you would be advised to take the course. This course content will be directly relevant to your deliverables and go a long way in building a successful career for you. You are expected to successfully complete this course prior to joining the organization. Upon joining you shall have on the job training and continued assessments as part of Intellect's policy of maintaining highest quality of standards in customer delivery.

2. Leave Eligibility

You are entitled to Leave benefits during your employment with the Company. Annual eligibility of Earned leave will depend on the length of service of the Associate. For the first three years, the eligibility is 15 days of earned leave and 6 days of sick leave. Detailed terms and conditions relating to leave eligibility are provided under leave policy on the intranet and any changes made in the same shall be binding.

3. Working Hours

Intellect observes a 5-day work week with Saturdays and Sundays as weekly holidays. The office hours are from 08:30 am to 05:30 pm, with staggered lunch break of 30 minutes between 12:00 PM and 02:30 PM. Associates are expected to follow the client's working hours and holidays while on deputation to client's site in India/other countries. In the event an Associate fails to register attendance consecutively for 3 working days, without any prior notice to their immediate manager or concerned HR partner, the organization shall initiate appropriate disciplinary action against the Associate as per policy.

4. Transfer

Please note that Intellect has the right to transfer you to other locations of Intellect or to transfer you to work for its Group companies or for its Clients, at their respective locations, whether in India or abroad as per the business requirements.

5. Medical Fitness

You are required to continuously maintain yourself in a state of good medical fitness, both physical and mental so as to perform well and to discharge your assigned responsibilities adequately while in employment. If at any point in time, during your employment with the Company, you are found to be medically unfit for the job or the role assigned to you, then your services can be terminated as per the Company rules notwithstanding anything mentioned in this document or otherwise. You agree to submit yourself for any medical check-up at any time if called upon by Intellect or its clients when assigned to work at their premises.

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6. Associate Representation

- i. Your continued employment with the Company is solely based upon the representations and information furnished by you to the Company, including (but not limited to) your educational and professional qualifications, being true and accurate at all times.
- ii. You shall submit any documents requested by the Company but pending your submission [on the day/within seven days] of joining. You further acknowledge and represent that the submitted documents shall be consistent with the information provided to the Company during the release of this Offer Letter.
- iii. If, at any point in time, your representation regarding your qualifications and/or experience is found to be incorrect and/or false and/or fraudulent and/or forged, the Company shall, WITHOUT PREJUDICE TO ITS ANY OTHER RIGHTS terminate your Services with immediate effect and without notice; without incurring any liability whatsoever thereof for the Company. Notwithstanding anything contained herein, you shall indemnify and hold the Company harmless from all cost, losses, damages and liabilities that may have been caused to the Company due to such incorrect and/or false and/or fraudulent and/or forged representation and the company shall be entitled to seek specific performance or other injunctive or equitable relief as a remedy apart from claiming indemnity from you, without limitation. Company shall also claim liquidated damages amounting to Rs.500,000/- (Rupees Five Lakhs only).
- iv. A negative outcome of any candidate reference and background verification undertaken by the Company may result in the termination of your employment with the Company. In such a case, you will not be entitled to the period of notice, or pay in lieu of notice, set forth in Section [•] of this Offer Letter."

7. Notice Period & Termination

Your employment may be terminated by either party upon giving 90 days notice or 90 days salary in lieu of notice period (Whereas salary in lieu of notice period as an option can be exercised by the employee only upon approval from the Management). "Salary" for the purpose of notice period will mean "Annualized Monthly Components" as given in the compensation break up sheet in this 'offer of employment' or subsequent revision letters. Notwithstanding anything contained herein, the Company shall have the right of immediate termination of your services without giving you 90 days notice period or 90 days salary in lieu of notice period, if it is found, at any time, that you have been, or are convicted by a Court of Law or penal proceedings are initiated or pending against you before any Court of Law i) for offence(s) involving moral turpitude and/or ii) offence(s) of non-cognizable nature and/or iii) for an offence(s) which the Company considers that the same may be prejudicial to the interests of it and its reputation thereof and iv) any proven misconduct.

8. Intellectual Property Rights

You acknowledge and represent that the Intellectual Property Rights (IPR) in all the work(s) done by you during the time of your employment or contract or assignment in any manner with Intellect or its Clients will be deemed as work done for hire and it belongs to Intellect perpetually and without any claim from you. IPR would mean rights in software, systems, documentations, designs, tools, inventions, patents, utility models, trademarks, knowhow, designs, drawings, specifications, reports, copyrights, source code, flowcharts, algorithms, moral rights, database

rights, semiconductor topography rights, etc. (whether or not, in each case, the right is registered and including applications for, and any right to apply for, such registrations) and all rights or forms of protection of a similar nature or having similar or equivalent effect to any of these which may subsist anywhere in the world, together with all renewals and extensions to such rights. As and when requested by Intellect, you shall sign all such documents and instruments including any actions that is required to effect the purpose of assignment of IPR to Intellect during your tenure with Intellect or otherwise.

9. Non-solicitation of Customer(s)

You shall not during the term of your employment with the Company and a period of 1 year thereafter, without the Company's express written consent, either on your behalf or on behalf of another, directly or indirectly:

- i. Assist, aid, induce, facilitate or cause any customer or client of the Company who is an existing client or customer of the Company or who had been a customer or client or who becomes customer or client of the Company during your term of employment with the Company, to cease, terminate, discontinue either any part or whole of its business with the Company;
- ii. Solicit the business of any current or future client, customer or licensee of the Company either for yourself or for any other organization.

10. Restriction on Joining a Customer

You agree that for a period of one (1) year following the termination of your employment with Intellect for any reason, you will not: (a) accept any offer of employment from any customer of Intellect, where you had worked in a professional capacity with that customer in the one (1) year immediately preceding the termination of your employment with Intellect; (b) undertake a project or provide services to any such customer, either directly as an employee of the customer or as independent contractor or through any other company or agency, where you had worked in a professional capacity in the one (1) year immediately preceding the termination of your employment from Intellect. You further agree to undertake that you will disclose information on the existence of conditions mentioned in this clause to the company or agency where you would seek employment or get employed within the period of one (1) year following your termination of your employment with Intellect for any reason.

11. Non-Solicitation

You shall not during the term of your employment with the Company and any time thereafter, without the Company's express written consent, either on your behalf or on behalf of another, directly or indirectly abet, induce, facilitate, contact or deal with the employee(s) of the Company or its associated entities for the purpose of making such employee(s) leave the Company and/or hiring them either for yourself or for any other organization, entities, etc.

12. ISMS

You shall read and understand the information security training material(s) of Intellect and complete the ISMS Certification within one month of your joining Intellect, failing which appropriate disciplinary action as per Intellect policies may be initiated against you, including withholding of your salary till such period you complete the ISMS Certification.

13. Superannuation (Retirement)

You will retire in the normal course from the services of the company on attaining the age of superannuation, which would be the end of the month following your 60th birthday.

We wish you all the very best and look forward to a long and mutually beneficial association.

Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter.

Yours sincerely,
for Intellect Design Arena Ltd.,



PADMINI SHARATHKUMAR
CHIEF TALENT OFFICER

I have carefully read and understood the above offer terms including the terms contained in Annexure I and agree that the provisions of this letter and the Annexure I are reasonable and necessary, and accept the same irrevocably and unconditionally. I agree to update myself of all company policies and associate related guidelines available on the Company intranet and adhere to them during my tenure of employment with the Company.

Signature

: G. Jasmitha

Name

: Gowthami Jasmitha

Date : 7/02/2023

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DR. R. YALSON KENNEDY, M.E.,
PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
Mannivakkam, Chennai - 600 048.
www.intellectdesign.com

Annexure -A - Compensation Structure Break Up

Components	Per Annum Amount in INR
------------	----------------------------

A. Annualised Monthly Components

Basic	
House Rent Allowance	1,80,000
Advance against Statutory Bonus	90,000
Special Allowance *	16,800
Total (A)	1,42,942
	4,29,742

B. Retiral Benefits

Provident Fund	21,600
Gratuity	8,658
Superannuation	
National Pension Scheme	
Total(B)	30,258
Fixed Component (A+B)	4,60,000

C. Variable Pay

Individual Performance Based Pay	27,600
Team & Orgn Performance Based Pay	6,900
Annual Performance Driven Pay (C)*	34,500

D. Other Benefits

Medical & Accident Insurance	5,500
Benefits (D)	5,500

Total A + B + C + D	5,00,000
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Provident Fund: Employer contribution as per provisions of the Provident Fund Act

Gratuity: The eligibility and payout shall be as per the Provisions of the Payment of Gratuity Act

Superannuation is an optional Retirement Benefit. Associate may choose to contribute 5% of Basic Salary. Please refer to Superannuation policy for more specific details in the associate induction handbook for more specific details.

National Pension Scheme is an optional retirement benefit. Associates can contribute up to 10% of Basic Salary. Please refer to NPS scheme mentioned in the associate induction handbook for more specific details.

Variable Pay / Annual Performance Driven Pay (APDP) is linked to performance against targets that are set and agreed with your supervisor and payout is as per the tenets of the Variable Pay Program. The earning potential can extend up to 130% of the eligible amount. Associates on the rolls of the organization on the day of disbursement will be eligible for the same.

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Principal
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Medical Insurance Premium amount shown in the above table is nominal only. The organization is currently investing close to INR 10,000/- p.a for your medical insurance. The amount insured for you and your family is INR 3 lakhs per annum.

LIST OF DOCUMENTS TO BE SUBMITTED ON DATE OF JOINING

At the time of joining, you are requested to bring the below mentioned documents in original, with a copy of each.

1. Your relieving order from your immediate previous employer
2. Experience/Service letter from all your previous employers in the past 5 years
3. Three passport size photographs with red background
4. Copy of educational certificate of your highest educational qualification
5. Aadhar Card Number and Pan Card number
6. Copy of Passport – first and last page (if Passport is available)
7. In case of transfer of PF, PF Slip from the previous employer. This will be attached with PF transfer Form (Form 13-Revised) issued to you on your date of joining Intellect. In the absence of a PF slip, please furnish the complete address of the Provident Fund Commissioner Office /Trust where the PF account is maintained by the previous employer(s).

Dr. R. PALSON KENNEDY, M.E., Ph.D.
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PERI INSTITUTE OF TECHNOLOGY
Mannivakkam, Chennai - 600 048.

22/12/2022

CodingKing

No.39/3,2nd Main,Madiwala New Ext,
Madiwala,
Bangalore
Karnataka- 560068

Dear Mohamed Hammed.N,

Congratulations! We are pleased to confirm that you have been selected to pursue Free training for our Dream House project for January 2023 batch.

We would like you to start your course from January month onwards with CodingKing Technologies. You will be given free online training with unlimited placement assistance until you get your dream job for a year.

The course duration will be for 30 days and you will get an ISO certification for Java Training through CodingKing Technologies.

Please sign this offer letter and return it to me to indicate your acceptance of this Free Training offer.

We are confident that you will be able to succeed in your career through CodingKing Technologies and look forward to see you soon.

Sincerely,

Director

CodingKing Technologies

Accepted By,

Mohamed Hammed N

Dr. R. PALSON KENNEDY, M.E., Ph.D
PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
Mannivakkam, Chennai - 600 048.

Branches: Trichy, Chennai, Bengaluru

Ref No: Intellect/Tech/22-23

Date: 06-02-2023

Name: Gowthori Jasmitha

Address: Chennai

Sub: Your Offer of Employment in Intellect

Dear Jasmitha,

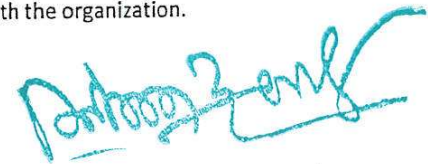
Thank you for the time you invested in exploring career opportunity with Intellect. Our leaders have found the dialogue with you meaningful and your capabilities aligned to the organization requirement and have hence chosen to invite you to be part of the Intellect family! Congratulations!!!

We believe that the prosperity of an organization is defined by the power of thought, of both individuals and teams and therein we put 'Design Thinking' at the core of everything we do. This maximizes our chances of getting to a state of mind that is 'Fulfillment'; as we create opportunities for ourselves to contribute to our fullest capacity with the freedom to think and act differently. This, in turn is possible with us having the feeling of belongingness. Hence, for us, all employees are associates and you are set to become one of our fellow associates.

This invitation to you is to join us as Associate Consultant in Grade T120. The details of your work location and reporting manager shall be shared with you closer to date of joining (post successful completion of your course)

Your gross compensation shall be INR 5,00,000 per annum. The details of the same are as in Annexure-A of this Offer of Employment. The organization is confident of its ability in hiring some of the best talent in the industry and you are one such talent.

When all of us come together as associates of this organization placing the interests of us humans above everything else, it is important that we have the ecosystem of policies and practices that enable us to exercise our rights freely. This is possible with everyone in the organization respecting each other as individuals, playing their part in protecting and nourishing the collective work culture. Towards this, we have set some boundaries / norms / rules for ourselves as associates of the organization and shall abide by the same in all circumstances. As we evolve, we do make changes to the rules governing ourselves to be aligned to the demands of the environment and associate needs. We will continue to abide by the changes as and when they are made. Given below are a brief on some of the key terms that govern us when we are in employment with the organization.



Gowthori Jasmitha

(Signature of Associate)

1. Employment Terms:

A. Service Rules: Your services in Intellect will be governed by the service rules and regulations, which are in force or which would be brought into force from time to time, as applicable to all Associates of the Company. Some of the service rules are enumerated below in this document. In addition to these, all Company policies and Associate related guidelines are made available on the intranet of the Company. Changes/amendments to these policies and guidelines are made taking into consideration Company's and associates' best interests from time to time. You are advised to go through these policies and adhere to them during your employment with the Company.

B. Full Time Work: Your position is a full time employment and you shall devote yourself exclusively to the business of the Company. You will not take up any other work – part time or otherwise – or work in advisory capacity or be interested directly or indirectly in any other trade or business without the prior written consent from the Company during your tenure of association with the company. The Company reserves the right to alter or allocate different responsibility to you from time to time depending on the business needs of the Company.

C. Code of Conduct: You are expected to operate with the highest degree of initiative, economy, efficiency and responsibility. You will at all times act bearing in mind the best interest of the Company and will at no time do or say anything which compromises the Company's goal or reputation. If there is any breach of the same, or the terms and conditions laid down in code of conduct, your service could be terminated without any notice notwithstanding any other terms and conditions stipulated herein.

D. Past Record: If any declaration given or information furnished by you to the Company proves to be false/forged or if you are found to have willfully suppressed any material information, you will be liable to be removed from services without any notice or compensation whatsoever.

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F. Confidentiality: You are expected to maintain utmost secrecy in regard to affairs of Intellect and shall keep any information of Intellect, whether written or oral, confidential. Please note that the terms and conditions of your services with Intellect shall be treated as strictly confidential and you are expected not to divulge its contents to any associate of the Company or any person connected with the Company. With respect to the confidentiality obligations undertaken, you shall sign a Non-Disclosure Agreement on joining of Intellect. If required by Intellect or its Clients, you will sign further confidentiality agreements or the like to further protect the interest of Intellect and/or its Clients. The confidentiality obligation will be perpetual in nature. Your service shall be terminated with immediate effect without any prior notice in the event of breach of confidentiality provision.

G. Course Completion: Your employment with Intellect shall be subject to your successful completion of graduation & post-graduation examination which includes completion of your final semester without any pending arrears/ back logs during the entire course duration.

H. Training Agreement: You are required to sign Training and Employment Agreement with the Company to remain employed with the Company for a minimum period of two (2) years from the date of joining, in which the agreement will include you paying a sum of Rs. 1.5 lakh in lieu of any breach of obligations set forth therein.

I. Training Program: We would like to get you ready to succeed in your career with Intellect. To enable you to do the same, we have carefully designed a course curriculum and tied up with premier institutes from which you would be advised to take the course. This course content will be directly relevant to your deliverables and go a long way in building a successful career for you. You are expected to successfully complete this course prior to joining the organization. Upon joining you shall have on the job training and continued assessments as part of Intellect's policy of maintaining highest quality of standards in customer delivery.

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You are entitled to Leave benefits during your employment with the Company. Annual eligibility of Earned leave will depend on the length of service of the Associate. For the first three years, the eligibility is 15 days of earned leave and 6 days of sick leave. Detailed terms and conditions relating to leave eligibility are provided under leave policy on the intranet and any changes made in the same shall be binding

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5. Medical Fitness

You are required to continuously maintain yourself in a state of good medical fitness, both physical and mental so as to perform well and to discharge your assigned responsibilities adequately while in employment. If at any point in time, during your employment with the Company, you are found to be medically unfit for the job or the role assigned to you, then your services can be terminated as per the Company rules notwithstanding anything mentioned in this document or otherwise. You agree to submit yourself for any medical check-up at any time if called upon by Intellect or its clients when assigned to work at their premises.

6. Associate Representation

- i. Your continued employment with the Company is solely based upon the representations and information furnished by you to the Company, including (but not limited to) your educational and professional qualifications, being true and accurate at all times.
- ii. You shall submit any documents requested by the Company but pending your submission [on the day/within seven days] of joining. You further acknowledge and represent that the submitted documents shall be consistent with the information provided to the Company during the release of this Offer Letter.
- iii. If, at any point in time, your representation regarding your qualifications and/or experience is found to be incorrect and/or false and/or fraudulent and/or forged, the Company shall, WITHOUT PREJUDICE TO ITS ANY OTHER RIGHTS terminate your Services with immediate effect and without notice; without incurring any liability whatsoever thereof for the Company. Notwithstanding anything contained herein, you shall indemnify and hold the Company harmless from all cost, losses, damages and liabilities that may have been caused to the Company due to such incorrect and/or false and/or fraudulent and/or forged representation and the company shall be entitled to seek specific performance or other injunctive or equitable relief as a remedy apart from claiming indemnity from you, without limitation. Company shall also claim liquidated damages amounting to Rs.500,000/- (Rupees Five Lakhs only).
- iv. A negative outcome of any candidate reference and background verification undertaken by the Company may result in the termination of your employment with the Company. In such a case, you will not be entitled to the period of notice, or pay in lieu of notice, set forth in Section [•] of this Offer Letter."

7. Notice Period & Termination

Your employment may be terminated by either party upon giving 90 days notice or 90 days salary in lieu of notice period (Whereas salary in lieu of notice period as an option can be exercised by the employee only upon approval from the Management). "Salary" for the purpose of notice period will mean "Annualized Monthly Components" as given in the compensation break up sheet in this 'offer of employment' or subsequent revision letters. Notwithstanding anything contained herein, the Company shall have the right of immediate termination of your services without giving you 90 days notice period or 90 days salary in lieu of notice period, if it is found, at any time, that you have been, or are convicted by a Court of Law or penal proceedings are initiated or pending against you before any Court of Law i) for offence(s) involving moral turpitude and/or ii) offence(s) of non-cognizable nature and/or iii) for an offence(s) which the Company considers that the same may be prejudicial to the interests of it and its reputation thereof and iv) any proven misconduct.

8. Intellectual Property Rights

You acknowledge and represent that the Intellectual Property Rights (IPR) in all the work(s) done by you during the time of your employment or contract or assignment in any manner with Intellect or its Clients will be deemed as work done for hire and it belongs to Intellect perpetually and without any claim from you. IPR would mean rights in software, systems, documentations, designs, tools, inventions, patents, utility models, trademarks, knowhow, designs, drawings, specifications, reports, copyrights, source code, flowcharts, algorithms, moral rights, database

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rights, semiconductor topography rights, etc. (whether or not, in each case, the right is registered and including applications for, and any right to apply for, such registrations) and all rights or forms of protection of a similar nature or having similar or equivalent effect to any of these which may subsist anywhere in the world, together with all renewals and extensions to such rights. As and when requested by Intellect, you shall sign all such documents and instruments including any actions that is required to effect the purpose of assignment of IPR to Intellect during your tenure with Intellect or otherwise.

9. Non-solicitation of Customer(s)

You shall not during the term of your employment with the Company and a period of 1 year thereafter, without the Company's express written consent, either on your behalf or on behalf of another, directly or indirectly:

- i. Assist, aid, induce, facilitate or cause any customer or client of the Company who is an existing client or customer of the Company or who had been a customer or client or who becomes customer or client of the Company during your term of employment with the Company, to cease, terminate, discontinue either any part or whole of its business with the Company;
- ii. Solicit the business of any current or future client, customer or licensee of the Company either for yourself or for any other organization.

10. Restriction on Joining a Customer

You agree that for a period of one (1) year following the termination of your employment with Intellect for any reason, you will not: (a) accept any offer of employment from any customer of Intellect, where you had worked in a professional capacity with that customer in the one (1) year immediately preceding the termination of your employment with Intellect; (b) undertake a project or provide services to any such customer, either directly as an employee of the customer or as independent contractor or through any other company or agency, where you had worked in a professional capacity in the one (1) year immediately preceding the termination of your employment from Intellect. You further agree to undertake that you will disclose information on the existence of conditions mentioned in this clause to the company or agency where you would seek employment or get employed within the period of one (1) year following your termination of your employment with Intellect for any reason.

11. Non-Solicitation

You shall not during the term of your employment with the Company and any time thereafter, without the Company's express written consent, either on your behalf or on behalf of another, directly or indirectly abet, induce, facilitate, contact or deal with the employee(s) of the Company or its associated entities for the purpose of making such employee(s) leave the Company and/or hiring them either for yourself or for any other organization, entities, etc.

12. ISMS

You shall read and understand the information security training material(s) of Intellect and complete the ISMS Certification within one month of your joining Intellect, failing which appropriate disciplinary action as per Intellect policies may be initiated against you, including withholding of your salary till such period you complete the ISMS Certification.

13. Superannuation (Retirement)

You will retire in the normal course from the services of the company on attaining the age of superannuation, which would be the end of the month following your 60th birthday.

We wish you all the very best and look forward to a long and mutually beneficial association.

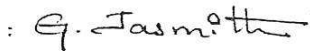
Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter.

Yours sincerely,
for Intellect Design Arena Ltd.,



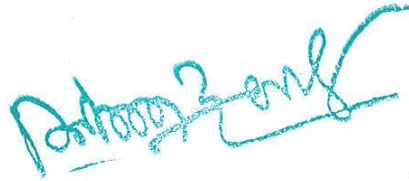
PADMINI SHARATHKUMAR
CHIEF TALENT OFFICER

I have carefully read and understood the above offer terms including the terms contained in Annexure I and agree that the provisions of this letter and the Annexure I are reasonable and necessary, and accept the same irrevocably and unconditionally. I agree to update myself of all company policies and associate related guidelines available on the Company intranet and adhere to them during my tenure of employment with the Company.

Signature : 

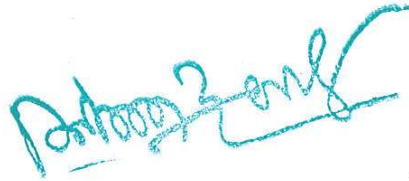
Name : Gowri Jasmitha

Date : 7/02/2023



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Page 6 of 8


Dr. R. JAGAN KENNEDY, M.Sc., Ph.D.,
PRINCIPAL
PDT INSTITUTE OF TECHNOLOGY
Mannivakkam, Chennai - 600 048.

Annexure -A - Compensation Structure Break Up

Components	Per Annum Amount in INR
A. Annualised Monthly Cost	

A. Annualised Monthly Components

Monthly Components	
Basic	
House Rent Allowance	1,80,000
Advance against Statutory Bonus	90,000
Special Allowance *	16,800
Total (A)	1,42,942
	4,29,742

B. Retiral Benefits

Provident Fund	21,600
Gratuity	8,658
Superannuation	
National Pension Scheme	
Total(B)	30,258
Fixed Component (A+B)	4,60,000

C. Variable Pay

Individual Performance Based Pay	27,600
Team & Orgn Performance Based Pay	6,900
Annual Performance Driven Pay (C)*	34,500

D. Other Benefits

Medical & Accident Insurance	5,500
Benefits (D)	5,500

Total A + B + C + D	5,00,000
---------------------	----------

Provident Fund: Employer contribution as per provisions of the Provident Fund Act

Gratuity: The eligibility and payout shall be as per the Provisions of the Payment of Gratuity Act

Superannuation is an optional Retirement Benefit. Associate may choose to contribute 5% of Basic Salary. Please refer to Superannuation policy for more specific details in the associate induction handbook for more specific details.

National Pension Scheme is an optional retirement benefit. Associates can contribute up to 10% of Basic Salary. Please refer to NPS scheme mentioned in the associate induction handbook for more specific details.

Variable Pay / Annual Performance Driven Pay (APDP) is linked to performance against targets that are set and agreed with your supervisor and payout is as per the tenets of the Variable Pay Program. The earning potential can extend up to 130% of the eligible amount. Associates on the rolls of the organization on the day of disbursement will be eligible for the same.

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Mannivakkam, Chennai - 600 048.

Medical Insurance Premium amount shown in the above table is nominal only. The organization is currently investing close to INR 10,000/- p.a for your medical insurance. The amount insured for you and your family is INR 3 lakhs per annum.

LIST OF DOCUMENTS TO BE SUBMITTED ON DATE OF JOINING

At the time of joining, you are requested to bring the below mentioned documents in original, with a copy of each.

1. Your relieving order from your immediate previous employer
2. Experience/Service letter from all your previous employers in the past 5 years
3. Three passport size photographs with red background
4. Copy of educational certificate of your highest educational qualification
5. Aadhar Card Number and Pan Card number
6. Copy of Passport – first and last page (if Passport is available)
7. In case of transfer of PF, PF Slip from the previous employer. This will be attached with PF transfer Form (Form 13-Revised) issued to you on your date of joining Intellect. In the absence of a PF slip, please furnish the complete address of the Provident Fund Commissioner Office /Trust where the PF account is maintained by the previous employer(s).

Dr. R. Palson Kennedy

Dr. R. PALSON KENNEDY, M.E., Ph.D.
PRINCIPAL
PEN INSTITUTE OF TECHNOLOGY
Mannivakkam, Chennai 600 048.
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Ref No: Intellect/Tech/22-23

Date: 06-02-2023

Name: Jagatheesan V

Address: Chennai

Sub: Your Offer of Employment in Intellect

Dear Jagatheesan

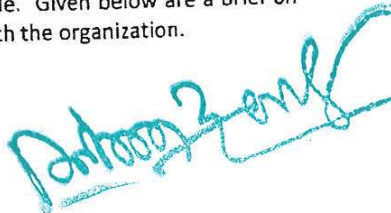
Thank you for the time you invested in exploring career opportunity with Intellect. Our leaders have found the dialogue with you meaningful and your capabilities aligned to the organization requirement and have hence chosen to invite you to be part of the Intellect family! Congratulations!!!

We believe that the prosperity of an organization is defined by the power of thought, of both individuals and teams and therein we put 'Design Thinking' at the core of everything we do. This maximizes our chances of getting to a state of mind that is 'Fulfillment'; as we create opportunities for ourselves to contribute to our fullest capacity with the freedom to think and act differently. This, in turn is possible with us having the feeling of belongingness. Hence, for us, all employees are associates and you are set to become one of our fellow associates.

This invitation to you is to join us as **Associate Consultant in Grade T120**. The details of your work location and reporting manager shall be shared with you closer to date of joining (post successful completion of your course)

Your gross compensation shall be **INR 5,00,000 per annum**. The details of the same are as in Annexure-A of this Offer of Employment. The organization is confident of its ability in hiring some of the best talent in the industry and you are one such talent.

When all of us come together as associates of this organization placing the interests of us humans above everything else, it is important that we have the ecosystem of policies and practices that enable us to exercise our rights freely. This is possible with everyone in the organization respecting each other as individuals, playing their part in protecting and nourishing the collective work culture. Towards this, we have set some boundaries / norms / rules for ourselves as associates of the organization and shall abide by the same in all circumstances. As we evolve, we do make changes to the rules governing ourselves to be aligned to the demands of the environment and associate needs. We will continue to abide by the changes as and when they are made. Given below are a brief on some of the key terms that govern us when we are in employment with the organization.


Dr. R. PALSON KENNEDY M.E.
PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
Mannivakkam, Chennai - 600 048.
(Signature of Associate)

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1. Employment Terms:

A. Service Rules: Your services in Intellect will be governed by the service rules and regulations, which are in force or which would be brought into force from time to time, as applicable to all Associates of the Company. Some of the service rules are enumerated below in this document. In addition to these, all Company policies and Associate related guidelines are made available on the intranet of the Company. Changes/amendments to these policies and guidelines are made taking into consideration Company's and associates' best interests from time to time. You are advised to go through these policies and adhere to them during your employment with the Company.

B. Full Time Work: Your position is a full time employment and you shall devote yourself exclusively to the business of the Company. You will not take up any other work – part time or otherwise – or work in advisory capacity or be interested directly or indirectly in any other trade or business without the prior written consent from the Company during your tenure of association with the company. The Company reserves the right to alter or allocate different responsibility to you from time to time depending on the business needs of the Company.

C. Code of Conduct: You are expected to operate with the highest degree of initiative, economy, efficiency and responsibility. You will at all times act bearing in mind the best interest of the Company and will at no time do or say anything which compromises the Company's goal or reputation. If there is any breach of the same, or the terms and conditions laid down in code of conduct, your service could be terminated without any notice notwithstanding any other terms and conditions stipulated herein.

D. Past Record: If any declaration given or information furnished by you to the Company proves to be false/forged or if you are found to have willfully suppressed any material information, you will be liable to be removed from services without any notice or compensation whatsoever.

E. Responsibilities: You are expected to perform effectively to ensure achievement of required results and you will be required to work under the supervision of such officers as directed by the Company from time to time. Your performance in the assigned role will be periodically reviewed and the feedback will be shared with you. In the event of your performance not measuring up to the expectations of your supervisor, the Company reserves the right to take suitable recourse up to and including termination of your services.

F. Confidentiality: You are expected to maintain utmost secrecy in regard to affairs of Intellect and shall keep any information of Intellect, whether written or oral, confidential. Please note that the terms and conditions of your services with Intellect shall be treated as strictly confidential and you are expected not to divulge its contents to any associate of the Company or any person connected with the Company. With respect to the confidentiality obligations undertaken, you shall sign a Non-Disclosure Agreement on joining of Intellect. If required by Intellect or its Clients, you will sign further confidentiality agreements or the like to further protect the interest of Intellect and/or its Clients. The confidentiality obligation will be perpetual in nature. Your service shall be terminated with immediate effect without any prior notice in the event of breach of confidentiality provision.

[Signature]
Dr. R. PALSON KENNEDY, M.E., Ph.D.,
PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
Mannivakkam, Chennai - 600 048.

G. Course Completion: Your employment with Intellect shall be subject to your successful completion of graduation & post-graduation examination which includes completion of your final semester without any pending arrears/ back logs during the entire course duration.

H. Training Agreement: You are required to sign Training and Employment Agreement with the Company to remain employed with the Company for a minimum period of two (2) years from the date of joining, in which the agreement will include you paying a sum of Rs. 1.5 lakh in lieu of any breach of obligations set forth therein.

I. Training Program: We would like to get you ready to succeed in your career with Intellect. To enable you to do the same, we have carefully designed a course curriculum and tied up with premier institutes from which you would be advised to take the course. This course content will be directly relevant to your deliverables and go a long way in building a successful career for you. You are expected to successfully complete this course prior to joining the organization. Upon joining you shall have on the job training and continued assessments as part of Intellect's policy of maintaining highest quality of standards in customer delivery.

2. Leave Eligibility

You are entitled to Leave benefits during your employment with the Company. Annual eligibility of Earned leave will depend on the length of service of the Associate. For the first three years, the eligibility is 15 days of earned leave and 6 days of sick leave. Detailed terms and conditions relating to leave eligibility are provided under leave policy on the intranet and any changes made in the same shall be binding

3. Working Hours

Intellect observes a 5-day work week with Saturdays and Sundays as weekly holidays. The office hours are from 08:30 am to 05:30 pm, with staggered lunch break of 30 minutes between 12:00 PM and 02:30 PM. Associates are expected to follow the client's working hours and holidays while on deputation to client's site in India/other countries. In the event an Associate fails to register attendance consecutively for 3 working days, without any prior notice to their immediate manager or concerned HR partner, the organization shall initiate appropriate disciplinary action against the Associate as per policy.

4. Transfer

Please note that Intellect has the right to transfer you to other locations of Intellect or to transfer you to work for its Group companies or for its Clients, at their respective locations, whether in India or abroad as per the business requirements.

5. Medical Fitness

You are required to continuously maintain yourself in a state of good medical fitness, both physical and mental so as to perform well and to discharge your assigned responsibilities adequately while in employment. If at any point in time, during your employment with the Company, you are found to be medically unfit for the job or the role assigned to you, then your services can be terminated as per the Company rules notwithstanding anything mentioned in this document or otherwise. You agree to submit yourself for any medical check-up at any time if called upon by Intellect or its clients when assigned to work at their premises.

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Chennai - 600 048.
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6. Associate Representation

i. Your continued employment with the Company is solely based upon the representations and information furnished by you to the Company, including (but not limited to) your educational and professional qualifications, being true and accurate at all times.

ii. You shall submit any documents requested by the Company but pending your submission [on the day/within seven days] of joining. You further acknowledge and represent that the submitted documents shall be consistent with the information provided to the Company during the release of this Offer Letter.

iii. If, at any point in time, your representation regarding your qualifications and/or experience is found to be incorrect and/or false and/or fraudulent and/or forged, the Company shall, WITHOUT PREJUDICE TO ITS ANY OTHER RIGHTS terminate your Services with immediate effect and without notice; without incurring any liability whatsoever thereof for the Company. Notwithstanding anything contained herein, you shall indemnify and hold the Company harmless from all cost, losses, damages and liabilities that may have been caused to the Company due to such incorrect and/or false and/or fraudulent and/or forged representation and the company shall be entitled to seek specific performance or other injunctive or equitable relief as a remedy apart from claiming indemnity from you, without limitation. Company shall also claim liquidated damages amounting to Rs.500,000/- (Rupees Five Lakhs only).

iv. A negative outcome of any candidate reference and background verification undertaken by the Company may result in the termination of your employment with the Company. In such a case, you will not be entitled to the period of notice, or pay in lieu of notice, set forth in Section [●] of this Offer Letter."

7. Notice Period & Termination

Your employment may be terminated by either party upon giving 90 days' notice or 90 days salary in lieu of notice period (Whereas salary in lieu of notice period as an option can be exercised by the employee only upon approval from the Management). "Salary" for the purpose of notice period will mean "Annualized Monthly Components" as given in the compensation break up sheet in this 'offer of employment' or subsequent revision letters. Notwithstanding anything contained herein, the Company shall have the right of immediate termination of your services without giving you 90 days notice period or 90 days salary in lieu of notice period, if it is found, at any time, that you have been, or are convicted by a Court of Law or penal proceedings are initiated or pending against you before any Court of Law i) for offence(s) involving moral turpitude and/or ii) offence(s) of non-cognizable nature and/or iii) for an offence(s) which the Company considers that the same may be prejudicial to the interests of it and its reputation thereof and iv) any proven misconduct.

8. Intellectual Property Rights

You acknowledge and represent that the Intellectual Property Rights (IPR) in all the work(s) done by you during the time of your employment or contract or assignment in any manner with Intellect or its Clients will be deemed as work done for hire and it belongs to Intellect perpetually and without any claim from you. IPR would mean rights in software, systems, documentations, designs, tools, inventions, patents, utility models, trademarks, knowhow, designs, drawings, specifications, reports, copyrights, source code, flowcharts, algorithms, moral rights, database

rights, semiconductor topography rights, etc. (whether or not, in each case, the right is registered and including applications for, and any right to apply for, such registrations) and all rights or forms of protection of a similar nature or having similar or equivalent effect to any of these which may subsist anywhere in the world, together with all renewals and extensions to such rights. As and when requested by Intellect, you shall sign all such documents and instruments including any actions that is required to effect the purpose of assignment of IPR to Intellect during your tenure with Intellect or otherwise.

9. Non-solicitation of Customer(s)

You shall not during the term of your employment with the Company and a period of 1 year thereafter, without the Company's express written consent, either on your behalf or on behalf of another, directly or indirectly:

- i. Assist, aid, induce, facilitate or cause any customer or client of the Company who is an existing client or customer of the Company or who had been a customer or client or who becomes customer or client of the Company during your term of employment with the Company, to cease, terminate, discontinue either any part or whole of its business with the Company;
- ii. Solicit the business of any current or future client, customer or licensee of the Company either for yourself or for any other organization.

10. Restriction on Joining a Customer

You agree that for a period of one (1) year following the termination of your employment with Intellect for any reason, you will not: (a) accept any offer of employment from any customer of Intellect, where you had worked in a professional capacity with that customer in the one (1) year immediately preceding the termination of your employment with Intellect; (b) undertake a project or provide services to any such customer, either directly as an employee of the customer or as independent contractor or through any other company or agency, where you had worked in a professional capacity in the one (1) year immediately preceding the termination of your employment from Intellect. You further agree to undertake that you will disclose information on the existence of conditions mentioned in this clause to the company or agency where you would seek employment or get employed within the period of one (1) year following your termination of your employment with Intellect for any reason.

11. Non-Solicitation

You shall not during the term of your employment with the Company and any time thereafter, without the Company's express written consent, either on your behalf or on behalf of another, directly or indirectly abet, induce, facilitate, contact or deal with the employee(s) of the Company or its associated entities for the purpose of making such employee(s) leave the Company and/or hiring them either for yourself or for any other organization, entities, etc.

12. ISMS

You shall read and understand the information security training material(s) of Intellect and complete the ISMS Certification within one month of your joining Intellect, failing which appropriate disciplinary action as per Intellect policies may be initiated against you, including withholding of your salary till such period you complete the ISMS Certification.

13. Superannuation (Retirement)

You will retire in the normal course from the services of the company on attaining the age of superannuation, which would be the end of the month following your 60th birthday.

We wish you all the very best and look forward to a long and mutually beneficial association.

Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter.

Yours sincerely,
for Intellect Design Arena Ltd.,



PADMINI SHARATHKUMAR
CHIEF TALENT OFFICER

I have carefully read and understood the above offer terms including the terms contained in Annexure I and agree that the provisions of this letter and the Annexure I are reasonable and necessary, and accept the same irrevocably and unconditionally. I agree to update myself of all company policies and associate related guidelines available on the Company intranet and adhere to them during my tenure of employment with the Company.

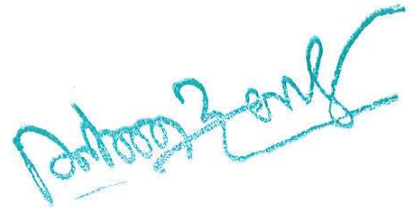
Signature



Name

: JAGATHEESAN V

Date : 8/2/2023



Annexure -A - Compensation Structure Break Up

Components	Per Annum Amount in INR
A. Annualised Monthly Components	
Basic	1,80,000
House Rent Allowance	90,000
Advance against Statutory Bonus	16,800
Special Allowance *	1,42,942
Total (A)	4,29,742
B. Retiral Benefits	
Provident Fund	21,600
Gratuity	8,658
Superannuation	
National Pension Scheme	
Total(B)	30,258
Fixed Component (A+B)	4,60,000
C. Variable Pay	
Individual Performance Based Pay	27,600
Team & Orgn Performance Based Pay	6,900
Annual Performance Driven Pay (C)*	34,500
D. Other Benefits	
Medical & Accident Insurance	5,500
Benefits (D)	5,500
Total A + B + C + D	5,00,000

Provident Fund: Employer contribution as per provisions of the Provident Fund Act

Gratuity: The eligibility and payout shall be as per the Provisions of the Payment of Gratuity Act

Superannuation is an optional Retirement Benefit. Associate may choose to contribute 5% of Basic Salary. Please refer to Superannuation policy for more specific details in the associate induction handbook for more specific details.

National Pension Scheme is an optional retirement benefit. Associates can contribute up to 10% of Basic Salary. Please refer to NPS scheme mentioned in the associate induction handbook for more specific details.

Variable Pay / Annual Performance Driven Pay (APDP) is linked to performance against targets that are set and agreed with your supervisor and payout is as per the tenets of the Variable Pay Program. The earning potential can extend up to 130% of the eligible amount. Associates on the rolls of the organization on the day of disbursement will be eligible for the same.

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Medical Insurance Premium amount shown in the above table is nominal only. The organization is currently investing close to INR 10,000/- p.a for your medical insurance. The amount insured for you and your family is INR 3 lakhs per annum.

LIST OF DOCUMENTS TO BE SUBMITTED ON DATE OF JOINING

At the time of joining, you are requested to bring the below mentioned documents in original, with a copy of each.

1. Your relieving order from your immediate previous employer
2. Experience/Service letter from all your previous employers in the past 5 years
3. Three passport size photographs with red background
4. Copy of educational certificate of your highest educational qualification
5. Aadhar Card Number and Pan Card number
6. Copy of Passport – first and last page (if Passport is available)
7. In case of transfer of PF, PF Slip from the previous employer. This will be attached with PF transfer Form (Form 13-Revised) issued to you on your date of joining Intellect. In the absence of a PF slip, please furnish the complete address of the Provident Fund Commissioner Office /Trust where the PF account is maintained by the previous employer(s).

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Dr. R. PALSON KENNEDY, M.E., Ph.D.,
PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
Mannivakkam, Chennai - 600 048.

22/12/2022

CodingKing

No.39/3,2nd Main,Madiwala New Ext,
Madiwala,
Bangalore
Karnataka- 560068

Dear Nedunseraladhan,

Congratulations! We are pleased to confirm that you have been selected to pursue Free training for our Dream House project for January 2023 batch.

We would like you to start your course from January month onwards with CodingKing Technologies. You will be given free online training with unlimited placement assistance until you get your dream job for a year.

The course duration will be for 30days and you will get an ISO certification for Java Training through CodingKing Technologies.

Please sign this offer letter and return it to me to indicate your acceptance of this Free Training offer.

We are confident that you will be able to success in your career through CodingKing Technologies and look forward to see you soon.

Sincerely,

Director

CodingKing Technologies

Accepted By,

S.Nedunseraladhan

Dr. R. PALSON KENNEDY, M.E., Ph.D.,
PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
CHENNAI - 600 048

Branches: Trichy, Chennai, Bengaluru

Date: 16-03-2023

Dear Mr. Santhosh Kumar M,

Sub: Intent Offer of Employment

With reference to the technical interview, you had with us and our subsequent discussions, we are pleased to offer you the position of **Trainee Recruiter** at our Urapakkam, Chennai office. Your Annual Salary will be **Rs.4,93,392 Per Annum (Four Lakh Ninety Three Thousand Three Hundred and Ninety Two Only)**. During the training period stipend amount will be **Rs.11,250 (Eleven Thousand Two Hundred and Fifty Only)**. And the joining date will be **August 02, 2023**. The terms of this offer are as follows:

1. **Probation Period:** You will be on **One month Training Period and 3 Month Probation period** from the date of your joining. Your employment with the Company will be confirmed only after successful completion of the probation period. During the probation period the Company is entitled to terminate your employment without assigning any reasons.
2. **Resignation** – You agree that the term of this Agreement shall be a Minimum of Twelve Months (One Year) of employment with DevCare Solutions Pvt Ltd. If you fail to complete Twelve Months (One Year) with DevCare Solutions Pvt Ltd and 3-months' Notice Period, you agree that you are liable for any and all consequential and incidental damages, including court costs, costs and reasonable attorney fees and will pay back the incurred costs.

The variable amount will may differ in the pay structure. Please keep one for your records and return the other with your acceptance signature, within a week of receipt of this offer letter. We welcome you to DevCare Solutions Pvt Ltd and wish you a successful career with us.

Sincerely,

R. Janakiram

R. Janakiram

Senior Manager-Operations

Accepted

Santhosh Kumar M

Signature
Dr. R. PALSON KENNEDY, M.E., Ph.D.,
PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
Mannavakkam, Chennai.

579 Executive Campus Dr, Suite 370,
Westerville, OH-43082 – USA
Tel :614-221-2277

4, Ram Complex, Padasalai Street,
Urapakkam, Chennai-603210 -India
Tel: 044-47431394

ANNEXURE
SALARY BREAK UP DETAILS

Particulars	Month	Amount
Basic Salary	10,000	1,20,000
House Rent Allowance	3,750	45,000
Medical Allowance	3,250	39,000
Special Allowance	4,500	54,000
Other Allowance	3,500	42,000
Gross A	25,000	3,00,000
PF Employee contribution	1,800	21,600
Health/ESI	0	0
Other Deductions (Loans)	0	0
LOP	0	0
TDS	0	0
Total Deduction	1,800	21,600
Net Salary B (A-B)	23,200	2,78,400
Employees Welfare Benefits		
PF Employer contribution	1,950	23,400
Medical Insurance	458	5,496
Life Insurance	208	2,496
Gratuity	0	0
Other Benefits		
Holiday Bonus	500	6,000
Vaishnavi Scheme	0	0
Marriage Benefits	1,250	15,000
Child Education	0	0
Training /Certification/Higher Education Benefits	1,250	15,000
Pillar club/Own house Benefits	0	0
Salary /Target Bonus (Variable)	0	0
Incentive Benefits (Variable)	5,000	60,000
Royalty Benefits (Variable)	0	0
Food	3,000	36,000
CAB /Petrol Allowances	2,500	30,000
Total	16,116	1,93,392
CTC C (A+C)	41,116	4,93,392

[Handwritten Signature]
Principal
DevCare Institute of Technology
Chennai - 600.048

579 Executive Campus Dr, Suite 370,
Westerville, OH-43082 – USA
Tel :614-221-2277

4, Ram Complex, Padasalai Street,
Urapakkam, Chennai-603210 -India
Tel: 044-47431394

Date: 06-02-2023

Name: Harisharan B

Address: Chennai

Sub: Your Offer of Employment in Intellect

Dear Harisharan,

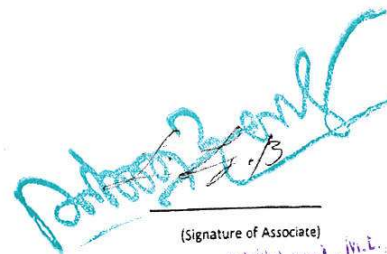
Thank you for the time you invested in exploring career opportunity with Intellect. Our leaders have found the dialogue with you meaningful and your capabilities aligned to the organization requirement and have hence chosen to invite you to be part of the Intellect family! Congratulations!!!

We believe that the prosperity of an organization is defined by the power of thought, of both individuals and teams and therein we put 'Design Thinking' at the core of everything we do. This maximizes our chances of getting to a state of mind that is 'Fulfillment'; as we create opportunities for ourselves to contribute to our fullest capacity with the freedom to think and act differently. This, in turn is possible with us having the feeling of belongingness. Hence, for us, all employees are associates and you are set to become one of our fellow associates.

This invitation to you is to join us as **Associate Consultant in Grade T120**. The details of your work location and reporting manager shall be shared with you closer to date of joining (post successful completion of your course)

Your gross compensation shall be **INR 5,00,000 per annum**. The details of the same are as in Annexure-A of this Offer of Employment. The organization is confident of its ability in hiring some of the best talent in the industry and you are one such talent.

When all of us come together as associates of this organization placing the interests of us humans above everything else, it is important that we have the ecosystem of policies and practices that enable us to exercise our rights freely. This is possible with everyone in the organization respecting each other as individuals, playing their part in protecting and nourishing the collective work culture. Towards this, we have set some boundaries / norms / rules for ourselves as associates of the organization and shall abide by the same in all circumstances. As we evolve, we do make changes to the rules governing ourselves to be aligned to the demands of the environment and associate needs. We will continue to abide by the changes as and when they are made. Given below are a brief on some of the key terms that govern us when we are in employment with the organization.



(Signature of Associate)

Dr. R. FALGUN KINNAL, M.T.
PRINCIPALPERI INSTITUTE OF TECHNOLOGY
Mannivalkam, Chennai - 600 048
www.intellectdesign.com

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1. Employment Terms:

A. Service Rules: Your services in Intellect will be governed by the service rules and regulations, which are in force or which would be brought into force from time to time, as applicable to all Associates of the Company. Some of the service rules are enumerated below in this document. In addition to these, all Company policies and Associate related guidelines are made available on the intranet of the Company. Changes/amendments to these policies and guidelines are made taking into consideration Company's and associates' best interests from time to time. You are advised to go through these policies and adhere to them during your employment with the Company.

B. Full Time Work: Your position is a full time employment and you shall devote yourself exclusively to the business of the Company. You will not take up any other work – part time or otherwise – or work in advisory capacity or be interested directly or indirectly in any other trade or business without the prior written consent from the Company during your tenure of association with the company. The Company reserves the right to alter or allocate different responsibility to you from time to time depending on the business needs of the Company.

C. Code of Conduct: You are expected to operate with the highest degree of initiative, economy, efficiency and responsibility. You will at all times act bearing in mind the best interest of the Company and will at no time do or say anything which compromises the Company's goal or reputation. If there is any breach of the same, or the terms and conditions laid down in code of conduct, your service could be terminated without any notice notwithstanding any other terms and conditions stipulated herein.

D. Past Record: If any declaration given or information furnished by you to the Company proves to be false/forged or if you are found to have willfully suppressed any material information, you will be liable to be removed from services without any notice or compensation whatsoever.

E. Responsibilities: You are expected to perform effectively to ensure achievement of required results and you will be required to work under the supervision of such officers as directed by the Company from time to time. Your performance in the assigned role will be periodically reviewed and the feedback will be shared with you. In the event of your performance not measuring up to the expectations of your supervisor, the Company reserves the right to take suitable recourse up to and including termination of your services.

F. Confidentiality: You are expected to maintain utmost secrecy in regard to affairs of Intellect and shall keep any information of Intellect, whether written or oral, confidential. Please note that the terms and conditions of your services with Intellect shall be treated as strictly confidential and you are expected not to divulge its contents to any associate of the Company or any person connected with the Company. With respect to the confidentiality obligations undertaken, you shall sign a Non-Disclosure Agreement on joining of Intellect. If required by Intellect or its Clients, you will sign further confidentiality agreements or the like to further protect the interest of Intellect and/or its Clients. The confidentiality obligation will be perpetual in nature. Your service shall be terminated with immediate effect without any prior notice in the event of breach of confidentiality provision.

G. Course Completion: Your employment with Intellect shall be subject to your successful completion of graduation & post-graduation examination which includes completion of your final semester without any pending arrears/ back logs during the entire course duration.

H. Training Agreement: You are required to sign Training and Employment Agreement with the Company to remain employed with the Company for a minimum period of two (2) years from the date of joining, in which the agreement will include you paying a sum of Rs. 1.5 lakh in lieu of any breach of obligations set forth therein.

I. Training Program: We would like to get you ready to succeed in your career with Intellect. To enable you to do the same, we have carefully designed a course curriculum and tied up with premier institutes from which you would be advised to take the course. This course content will be directly relevant to your deliverables and go a long way in building a successful career for you. You are expected to successfully complete this course prior to joining the organization. Upon joining you shall have on the job training and continued assessments as part of Intellect's policy of maintaining highest quality of standards in customer delivery.

2. Leave Eligibility

You are entitled to Leave benefits during your employment with the Company. Annual eligibility of Earned leave will depend on the length of service of the Associate. For the first three years, the eligibility is 15 days of earned leave and 6 days of sick leave. Detailed terms and conditions relating to leave eligibility are provided under leave policy on the intranet and any changes made in the same shall be binding

3. Working Hours

Intellect observes a 5-day work week with Saturdays and Sundays as weekly holidays. The office hours are from 08:30 am to 05:30 pm, with staggered lunch break of 30 minutes between 12:00 PM and 02:30 PM. Associates are expected to follow the client's working hours and holidays while on deputation to client's site in India/other countries. In the event an Associate fails to register attendance consecutively for 3 working days, without any prior notice to their immediate manager or concerned HR partner, the organization shall initiate appropriate disciplinary action against the Associate as per policy.

4. Transfer

Please note that Intellect has the right to transfer you to other locations of Intellect or to transfer you to work for its Group companies or for its Clients, at their respective locations, whether in India or abroad as per the business requirements.

5. Medical Fitness

You are required to continuously maintain yourself in a state of good medical fitness, both physical and mental so as to perform well and to discharge your assigned responsibilities adequately while in employment. If at any point in time, during your employment with the Company, you are found to be medically unfit for the job or the role assigned to you, then your services can be terminated as per the Company rules notwithstanding anything mentioned in this document or otherwise. You agree to submit yourself for any medical check-up at any time if called upon by Intellect or its clients when assigned to work at their premises.

6. Associate Representation

- i. Your continued employment with the Company is solely based upon the representations and information furnished by you to the Company, including (but not limited to) your educational and professional qualifications, being true and accurate at all times.
- ii. You shall submit any documents requested by the Company but pending your submission [on the day/within seven days] of joining. You further acknowledge and represent that the submitted documents shall be consistent with the information provided to the Company during the release of this Offer Letter.
- iii. If, at any point in time, your representation regarding your qualifications and/or experience is found to be incorrect and/or false and/or fraudulent and/or forged, the Company shall, WITHOUT PREJUDICE TO ITS ANY OTHER RIGHTS terminate your Services with immediate effect and without notice; without incurring any liability whatsoever thereof for the Company. Notwithstanding anything contained herein, you shall indemnify and hold the Company harmless from all cost, losses, damages and liabilities that may have been caused to the Company due to such incorrect and/or false and/or fraudulent and/or forged representation and the company shall be entitled to seek specific performance or other injunctive or equitable relief as a remedy apart from claiming indemnity from you, without limitation. Company shall also claim liquidated damages amounting to Rs.500,000/- (Rupees Five Lakhs only).
- iv. A negative outcome of any candidate reference and background verification undertaken by the Company may result in the termination of your employment with the Company. In such a case, you will not be entitled to the period of notice, or pay in lieu of notice, set forth in Section [●] of this Offer Letter."

7. Notice Period & Termination

Your employment may be terminated by either party upon giving 90 days notice or 90 days salary in lieu of notice period (Whereas salary in lieu of notice period as an option can be exercised by the employee only upon approval from the Management). "Salary" for the purpose of notice period will mean "Annualized Monthly Components" as given in the compensation break up sheet in this 'offer of employment' or subsequent revision letters. Notwithstanding anything contained herein, the Company shall have the right of immediate termination of your services without giving you 90 days notice period or 90 days salary in lieu of notice period, if it is found, at any time, that you have been, or are convicted by a Court of Law or penal proceedings are initiated or pending against you before any Court of Law i) for offence(s) involving moral turpitude and/or ii) offence(s) of non-cognizable nature and/or iii) for an offence(s) which the Company considers that the same may be prejudicial to the interests of it and its reputation thereof and iv) any proven misconduct.

8. Intellectual Property Rights

You acknowledge and represent that the Intellectual Property Rights (IPR) in all the work(s) done by you during the time of your employment or contract or assignment in any manner with Intellect or its Clients will be deemed as work done for hire and it belongs to Intellect perpetually and without any claim from you. IPR would mean rights in software, systems, documentations, designs, tools, inventions, patents, utility models, trademarks, knowhow, designs, drawings, specifications, reports, copyrights, source code, flowcharts, algorithms, moral rights, database

rights, semiconductor topography rights, etc. (whether or not, in each case, the right is registered and including applications for, and any right to apply for, such registrations) and all rights or forms of protection of a similar nature or having similar or equivalent effect to any of these which may subsist anywhere in the world, together with all renewals and extensions to such rights. As and when requested by Intellect, you shall sign all such documents and instruments including any actions that is required to effect the purpose of assignment of IPR to Intellect during your tenure with Intellect or otherwise.

9. Non-solicitation of Customer(s)

You shall not during the term of your employment with the Company and a period of 1 year thereafter, without the Company's express written consent, either on your behalf or on behalf of another, directly or indirectly:

- i. Assist, aid, induce, facilitate or cause any customer or client of the Company who is an existing client or customer of the Company or who had been a customer or client or who becomes customer or client of the Company during your term of employment with the Company, to cease, terminate, discontinue either any part or whole of its business with the Company;
- ii. Solicit the business of any current or future client, customer or licensee of the Company either for yourself or for any other organization.

10. Restriction on Joining a Customer

You agree that for a period of one (1) year following the termination of your employment with Intellect for any reason, you will not: (a) accept any offer of employment from any customer of Intellect, where you had worked in a professional capacity with that customer in the one (1) year immediately preceding the termination of your employment with Intellect; (b) undertake a project or provide services to any such customer, either directly as an employee of the customer or as independent contractor or through any other company or agency, where you had worked in a professional capacity in the one (1) year immediately preceding the termination of your employment from Intellect. You further agree to undertake that you will disclose information on the existence of conditions mentioned in this clause to the company or agency where you would seek employment or get employed within the period of one (1) year following your termination of your employment with Intellect for any reason.

11. Non-Solicitation

You shall not during the term of your employment with the Company and any time thereafter, without the Company's express written consent, either on your behalf or on behalf of another, directly or indirectly abet, induce, facilitate, contact or deal with the employee(s) of the Company or its associated entities for the purpose of making such employee(s) leave the Company and/or hiring them either for yourself or for any other organization, entities, etc.

12. ISMS

You shall read and understand the information security training material(s) of Intellect and complete the ISMS Certification within one month of your joining Intellect, failing which appropriate disciplinary action as per Intellect policies may be initiated against you, including withholding of your salary till such period you complete the ISMS Certification.

13. Superannuation (Retirement)

You will retire in the normal course from the services of the company on attaining the age of superannuation, which would be the end of the month following your 60th birthday.

We wish you all the very best and look forward to a long and mutually beneficial association.

Kindly confirm your acceptance of the above conditions by signing and returning the duplicate copy of this letter.

Yours sincerely,
for Intellect Design Arena Ltd.,

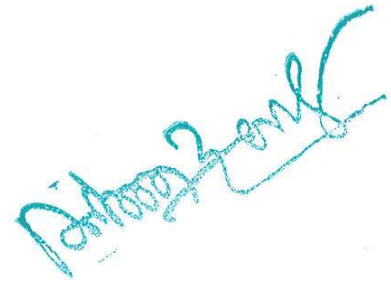


PADMINI SHARATHKUMAR
CHIEF TALENT OFFICER

I have carefully read and understood the above offer terms including the terms contained in Annexure I and agree that the provisions of this letter and the Annexure I are reasonable and necessary, and accept the same irrevocably and unconditionally. I agree to update myself of all company policies and associate related guidelines available on the Company intranet and adhere to them during my tenure of employment with the Company.

Signature : 
Name : Hari Haran B

Date : 7/02/2023



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Annexure -A - Compensation Structure Break Up

Components	Per Annum Amount in INR
------------	----------------------------

A. Annualised Monthly Components

Basic	1,80,000
House Rent Allowance	90,000
Advance against Statutory Bonus	16,800
Special Allowance *	1,42,942
Total (A)	4,29,742

B. Retiral Benefits

Provident Fund	21,600
Gratuity	8,658
Superannuation	
National Pension Scheme	
Total(B)	30,258
Fixed Component (A+B)	4,60,000

C. Variable Pay

Individual Performance Based Pay	27,600
Team & Orgn Performance Based Pay	6,900
Annual Performance Driven Pay (C)*	34,500

D. Other Benefits

Medical & Accident Insurance	5,500
Benefits (D)	5,500

Total A + B + C + D	5,00,000
----------------------------	-----------------

Provident Fund: Employer contribution as per provisions of the Provident Fund Act

Gratuity: The eligibility and payout shall be as per the Provisions of the Payment of Gratuity Act

Superannuation is an optional Retirement Benefit. Associate may choose to contribute 5% of Basic Salary. Please refer to Superannuation policy for more specific details in the associate induction handbook for more specific details.

National Pension Scheme is an optional retirement benefit. Associates can contribute up to 10% of Basic Salary. Please refer to NPS scheme mentioned in the associate induction handbook for more specific details.

Variable Pay / Annual Performance Driven Pay (APDP) is linked to performance against targets that are set and agreed with your supervisor and payout is as per the tenets of the Variable Pay Program. The earning potential can extend up to 130% of the eligible amount. Associates on the rolls of the organization on the day of disbursement will be eligible for the same.

Medical Insurance Premium amount shown in the above table is nominal only. The organization is currently investing close to INR 10,000/- p.a for your medical insurance. The amount insured for you and your family is INR 3 lakhs per annum.

LIST OF DOCUMENTS TO BE SUBMITTED ON DATE OF JOINING

At the time of joining, you are requested to bring the below mentioned documents in original, with a copy of each.

1. Your relieving order from your immediate previous employer
2. Experience/Service letter from all your previous employers in the past 5 years
3. Three passport size photographs with red background
4. Copy of educational certificate of your highest educational qualification
5. Aadhar Card Number and Pan Card number
6. Copy of Passport – first and last page (if Passport is available)
7. In case of transfer of PF, PF Slip from the previous employer. This will be attached with PF transfer Form (Form 13-Revised) issued to you on your date of joining Intellect. In the absence of a PF slip, please furnish the complete address of the Provident Fund Commissioner Office /Trust where the PF account is maintained by the previous employer(s).

Dr. R. Palson Kennedy

Dr. R. PALSON KENNEDY, M.E., Ph.D.
PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
Mannivakkam, Chennai - 600 048.
www.intellectdesign.com

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HRD-Offer-103-SD-0901

09/01/2023

Jasmine Jenifer Mary X
X., G-2, BSNL Quarters, block -16
Neyveli,
Tamil Nadu
607801

Offer Letter

Dear Jasmine Jenifer Mary X,

Congratulations! Further to the Interview you had with us, we are pleased to extend an offer to you in the capacity of a "Trainee US IT Recruiter" in grade "P0".

Your Total Annual remuneration will be Rs. "4,00,000"/- (Four Lakh Rupees Only) which is inclusive of your the variable Component. A detailed break up of your salary is been explained in enclosed Annexure.

Terms and Conditions of Employment:

This offer is valid until "11/01/2023" which will be your joining date with us and will stand void post your stated joining date.

And also note that this offer is purely based on the information / documents provided by you and by accepting the offer, you specifically authorize the Company or any external agency through us to verify your educational, employment antecedents, your conduct and any other background checks prior to your joining the Company or thereafter. You shall extend co-operation (if asked for) during such verification without any protest or demur. If there is a discrepancy in any of the information submitted by you (which formed the basis for this offer) or in the copies of the documents / certificates given by you as a proof in support of the above, the Company reserves the right to revoke the offer at any time during service.

- A. **Probation:** You will be on probation for a period of six months wef your the date of joining with us. The probation period will be for 6 months and in line with your satisfactory performance you will be confirmed on rolls of the company.
- B. **Work Location:** Your posting will be at PreludeSys India Private Limited, Old No D 12, New No A-3, 1st cross road, SIPCOT IT Park-Siruseri, Navallur, Chennai 603103. Your posting at present is, at Chennai. During your employment with this Company, you may be posted/transferred/attached to any other Company of PreludeSys India Pvt Ltd., Or to any of the offices/subsidiaries/unit associate offices of the Company to any town or city in India or abroad at the sole discretion of the Management.
- C. Upon you working in another Company on transfer/on specific project, you shall be entitled to emoluments and perks as applicable with PreludeSys India Pvt Ltd., only.

PreludeSys India Private Limited

Regd. Office : No. 3/A3, 1st Cross Street, SIPCOT IT Park, Siruseri - Chennai – 603 103.

Ph: 91-44-67417600 | www.preludesys.com

CIN : U72300TN1998PTC041576 | GSTN : 33AABCP7252K1ZC

D. Work Ethics:

1. During the course of your employment you will apply yourself with dedication, exercise your duty to the best of your ability and shall devote your whole time and attention to promote the interests of the Company and generally carry out the work as assigned to you and shall obey and comply with all the lawful orders and directions given to you by the concerned superiors in the Company.
2. You are expected to deal with Company's money, material and documents with utmost care, diligence, honesty and professional ethics. Your services may be dispensed with, any time without any previous notice, if you are found guilty of gross indiscipline, fraud misappropriation or acting against the interests of the Company.
3. You will not give anyone, by word of mouth, writing, facsimile, any devices or otherwise any particulars or details, which you acquire during the course of your employment of our working systems, technical know-how, security arrangements, administrative and/or Company matters of our and our clients whether confidential, secret or otherwise, either during your employment with Company or afterwards.

Our Employment Norms:

1. During the period of your employment, you will not work directly or indirectly for any other person, firm, company or organization whether with or without remuneration nor will you engage yourself or be interested directly in any trade or business; either as employer or employee or partner or advisor or in any other capacity.
2. While employed with us, you will promptly disclose to it and assign to it your interest in any invention, improvement or discovery made or conceived by you either alone or jointly with others, which arises out of any proceeding relating to such invention, improvement or discovery and in obtaining domestic and foreign patent or other protection covering the same.
3. You are required to maintain yourself, in a state of sound medical/physical/ mental fitness and ensure regular medical check-ups. Any neglect on your part in maintaining good health may render you medically unfit for the service. In such a case your services are liable for termination, not withstanding other conditions mentioned in the letter of otherwise.
4. It must be specifically understood that this offer is made based on your proficiency on Technical/Professional skills you have declared to possess as per the Interview, and the ability to handle any assignment/job independently. In case, at a later date, any of your statements/particulars furnished are found to be false or misleading, the Company shall have the right to terminate your services forthwith.
5. You will at all times conform to the Security regulations prescribed at your place of work (including worksite at clients' location) for security of personnel, data security, and assets.

Dr. R. PALSON KENNEDY, M.E., Ph.D.,
PRINCIPAL

PreludeSys India Private Limited PERI INSTITUTE OF TECHNOLOGY
Mannivakkam, Chennai - 600 048.

Regd. Office : No. 3/A3, 1st Cross Street, SIPCOT IT Park, Siruseri - Chennai - 603 103.

Ph: 91-44-67417600 | www.preludesys.com

CIN : U72300TN1998PTC041576 | GSTN : 33AABCP7252K12C

Notice for separation from employment and Employment Termination

1. During probationary period, the employment may be brought to an end by either side serving a thirty days' notice to the other or by paying an amount equivalent in lieu of such notice, subject to the approval of Company.
2. The confirmed employment may be brought to an end by either side serving a sixty days' notice to the other or by paying an amount equivalent in lieu of such notice subject to the approval of Company.
3. The Company shall further be free to terminate your services at any time, without notice or compensation in lieu thereof, in the event of inefficiency in performance, insubordination, unethical / unprofessional behavior, misconduct, drunken disposition / precedence as a druggie at workplace, breach of any of the rules and regulations of the Company, negligence towards work, physical or mental disability on your part or on accord of an unsatisfactory outcome of your background verification (full or part of previous employment history)
4. In the event of your unauthorized/ uninformed absence from work for continuous 3 or in the event of you leaving the services of the Company without any written acceptance through e-mail by the Company, it would be assumed that you have voluntarily abandoned the services of the Company, and you will be terminated from services with immediate effect and without any compensation in lieu thereof

The terms and conditions mentioned in the letter are only few selected ones, applicable to you and not a complete description of all Company policies and rules. You are required to go through the policy manual of the Company, as amended from time to time.

Your acceptance to this offer letter / by virtue of you signing this offer letter, the Company reserves the rights to initiate legal proceedings in the jurisdiction of the courts of Chennai to recover cost of training as well as related costs associated with training as determined by the Company.

Even though the Company may depute you Overseas for on-site work or to any other location in India, the jurisdiction concerning any dispute arising out of your employment will be the courts in Chennai only.

Please note that the terms and conditions of your service contract as stipulated here-to-fore, or to be intimated hereafter, are to be treated as strictly confidential. You are not to divulge its contents to any employee of the Company/person connected with the Company

In all service matters, including those not specifically covered here, such as Travel, Leave etc. you will be governed by the rules of the Company framed from time to time.

Retirement: Retirement will be exercised as per our retirement policy.

At PreludeSys, we aim to provide a very satisfying and challenging workplace to our Employees, through whom we intend to deliver high quality service to our clients.

PreludeSys India Private Limited

Regd. Office : No. 3/A3, 1st Cross Street, SIPCOT IT Park, Siruseri - Chennai - 603 103

Ph: 91-44-67417600 | www.preludesys.com

CIN : U72300TN1998PTC041576 | GSTN : 33AABCP7252K1ZC

Dr. R. PALSON KENNEDY, M.E., Ph.D.,
PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
Mullinayakan, Chennai - 600 048.

For PreludeSys India Pvt Ltd

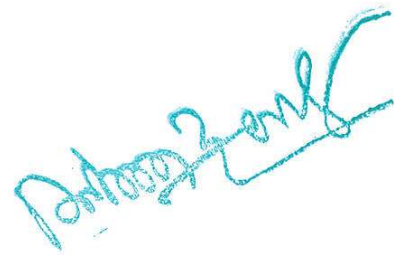


Prasad Reddy
AVP - HR & IT

You are advised to read this letter carefully and if the terms and conditions are accepted by you, kindly acknowledge by signing below.

I, have read and understood thoroughly the rules of service and the above terms of my appointment of my service. I agree with all terms mentioned above and I shall abide by all general rules of service, which are now or may hereafter to be in force. I accept my appointment of service with you.

Employee's Signature
Date:



Dr. R. PALSON KENNEDY, M.E., Ph.D.
PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
Mannivakkam, Chennai - 600 048.

PreludeSys India Private Limited

Regd. Office : No. 3/A3, 1st Cross Street, SIPCOT IT Park, Siruseri - Chennai - 603 103.

Ph: 91-44-67417600 | www.preludesys.com

CIN : U72300TN1998PTC041576 | GSTN : 33AABCP7252K1ZC

Salary Annexure

Candidate Name	Jasmine Jenifer Mary X	Level	P0
Designation	Trainee US IT Recruiter	Department	IN - US IT Recruitment
Particulars	Monthly (Rs)	Variable %	0
Basic Pay (40% of your annual TCTC)		Yearly (Rs)	
HRA	13,333		1,59,996
Basic and HRA Total	6667		80,004
ESI - Employer (3.25% of your monthly fixed)	20,000		2,40,000
PF- Employer	0		0
Insurance	1,800		21,600
Gratuity	365		4,380
Statutory Employer	641		7,692
Car Lease, Fuel and Maintenance (1800/2400 pm)	2,806		33,672
Leave Travel (@ 3 months basic pay once in 2 years)	-		-
Internet / Mobile reimbursement (1000 pm)	-		-
Professional Development (2000 pm)	-		-
Food (1100/2200 pm)	-		-
Flexi Benefits Total (as per employee option)			
Special Allowance			
Professional Tax	10,527		1,26,327
ESI Contribution by Employee (0.75% of your monthly fixed)	208		2,496
PF Contribution by Employee	0		0
Total Statutory Deductions	1,800		21,600
*this will be in line with current prevailing Govt. norms	2,008		24,096
Net Take Home			
Fixed CTC	28,519		3,42,231
Variable Pay (*pay out as per VP policy)	33,333		3,99,999
Total CTC	0		0
	33,333		4,00,000

*Applicable taxes will apply any point of time towards your salary as per the current prevailing Government rules.

PreludeSys India Private Limited

Regd. Office : No. 3/A3, 1st Cross Street, SIPCOT IT Park, Siruseri - Chennai - 603 103.

Ph: 91-44-67417600 | www.preludesys.com

CIN : U72300TN1998PTC041576 | GSTN : 33AABCP7252K1ZC

Dr. R. PALSON KENNEDY, M.E.,
PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
Mannivakkam, Chennai - 600 048.

Exercise of Flexi Benefits:

1. Flexi Benefits (Flexi Benefit is equivalent to your Special Allowance)
2. Flexi Benefit components as per the eligibility at your level helps you to get a tax exemption on submission of bills end of the financial year.
3. Non opted Flexi benefit components will be treated as special allowance and will be taxable.

Details of Employee Group Medical Insurance:

1. Group Medical Insurance @ Sum Insured of 2L
2. Employee Group Personal Accident insurance of 5L
3. Group Life cover minimum of Rs.10L or one time of annual CTC, whichever is higher

Employee Group Medical Insurance coverage will be at an optimized corporate premium. You can also top up your sum insured or add a dependant if you wish to by paying an additional premium as applicable.

Adarsh Zang

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TSIPL/2023/01/02

12-Jan-2023

Jasmine Jenifer Mary X
236/85, Annakiramam
Gandhi Nagar, Kurinjipadi(TK)
Gandhi Nagar (S O)
Cuddalore- 607308

Dear **Jasmine**,

Congratulations! We are pleased to offer you the position "**Software Engineer**" at **Telliant Systems India Private Limited** (hereinafter referred to as "**the Company**" or "**Telliant**") Your place of work shall be **our office premises located at [Chennai]**.

We are confident that the professional challenge and work environment will be attractive and provide you with the opportunity you desire in your career path.

You will be paid an annualized compensation of **Rs 3,75,000 (Three Lakh Seventy Five Thousand)** the details of which are provided in the annexure of this letter and is by way of intimation. **and will be confirmed upon your successful completion of your bachelor's degree and signing of the Employment Agreement which will be thereafter issued by us.** The details of your offer is as shown in the annexure are to be always kept strictly confidential even post joining the organization.

This Offer Letter will remain open for a period of five working days. If the terms of this Offer Letter are acceptable to you, please confirm your acceptance in writing via electronic mail to us within 5 days from the offer letter date. If no such intimation of acceptance is received on or before the said date, this Offer Letter shall stand automatically withdrawn

Your Date of Joining will be intimated later based on business requirements.

Your working hours will be 12 noon to 9 pm.

You will be on probation for a period of 6 months calculated from the date of joining and upon successful completion of the probation period will your status be that of a confirmed employee. Further the Confirmation of your employment shall be subject to Telliant receiving the following:

- (a) Satisfactory reference/s from the list of referees furnished by you
- (b) Correct particulars regarding age, educational & work experience certificates etc.
- (c) Your acceptance and execution of the Employment Agreement, on or before your

Telliant Systems India Private Limited.

6th Floor, Bascon Futura SV 10/1, Venkatnarayana Road, T.Nagar, Chennai – 600 017.
Ph: +91-(44)-42307166

www.telliant.com



Date of Joining.

You also note and agree that only upon fulfilment of the above conditions will your appointment be confirmed. Until the date of joining, the Company shall be at liberty to rescind the offer.

Upon acceptance of this Offer Letter, you will be confirming that you are not party to any agreement or arrangement which in any way restricts, prohibits or debars you from accepting the offer made by the Company including but not limited to any non-compete, non-disclosure or restrictive agreement or terms and that you will have no continuing obligations or restrictions which will apply to you from the date of commencement of your employment with the Company or if you are so bound, that will hamper you from honoring such covenants and agreements.

By accepting this Offer Letter, you understand and agree that this is not a contract of employment with the Company and your employment with us is subject to the execution of the Employment Agreement and terms and conditions and your acceptance of the same.

Background Verification: Notwithstanding the above, your appointment shall be subject to

- a) satisfactory report having been received by the Company in respect of reference check and background verification, from an independent agency appointed by the Company and
- b) you are providing all the joining documents, which includes disclosures on any Intellectual Property you might be holding on the date of joining as requested by the Company, prior to execution of the Employment Agreement. The Company also reserves the right to seek the following information/documentation from you at any point of time:
 - (i) Reference checks; and
 - (ii) Credit checks
 - (iii) Criminal verification

We look forward in working with you.

With Best Wishes,
For and on behalf of Telliant

VP - HR & Finance

Annexure A

DR. R. PALSON KENNEDY, M.E., Ph.D.
PRINCIPAL
PFRI INSTITUTE OF TECHNOLOGY
Mannivakkam, Chennai - 600 048.

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www.telliant.com

NAME		Jasmine Jenifer Mary X	
DESIGNATION		Software Engineer	
1) FIXED SALARY		Per Month (Rs.)	Per Annum (Rs.)
1.1	Basic	15625	187500
1.2	House Rent Allowance	7813	93750
1.3	Special Allowance	5261	63136
	Total Fixed Salary	28699	344386
2) BENEFITS			
2.1	Provident Fund (Employer's Contribution)	1800	21600
2.2	Gratuity	751	9014
	Total Benefits	2551	30164
Total Cost to Company (1+2)		31250	375000

*You are covered under Group Mediclaim Insurance for a sum insured of Rs.3,00,000 p.a
 (Floater mode applicable for self, spouse and 2 dependent children)



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HRD-Offer-105-SD-0901

09/01/2023

Lingareddy SaiDhathri
4-127, Kapuluru village, Naidupet,
Balaji district,
524126

Offer Letter

Dear Lingareddy SaiDhathri,

Congratulations! Further to the Interview you had with us, we are pleased to extend an offer to you in the capacity of a "Trainee US IT Recruiter" in grade "P0".

Your Total Annual remuneration will be Rs. "4,00,000"/- (Four Lakh Rupees Only) which is inclusive of your the variable Component. A detailed break up of your salary is been explained in enclosed Annexure.

Terms and Conditions of Employment:

This offer is valid until "11/01/2023" which will be your joining date with us and will stand void post your stated joining date.

And also note that this offer is purely based on the information / documents provided by you and by accepting the offer, you specifically authorize the Company or any external agency through us to verify your educational, employment antecedents, your conduct and any other background checks prior to your joining the Company or thereafter. You shall extend co-operation (if asked for) during such verification without any protest or demur. If there is a discrepancy in any of the information submitted by you (which formed the basis for this offer) or in the copies of the documents / certificates given by you as a proof in support of the above, the Company reserves the right to revoke the offer at any time during service.

- A. **Probation:** You will be on probation for a period of six months wef your the date of joining with us. The probation period will be for 6 months and in line with your satisfactory performance you will be confirmed on rolls of the company.
- B. **Work Location:** Your posting will be at PreludeSys India Private Limited, Old No D 12, New No A-3, 1st cross road, SIPCOT IT Park-Siruseri, Navallur, Chennai 603103. Your posting at present is, at Chennai. During your employment with this Company, you may be posted/transferred/attached to any other Company of PreludeSys India Pvt Ltd., Or to any of the offices/subsidiaries/unit associate offices of the Company to any town or city in India or abroad at the sole discretion of the Management.
- C. Upon you working in another Company on transfer/on specific project, you shall be entitled to emoluments and perks as applicable with PreludeSys India Pvt Ltd., only.

D. **Work Ethics:**

PreludeSys India Private Limited

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Dr. R. PALSON KENNEDY, M.E., Ph.D.
PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
Chennai - 600113

1. During the course of your employment you will apply yourself with dedication, exercise your duty to the best of your ability and shall devote your whole time and attention to promote the interests of the Company and generally carry out the work as assigned to you and shall obey and comply with all the lawful orders and directions given to you by the concerned superiors in the Company.
2. You are expected to deal with Company's money, material and documents with utmost care, diligence, honesty and professional ethics. Your services may be dispensed with, any time without any previous notice, if you are found guilty of gross indiscipline, fraud misappropriation or acting against the interests of the Company.
3. You will not give anyone, by word of mouth, writing, facsimile, any devices or otherwise any particulars or details, which you acquire during the course of your employment of our working systems, technical know-how, security arrangements, administrative and/or Company matters of our and our clients whether confidential, secret or otherwise, either during your employment with Company or afterwards.

Our Employment Norms:

1. During the period of your employment, you will not work directly or indirectly for any other person, firm, company or organization whether with or without remuneration nor will you engage yourself or be interested directly in any trade or business; either as employer or employee or partner or advisor or in any other capacity.
2. While employed with us, you will promptly disclose to it and assign to it your interest in any invention, improvement or discovery made or conceived by you either alone or jointly with others, which arises out of any proceeding relating to such invention, improvement or discovery and in obtaining domestic and foreign patent or other protection covering the same.
3. You are required to maintain yourself, in a state of sound medical/physical/ mental fitness and ensure regular medical check-ups. Any neglect on your part in maintaining good health may render you medically unfit for the service. In such a case your services are liable for termination, notwithstanding other conditions mentioned in the letter of otherwise.
4. It must be specifically understood that this offer is made based on your proficiency on Technical/Professional skills you have declared to possess as per the Interview, and the ability to handle any assignment/job independently. In case, at a later date, any of your statements/particulars furnished are found to be false or misleading, the Company shall have the right to terminate your services forthwith.
5. You will at all times conform to the Security regulations prescribed at your place of work (including worksite at clients' location) for security of personnel, data security, and assets.

[Handwritten signature in blue ink]

PreludeSys India Private Limited

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CIN : U72300TN1998PTC041576 | GSTN : 33AABCP7252K12C

DR. K. TALSON KENNEDY, M.E., Ph.D.
PRINCIPAL
PERI INSTITUTE OF

Notice for separation from employment and Employment Termination

1. During probationary period, the employment may be brought to an end by either side serving a thirty days' notice to the other or by paying an amount equivalent in lieu of such notice, subject to the approval of Company.
2. The confirmed employment may be brought to an end by either side serving a sixty days' notice to the other or by paying an amount equivalent in lieu of such notice subject to the approval of Company.
3. The Company shall further be free to terminate your services at any time, without notice or compensation in lieu thereof, in the event of inefficiency in performance, insubordination, unethical / unprofessional behavior, misconduct, drunken disposition / precedence as a druggie at workplace, breach of any of the rules and regulations of the Company, negligence towards work, physical or mental disability on your part or on accord of an unsatisfactory outcome of your background verification (full or part of previous employment history)
4. In the event of your unauthorized/ uninformed absence from work for continuous 3 or in the event of you leaving the services of the Company without any written acceptance through e-mail by the Company, it would be assumed that you have voluntarily abandoned the services of the Company, and you will be terminated from services with immediate effect and without any compensation in lieu thereof

The terms and conditions mentioned in the letter are only few selected ones, applicable to you and not a complete description of all Company policies and rules. You are required to go through the policy manual of the Company, as amended from time to time.

Your acceptance to this offer letter / by virtue of you signing this offer letter, the Company reserves the rights to initiate legal proceedings in the jurisdiction of the courts of Chennai to recover cost of training as well as related costs associated with training as determined by the Company.

Even though the Company may depute you Overseas for on-site work or to any other location in India, the jurisdiction concerning any dispute arising out of your employment will be the courts in Chennai only.

Please note that the terms and conditions of your service contract as stipulated here-to-fore, or to be intimated hereafter, are to be treated as strictly confidential. You are not to divulge its contents to any employee of the Company/person connected with the Company

In all service matters, including those not specifically covered here, such as Travel, Leave etc. you will be governed by the rules of the Company framed from time to time.

Retirement: Retirement will be exercised as per our retirement policy.

At PreludeSys, we aim to provide a very satisfying and challenging workplace to our Employees, through whom we intend to deliver high quality service to our clients.

[Handwritten Signature]
Dr. R. PALSUN KENNEDY, M.E.
PRINCIPAL
PERT INSTITUTE OF TECHNOLOGY
Mannivakkam, Chennai - 600 042.

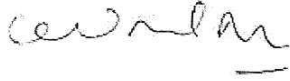
PreludeSys India Private Limited

Regd. Office : No. 3/A3, 1st Cross Street, SIPCOT IT Park, Siruseri - Chennai - 603 108

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For PreludeSys India Pvt Ltd

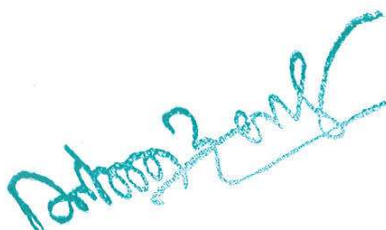


Prasad Reddy
AVP - HR & IT

You are advised to read this letter carefully and if the terms and conditions are accepted by you, kindly acknowledge by signing below.

I, have read and understood thoroughly the rules of service and the above terms of my appointment of my service. I agree with all terms mentioned above and I shall abide by all general rules of service, which are now or may hereafter to be in force. I accept my appointment of service with you.

Employee's Signature
Date:



Dr. R. PALSON KENNEDY, M.E., Ph.D.,
PRINCIPAL
PERI INSTITUTE OF TECHNOLOGY
Mannavakkam, Chennai - 600 048.

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CIN : U72300TN1998PTC041576 | GSTN : 33AABCP7252K1ZC

Salary Annexure

Candidate Name	Lingareddy SaiDhathri	Level	P0
Designation	Trainee US IT Recruiter	Department	IN - US IT Recruitment
		Variable %	0
Particulars	Monthly (Rs)	Yearly (Rs)	
Basic Pay (40% of your annual TCTC)	13,333	1,59,996	
HRA	6667	80,004	
Basic and HRA Total	20,000	2,40,000	
ESI - Employer (3.25% of your monthly fixed)	0	0	
PF- Employer	1,800	21,600	
Insurance	365	4,380	
Gratuity	641	7,692	
Statutory Employer	2,806	33,672	
Car Lease, Fuel and Maintenance (1800/2400 pm)	-	-	
Leave Travel (@ 3 months basic pay once in 2 years)	-	-	
Internet / Mobile reimbursement (1000 pm)	-	-	
Professional Development (2000 pm)	-	-	
Food (1100/2200 pm)	-	-	
Flexi Benefits Total (as per employee option)			
Special Allowance	10,527	1,26,327	
Professional Tax	208	2,496	
ESI Contribution by Employee (0.75% of your monthly fixed)	0	0	
PF Contribution by Employee	1,800	21,600	
Total Statutory Deductions *this will be in line with current prevailing Govt. norms	2,008	24,096	
Net Take Home	28,519	3,42,231	
Fixed CTC	33,333	3,99,999	
Variable Pay (*pay out as per VP policy)	0	0	
Total CTC	33,333	4,00,000	

*Applicable taxes will apply any point of time towards your salary as per the current prevailing Government rules.

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1. Flexi Benefits (Flexi Benefit is equivalent to your Special Allowance)
2. Flexi Benefit components as per the eligibility at your level helps you to get a tax exemption on submission of bills end of the financial year.
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Details of Employee Group Medical Insurance:

1. Group Medical Insurance @ Sum Insured of 2L
2. Employee Group Personal Accident insurance of 5L
3. Group Life cover minimum of Rs.10L or one time of annual CTC, whichever is higher

Employee Group Medical Insurance coverage will be at an optimized corporate premium. You can also top up your sum insured or add a dependant if you wish to by paying an additional premium as applicable.

Dr. R. Palson Kennedy

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